

WEBVTT

NOTE duration:"01:11:28"

NOTE recognizability:0.847

NOTE language:en-us

NOTE Confidence: 0.2155402

00:00:00.000 --> 00:00:03.910 Yes. At the end of our conversation today,

NOTE Confidence: 0.2155402

00:00:03.910 --> 00:00:05.698 hopefully you'll be able to recall

NOTE Confidence: 0.2155402

00:00:05.698 --> 00:00:07.262 the term underrepresented in medicine

NOTE Confidence: 0.2155402

00:00:07.262 --> 00:00:08.872 as defined by the Association

NOTE Confidence: 0.2155402

00:00:08.872 --> 00:00:10.160 of American Medical Colleges.

NOTE Confidence: 0.2155402

00:00:10.160 --> 00:00:11.988 Describe historical and current

NOTE Confidence: 0.2155402

00:00:11.988 --> 00:00:13.359 distribution of individuals

NOTE Confidence: 0.2155402

00:00:13.359 --> 00:00:15.150 underrepresented in medicine or UIM,

NOTE Confidence: 0.2155402

00:00:15.150 --> 00:00:16.410 both in training and practice,

NOTE Confidence: 0.2155402

00:00:16.410 --> 00:00:17.650 with an emphasis on pathology.

NOTE Confidence: 0.2155402

00:00:17.650 --> 00:00:18.676 Specific data.

NOTE Confidence: 0.2155402

00:00:18.676 --> 00:00:20.728 Recognize how barriers retaining

NOTE Confidence: 0.2155402

00:00:20.728 --> 00:00:22.780 individuals underrepresented in medicine

NOTE Confidence: 0.2155402

00:00:22.844 --> 00:00:24.770 evolve at each station or career,

NOTE Confidence: 0.2155402

00:00:24.770 --> 00:00:27.308 and then outline some key elements

NOTE Confidence: 0.2155402

00:00:27.308 --> 00:00:29.940 for an impactful DI initiative.

NOTE Confidence: 0.2155402

00:00:29.940 --> 00:00:31.590 Alright, but before we move forward,

NOTE Confidence: 0.2155402

00:00:31.590 --> 00:00:34.558 we want to recognize the past and better

NOTE Confidence: 0.2155402

00:00:34.558 --> 00:00:36.779 understand where we are coming from

NOTE Confidence: 0.2155402

00:00:36.779 --> 00:00:39.339 and understand the context in which the

NOTE Confidence: 0.2155402

00:00:39.339 --> 00:00:42.020 disparities that we currently see arose in.

NOTE Confidence: 0.2155402

00:00:42.020 --> 00:00:43.952 And for those of you who are

NOTE Confidence: 0.2155402

00:00:43.952 --> 00:00:45.400 readers or audiobook listeners,

NOTE Confidence: 0.2155402

00:00:45.400 --> 00:00:47.759 I have no stake in this book,

NOTE Confidence: 0.2155402

00:00:47.760 --> 00:00:49.503 but I think how the word is

NOTE Confidence: 0.2155402

00:00:49.503 --> 00:00:51.400 passed is a really nice book.

NOTE Confidence: 0.2155402

00:00:51.400 --> 00:00:52.520 For those of you to listen to,

NOTE Confidence: 0.2155402

00:00:52.520 --> 00:00:53.895 and I think it really

NOTE Confidence: 0.2155402

00:00:53.895 --> 00:00:55.630 emphasizes what I want to take.

NOTE Confidence: 0.2155402

00:00:55.630 --> 00:00:57.310 Drill home with this part

NOTE Confidence: 0.2155402

00:00:57.310 --> 00:00:58.654 of our conversation today,

NOTE Confidence: 0.2155402

00:00:58.660 --> 00:01:00.036 which is there is.

NOTE Confidence: 0.2155402

00:01:00.036 --> 00:01:01.756 The history that we know,

NOTE Confidence: 0.2155402

00:01:01.760 --> 00:01:02.840 the issue that we're taught,

NOTE Confidence: 0.2155402

00:01:02.840 --> 00:01:06.113 and then what actually happened and you know,

NOTE Confidence: 0.2155402

00:01:06.113 --> 00:01:08.699 it's important to be cognizant of

NOTE Confidence: 0.2155402

00:01:08.699 --> 00:01:11.615 what we thought we knew may not

NOTE Confidence: 0.2155402

00:01:11.615 --> 00:01:13.850 be reflective of the actuality

NOTE Confidence: 0.2155402

00:01:13.941 --> 00:01:16.176 of what we're seeing today.

NOTE Confidence: 0.2155402

00:01:16.180 --> 00:01:18.223 So I want to just pause and recognize our

NOTE Confidence: 0.2155402

00:01:18.223 --> 00:01:19.979 history in medicine and again of course,

NOTE Confidence: 0.2155402

00:01:19.980 --> 00:01:20.351 history.

NOTE Confidence: 0.2155402

00:01:20.351 --> 00:01:21.835 Medicine begins with segregation

NOTE Confidence: 0.2155402

00:01:21.835 --> 00:01:24.104 and medicine with ***** versus

NOTE Confidence: 0.2155402

00:01:24.104 --> 00:01:26.456 Ferguson upholding segregation.

NOTE Confidence: 0.2155402

00:01:26.456 --> 00:01:28.800 And I think there are a few of us

NOTE Confidence: 0.2155402

00:01:28.800 --> 00:01:30.299 that have some ties to Atlanta.

NOTE Confidence: 0.2155402

00:01:30.300 --> 00:01:32.197 So I'd just like to highlight the

NOTE Confidence: 0.2155402

00:01:32.197 --> 00:01:33.626 GREYDIS which is Grady Memorial

NOTE Confidence: 0.2155402

00:01:33.626 --> 00:01:35.655 Hospital is built in the shape of

NOTE Confidence: 0.2155402

00:01:35.655 --> 00:01:37.300 an age so that the white patients

NOTE Confidence: 0.2155402

00:01:37.300 --> 00:01:39.309 were on one side of the H and

NOTE Confidence: 0.2155402

00:01:39.309 --> 00:01:40.603 the colored patients are black.

NOTE Confidence: 0.2155402

00:01:40.603 --> 00:01:43.027 Patients were on the other side of the

NOTE Confidence: 0.2155402

00:01:43.027 --> 00:01:45.436 age and they had separate care teams.

NOTE Confidence: 0.2155402

00:01:45.440 --> 00:01:47.876 Matt Hopkins at Hopkins was segregated

NOTE Confidence: 0.2155402

00:01:47.876 --> 00:01:50.325 with the last inpatient unit being

NOTE Confidence: 0.2155402

00:01:50.325 --> 00:01:52.648 desegregated in about the mid 1970s.

NOTE Confidence: 0.2155402

00:01:52.648 --> 00:01:54.888 The first black pathology residents

NOTE Confidence: 0.2155402

00:01:54.888 --> 00:01:57.836 didn't resident did not enter our program

NOTE Confidence: 0.2155402

00:01:57.836 --> 00:02:00.356 until the year my brother was born,

NOTE Confidence: 0.2155402

00:02:00.360 --> 00:02:01.122 so again,

NOTE Confidence: 0.2155402

00:02:01.122 --> 00:02:03.789 segregation of medicine is a very real

NOTE Confidence: 0.2155402

00:02:03.789 --> 00:02:06.114 thing and this is the real history

NOTE Confidence: 0.2155402

00:02:06.114 --> 00:02:08.560 that we need to be cognizant of.

NOTE Confidence: 0.2155402

00:02:08.560 --> 00:02:09.916 Speaking of the history that we

NOTE Confidence: 0.2155402

00:02:09.916 --> 00:02:11.518 were taught and what you know the

NOTE Confidence: 0.2155402

00:02:11.518 --> 00:02:12.820 the other aspects of the history

NOTE Confidence: 0.2155402

00:02:12.820 --> 00:02:14.132 that we didn't necessarily know

NOTE Confidence: 0.2155402

00:02:14.132 --> 00:02:15.698 the Flexner report we all learned

NOTE Confidence: 0.2155402

00:02:15.700 --> 00:02:18.335 about the landmark Flexner report

NOTE Confidence: 0.2155402

00:02:18.335 --> 00:02:20.443 published by Abraham Flexner.

NOTE Confidence: 0.2155402

00:02:20.450 --> 00:02:22.328 Which is a comprehensive survey of

NOTE Confidence: 0.2155402

00:02:22.328 --> 00:02:24.212 the US and Canadian medical schools

NOTE Confidence: 0.2155402

00:02:24.212 --> 00:02:26.484 over the span of 18 or so months.

NOTE Confidence: 0.2155402

00:02:26.490 --> 00:02:28.998 This was commissioned by the American
NOTE Confidence: 0.2155402

00:02:28.998 --> 00:02:30.670 Medical Colleges Association Council
NOTE Confidence: 0.2155402

00:02:30.728 --> 00:02:32.563 medical education and it sought
NOTE Confidence: 0.2155402

00:02:32.563 --> 00:02:34.398 to reform and standardize medical
NOTE Confidence: 0.2155402

00:02:34.458 --> 00:02:36.084 education and bring it into what
NOTE Confidence: 0.2155402

00:02:36.084 --> 00:02:38.559 at the time was science and rigor
NOTE Confidence: 0.2155402

00:02:38.559 --> 00:02:40.411 providing medical students with
NOTE Confidence: 0.2155402

00:02:40.411 --> 00:02:42.737 an evidence based education and
NOTE Confidence: 0.2155402

00:02:42.737 --> 00:02:44.907 institutions such as you know,
NOTE Confidence: 0.2155402

00:02:44.910 --> 00:02:46.495 the Harverst the Hopkins stood
NOTE Confidence: 0.2155402

00:02:46.495 --> 00:02:48.080 out as the landmark institutions
NOTE Confidence: 0.2155402

00:02:48.130 --> 00:02:49.690 and that's what we were taught.
NOTE Confidence: 0.2155402

00:02:49.690 --> 00:02:50.630 That's what I was taught.
NOTE Confidence: 0.2155402

00:02:50.630 --> 00:02:52.438 I was taught that the Buckner port was.
NOTE Confidence: 0.904409488947369

00:02:52.440 --> 00:02:53.628 Instrumental in revolutionising
NOTE Confidence: 0.904409488947369

00:02:53.628 --> 00:02:55.608 medical education and really bringing

NOTE Confidence: 0.904409488947369
00:02:55.608 --> 00:02:57.770 us forward and bringing science and
NOTE Confidence: 0.904409488947369
00:02:57.770 --> 00:02:59.420 rigor again into medical education.
NOTE Confidence: 0.904409488947369
00:02:59.420 --> 00:03:01.500 What I didn't learn was that there are
NOTE Confidence: 0.904409488947369
00:03:01.500 --> 00:03:03.157 other chapters of the Flexner report.
NOTE Confidence: 0.904409488947369
00:03:03.160 --> 00:03:04.356 There was chapter 13,
NOTE Confidence: 0.904409488947369
00:03:04.356 --> 00:03:06.150 the medical education of women and
NOTE Confidence: 0.904409488947369
00:03:06.204 --> 00:03:08.046 then chapter 14 medical education of
NOTE Confidence: 0.904409488947369
00:03:08.046 --> 00:03:10.228 the ***** and learned about this.
NOTE Confidence: 0.904409488947369
00:03:10.228 --> 00:03:11.576 Anecdotally, I don't know what
NOTE Confidence: 0.904409488947369
00:03:11.576 --> 00:03:13.310 prompted me to just go look at
NOTE Confidence: 0.904409488947369
00:03:13.310 --> 00:03:14.983 the look up the facts and report,
NOTE Confidence: 0.904409488947369
00:03:14.990 --> 00:03:16.726 but I look I just decided to
NOTE Confidence: 0.904409488947369
00:03:16.726 --> 00:03:19.120 read it one day and I know these
NOTE Confidence: 0.904409488947369
00:03:19.120 --> 00:03:20.388 these these two chapters.
NOTE Confidence: 0.904409488947369
00:03:20.390 --> 00:03:22.644 So if you look at chapter 13.
NOTE Confidence: 0.904409488947369

00:03:22.650 --> 00:03:24.828 Medical education of women and it
NOTE Confidence: 0.904409488947369

00:03:24.828 --> 00:03:27.006 briefly outlining the status of medical
NOTE Confidence: 0.904409488947369

00:03:27.006 --> 00:03:29.330 education of women in early 20th century
NOTE Confidence: 0.904409488947369

00:03:29.330 --> 00:03:31.874 and while Flexner noted that female
NOTE Confidence: 0.904409488947369

00:03:31.874 --> 00:03:33.570 student enrollment was declining.
NOTE Confidence: 0.904409488947369

00:03:33.570 --> 00:03:35.985 Flexner did note that there was a
NOTE Confidence: 0.904409488947369

00:03:35.985 --> 00:03:38.890 clear role for women to be educated
NOTE Confidence: 0.904409488947369

00:03:38.890 --> 00:03:41.130 and medicine and become physicians.
NOTE Confidence: 0.904409488947369

00:03:41.130 --> 00:03:41.465 However,
NOTE Confidence: 0.904409488947369

00:03:41.465 --> 00:03:43.475 they flex or noted that they
NOTE Confidence: 0.904409488947369

00:03:43.475 --> 00:03:45.665 women had a decreased decreasing
NOTE Confidence: 0.904409488947369

00:03:45.665 --> 00:03:48.450 inclination to enter medical school,
NOTE Confidence: 0.904409488947369

00:03:48.450 --> 00:03:50.679 which was interesting.
NOTE Confidence: 0.904409488947369

00:03:50.680 --> 00:03:50.941 Now,
NOTE Confidence: 0.904409488947369

00:03:50.941 --> 00:03:51.724 as I mentioned,
NOTE Confidence: 0.904409488947369

00:03:51.724 --> 00:03:53.290 the flexing report was Brett Rose

NOTE Confidence: 0.904409488947369
00:03:53.342 --> 00:03:54.598 revolutionary in terms of.
NOTE Confidence: 0.904409488947369
00:03:54.600 --> 00:03:56.485 Bringing science and rigor into
NOTE Confidence: 0.904409488947369
00:03:56.485 --> 00:03:57.239 medical education,
NOTE Confidence: 0.904409488947369
00:03:57.240 --> 00:04:00.516 but the the consequences at the medical
NOTE Confidence: 0.904409488947369
00:04:00.516 --> 00:04:03.563 schools that Flexner felt did not have
NOTE Confidence: 0.904409488947369
00:04:03.563 --> 00:04:06.492 the adequate resources or the OR the
NOTE Confidence: 0.904409488947369
00:04:06.492 --> 00:04:09.027 whether they be physical resources.
NOTE Confidence: 0.904409488947369
00:04:09.030 --> 00:04:09.978 Faculty resources,
NOTE Confidence: 0.904409488947369
00:04:09.978 --> 00:04:11.874 whichever institutions that did
NOTE Confidence: 0.904409488947369
00:04:11.874 --> 00:04:13.770 not have the resources.
NOTE Confidence: 0.904409488947369
00:04:13.770 --> 00:04:16.410 Flexner spell all that out and
NOTE Confidence: 0.904409488947369
00:04:16.410 --> 00:04:18.651 then recommended whether they be
NOTE Confidence: 0.904409488947369
00:04:18.651 --> 00:04:20.666 closed or remain in existence.
NOTE Confidence: 0.904409488947369
00:04:20.670 --> 00:04:21.453 And So what?
NOTE Confidence: 0.904409488947369
00:04:21.453 --> 00:04:22.758 Flexner outlined in this Chapter
NOTE Confidence: 0.904409488947369

00:04:22.758 --> 00:04:24.958 13 is that none of the three women
NOTE Confidence: 0.904409488947369

00:04:24.958 --> 00:04:26.499 medical colleges at that time
NOTE Confidence: 0.904409488947369

00:04:26.499 --> 00:04:28.111 could be sufficiently strengthened
NOTE Confidence: 0.904409488947369

00:04:28.111 --> 00:04:29.723 without enormous select outlay,
NOTE Confidence: 0.904409488947369

00:04:29.730 --> 00:04:31.480 and recommended their closure where
NOTE Confidence: 0.904409488947369

00:04:31.480 --> 00:04:33.230 those medical school colleges was
NOTE Confidence: 0.904409488947369

00:04:33.286 --> 00:04:34.806 actually in Baltimore as well.
NOTE Confidence: 0.904409488947369

00:04:34.810 --> 00:04:36.790 Baltimore as well.
NOTE Confidence: 0.904409488947369

00:04:36.790 --> 00:04:38.626 So the implications on the flexing
NOTE Confidence: 0.904409488947369

00:04:38.626 --> 00:04:40.266 report for female medical education
NOTE Confidence: 0.904409488947369

00:04:40.266 --> 00:04:41.714 there is decreasing female
NOTE Confidence: 0.904409488947369

00:04:41.714 --> 00:04:43.524 enrollment with closure of medical
NOTE Confidence: 0.904409488947369

00:04:43.580 --> 00:04:45.008 schools with trained female,
NOTE Confidence: 0.904409488947369

00:04:45.010 --> 00:04:46.885 but also African American and
NOTE Confidence: 0.904409488947369

00:04:46.885 --> 00:04:48.760 working class or socio economically
NOTE Confidence: 0.904409488947369

00:04:48.822 --> 00:04:50.150 disadvantaged students.

NOTE Confidence: 0.904409488947369
00:04:50.150 --> 00:04:53.006 This also occurred in a time when medical
NOTE Confidence: 0.904409488947369
00:04:53.006 --> 00:04:55.166 schools still had some gender based
NOTE Confidence: 0.904409488947369
00:04:55.166 --> 00:04:57.560 quotas and so even though there was.
NOTE Confidence: 0.904409488947369
00:04:57.560 --> 00:04:59.714 Duckster was arguing that there needed
NOTE Confidence: 0.904409488947369
00:04:59.714 --> 00:05:01.919 to be females educated in medicine.
NOTE Confidence: 0.904409488947369
00:05:01.920 --> 00:05:03.820 The medical schools were not
NOTE Confidence: 0.904409488947369
00:05:03.820 --> 00:05:06.753 forced to have or to get rid
NOTE Confidence: 0.904409488947369
00:05:06.753 --> 00:05:09.349 of their gender based quotas.
NOTE Confidence: 0.904409488947369
00:05:09.350 --> 00:05:11.168 So what about medical education and
NOTE Confidence: 0.904409488947369
00:05:11.168 --> 00:05:12.970 the impact on African Americans?
NOTE Confidence: 0.904409488947369
00:05:12.970 --> 00:05:14.848 So out of these seven African
NOTE Confidence: 0.904409488947369
00:05:14.848 --> 00:05:15.787 American medical schools,
NOTE Confidence: 0.904409488947369
00:05:15.790 --> 00:05:17.526 which were in existence at the time,
NOTE Confidence: 0.904409488947369
00:05:17.530 --> 00:05:19.440 including Howard University College of
NOTE Confidence: 0.904409488947369
00:05:19.440 --> 00:05:21.350 Medicine and Meharry Medical College,
NOTE Confidence: 0.904409488947369

00:05:21.350 --> 00:05:23.546 Flexner argued that only two of
NOTE Confidence: 0.904409488947369

00:05:23.546 --> 00:05:25.423 those seven medical schools were
NOTE Confidence: 0.904409488947369

00:05:25.423 --> 00:05:27.475 able to provide a quality medical
NOTE Confidence: 0.904409488947369

00:05:27.475 --> 00:05:29.433 education at the standards that
NOTE Confidence: 0.904409488947369

00:05:29.433 --> 00:05:31.608 Flexner had argued were necessary.
NOTE Confidence: 0.904409488947369

00:05:31.610 --> 00:05:33.770 With that in mind, he did,
NOTE Confidence: 0.904409488947369

00:05:33.770 --> 00:05:34.220 however,
NOTE Confidence: 0.904409488947369

00:05:34.220 --> 00:05:36.920 outline a fundamental need for properly
NOTE Confidence: 0.904409488947369

00:05:36.920 --> 00:05:38.270 qualified education physicians.
NOTE Confidence: 0.904409488947369

00:05:38.270 --> 00:05:39.410 I'll be at what they narrowed.
NOTE Confidence: 0.904409488947369

00:05:39.410 --> 00:05:40.418 Scope of focus.
NOTE Confidence: 0.904409488947369

00:05:40.418 --> 00:05:42.770 I'm more so on public health and
NOTE Confidence: 0.904409488947369

00:05:42.846 --> 00:05:45.506 hygiene rather than subspecialty care.
NOTE Confidence: 0.904409488947369

00:05:45.510 --> 00:05:48.065 So what are the long term implications?
NOTE Confidence: 0.904409488947369

00:05:48.070 --> 00:05:50.764 Five of those seven medical colleges
NOTE Confidence: 0.904409488947369

00:05:50.764 --> 00:05:53.407 were closed with Howard and Meharry

NOTE Confidence: 0.904409488947369
00:05:53.407 --> 00:05:56.463 being the only two that were allowed to
NOTE Confidence: 0.862450418181818
00:05:56.540 --> 00:05:58.619 remain open. Morehouse School of
NOTE Confidence: 0.862450418181818
00:05:58.619 --> 00:06:00.977 Medicine didn't open until about the
NOTE Confidence: 0.862450418181818
00:06:00.977 --> 00:06:05.440 mid 70s and then secondarily with the.
NOTE Confidence: 0.862450418181818
00:06:05.440 --> 00:06:08.668 And fundamental need for qualified for
NOTE Confidence: 0.862450418181818
00:06:08.668 --> 00:06:10.820 qualified African American physicians
NOTE Confidence: 0.862450418181818
00:06:10.893 --> 00:06:13.524 outlined the the scope of practice was
NOTE Confidence: 0.862450418181818
00:06:13.524 --> 00:06:16.025 narrowed to again primary care and public
NOTE Confidence: 0.862450418181818
00:06:16.025 --> 00:06:18.467 health and hygiene with fewer African
NOTE Confidence: 0.862450418181818
00:06:18.467 --> 00:06:20.762 American physicians educated in medical
NOTE Confidence: 0.862450418181818
00:06:20.762 --> 00:06:22.930 specialties and the consequences that
NOTE Confidence: 0.862450418181818
00:06:22.930 --> 00:06:25.306 there is diminished or decreased access
NOTE Confidence: 0.862450418181818
00:06:25.306 --> 00:06:28.125 to subspecialty care for quite some time.
NOTE Confidence: 0.862450418181818
00:06:28.130 --> 00:06:30.713 And we still see those profound disparities
NOTE Confidence: 0.862450418181818
00:06:30.713 --> 00:06:33.100 in representation in subspecialties today,
NOTE Confidence: 0.862450418181818

00:06:33.100 --> 00:06:34.924 including orthopedic surgery,
NOTE Confidence: 0.862450418181818

00:06:34.924 --> 00:06:36.854 interventional radiology, cardiology, etc.
NOTE Confidence: 0.862450418181818

00:06:36.854 --> 00:06:38.996 So these are some of the
NOTE Confidence: 0.862450418181818

00:06:38.996 --> 00:06:40.700 long term implications,
NOTE Confidence: 0.862450418181818

00:06:40.700 --> 00:06:42.470 but another one that is,
NOTE Confidence: 0.862450418181818

00:06:42.470 --> 00:06:43.795 you know that that's the
NOTE Confidence: 0.862450418181818

00:06:43.795 --> 00:06:45.120 elephant in the proverbial room.
NOTE Confidence: 0.862450418181818

00:06:45.120 --> 00:06:46.990 Decrease exposure for diverse educational
NOTE Confidence: 0.862450418181818

00:06:46.990 --> 00:06:48.860 environments for all medical students.
NOTE Confidence: 0.862450418181818

00:06:48.860 --> 00:06:51.308 So not only are we talking about diminished
NOTE Confidence: 0.862450418181818

00:06:51.308 --> 00:06:54.415 access to education for African Americans or
NOTE Confidence: 0.862450418181818

00:06:54.415 --> 00:06:56.363 individuals underrepresented in medicine,
NOTE Confidence: 0.862450418181818

00:06:56.370 --> 00:06:58.250 particularly at the time
NOTE Confidence: 0.862450418181818

00:06:58.250 --> 00:06:59.190 indigenous Americans,
NOTE Confidence: 0.862450418181818

00:06:59.190 --> 00:07:01.326 would it be included in that as well?
NOTE Confidence: 0.862450418181818

00:07:01.330 --> 00:07:02.380 But then also,

NOTE Confidence: 0.862450418181818
00:07:02.380 --> 00:07:03.780 on the flip side,
NOTE Confidence: 0.862450418181818
00:07:03.780 --> 00:07:06.139 you had Caucasian students that were not,
NOTE Confidence: 0.862450418181818
00:07:06.140 --> 00:07:08.428 or white students that were not being.
NOTE Confidence: 0.862450418181818
00:07:08.428 --> 00:07:11.168 It educated an environment where
NOTE Confidence: 0.862450418181818
00:07:11.168 --> 00:07:12.812 there was diversity.
NOTE Confidence: 0.862450418181818
00:07:12.820 --> 00:07:14.840 But what about beyond education?
NOTE Confidence: 0.862450418181818
00:07:14.840 --> 00:07:16.786 We had patient segregation in the wards
NOTE Confidence: 0.862450418181818
00:07:16.786 --> 00:07:18.691 we talked about that with the greedies
NOTE Confidence: 0.862450418181818
00:07:18.691 --> 00:07:20.670 and we talked about that at Hopkins.
NOTE Confidence: 0.862450418181818
00:07:20.670 --> 00:07:23.058 But what about desegregation beyond awards?
NOTE Confidence: 0.862450418181818
00:07:23.060 --> 00:07:24.520 What about in pathology?
NOTE Confidence: 0.862450418181818
00:07:24.520 --> 00:07:27.180 So some of you historians may may
NOTE Confidence: 0.862450418181818
00:07:27.180 --> 00:07:29.175 remember that our blood supply
NOTE Confidence: 0.862450418181818
00:07:29.175 --> 00:07:31.499 was segregated for quite some time
NOTE Confidence: 0.862450418181818
00:07:31.499 --> 00:07:33.473 up until about the mid 1950s,
NOTE Confidence: 0.862450418181818

00:07:33.480 --> 00:07:36.427 or well into the mid 20th century.
NOTE Confidence: 0.862450418181818

00:07:36.430 --> 00:07:39.832 And this is what this is a an image
NOTE Confidence: 0.862450418181818

00:07:39.832 --> 00:07:42.043 published by Paul Hoxworth showing
NOTE Confidence: 0.862450418181818

00:07:42.043 --> 00:07:44.008 what the blood storage refrigeration
NOTE Confidence: 0.862450418181818

00:07:44.008 --> 00:07:45.187 units looked like,
NOTE Confidence: 0.862450418181818

00:07:45.190 --> 00:07:46.268 where you had it on one side,
NOTE Confidence: 0.862450418181818

00:07:46.270 --> 00:07:48.350 white blood and the other side colored blood.
NOTE Confidence: 0.862450418181818

00:07:48.350 --> 00:07:50.894 And these would be taken from white or.
NOTE Confidence: 0.862450418181818

00:07:50.900 --> 00:07:53.258 Brown donors and then stored in
NOTE Confidence: 0.862450418181818

00:07:53.258 --> 00:07:56.350 separate areas of the blood bank and
NOTE Confidence: 0.862450418181818

00:07:56.350 --> 00:07:58.760 only transfused to specific patients.
NOTE Confidence: 0.862450418181818

00:07:58.760 --> 00:08:02.169 And this is also in pathology again.
NOTE Confidence: 0.862450418181818

00:08:02.170 --> 00:08:03.654 So for those of you that have
NOTE Confidence: 0.862450418181818

00:08:03.654 --> 00:08:04.290 ties to Hopkins,
NOTE Confidence: 0.862450418181818

00:08:04.290 --> 00:08:07.378 this is our old original morgue and these
NOTE Confidence: 0.862450418181818

00:08:07.378 --> 00:08:10.457 little white tags on the doors are for

NOTE Confidence: 0.862450418181818

00:08:10.457 --> 00:08:12.660 white patients and colored patients.

NOTE Confidence: 0.862450418181818

00:08:12.660 --> 00:08:14.809 And this is from Doctor Ralph Rubin

NOTE Confidence: 0.862450418181818

00:08:14.810 --> 00:08:17.362 who shared this photo and I did touch

NOTE Confidence: 0.862450418181818

00:08:17.362 --> 00:08:19.498 base with Doctor John Boitnott.

NOTE Confidence: 0.862450418181818

00:08:19.500 --> 00:08:20.660 For those of you, again,

NOTE Confidence: 0.862450418181818

00:08:20.660 --> 00:08:22.184 have some Hopkins ties.

NOTE Confidence: 0.862450418181818

00:08:22.184 --> 00:08:24.470 Who confirmed that this was an

NOTE Confidence: 0.862450418181818

00:08:24.549 --> 00:08:27.198 actual this was. This was real.

NOTE Confidence: 0.862450418181818

00:08:27.198 --> 00:08:29.506 There were segregated storage,

NOTE Confidence: 0.862450418181818

00:08:29.506 --> 00:08:32.650 refrigeration, sorry there was.

NOTE Confidence: 0.862450418181818

00:08:32.650 --> 00:08:34.930 There was segregation in the morgue,

NOTE Confidence: 0.862450418181818

00:08:34.930 --> 00:08:36.345 although they did not necessarily

NOTE Confidence: 0.862450418181818

00:08:36.345 --> 00:08:37.194 always follow it.

NOTE Confidence: 0.862450418181818

00:08:37.200 --> 00:08:38.970 And you know that that take

NOTE Confidence: 0.862450418181818

00:08:38.970 --> 00:08:40.620 that for what it means.

NOTE Confidence: 0.862450418181818

00:08:40.620 --> 00:08:43.350 But it was built with segregated morgues.

NOTE Confidence: 0.919944791

00:08:45.410 --> 00:08:48.266 Alright, So what is the argument

NOTE Confidence: 0.919944791

00:08:48.266 --> 00:08:50.170 for diversity in pathology?

NOTE Confidence: 0.919944791

00:08:50.170 --> 00:08:51.875 Again, we talk about pathologists

NOTE Confidence: 0.919944791

00:08:51.875 --> 00:08:54.361 and you know we don't typically see

NOTE Confidence: 0.919944791

00:08:54.361 --> 00:08:56.515 our patients with the exception of

NOTE Confidence: 0.919944791

00:08:56.515 --> 00:08:58.899 those and of those of us in forensics

NOTE Confidence: 0.919944791

00:08:58.899 --> 00:09:01.630 or who those of us who do find

NOTE Confidence: 0.919944791

00:09:01.630 --> 00:09:03.290 utile aspirations as pathologists,

NOTE Confidence: 0.919944791

00:09:03.290 --> 00:09:04.402 we primarily look at,

NOTE Confidence: 0.919944791

00:09:04.402 --> 00:09:06.341 you know tissue under the slides or

NOTE Confidence: 0.919944791

00:09:06.341 --> 00:09:08.069 we look at blood and tubes and so

NOTE Confidence: 0.919944791

00:09:08.069 --> 00:09:09.651 we're not seeing our patients and

NOTE Confidence: 0.919944791

00:09:09.651 --> 00:09:12.140 so you could argue that I work we,

NOTE Confidence: 0.919944791

00:09:12.140 --> 00:09:12.920 as pathologists,

NOTE Confidence: 0.919944791

00:09:12.920 --> 00:09:14.888 work in a setting where bias doesn't have.

NOTE Confidence: 0.919944791

00:09:14.890 --> 00:09:17.482 He doesn't have impact on our

NOTE Confidence: 0.919944791

00:09:17.482 --> 00:09:18.346 clinical workflows.

NOTE Confidence: 0.919944791

00:09:18.350 --> 00:09:20.540 We are not impacted by bias.

NOTE Confidence: 0.919944791

00:09:20.540 --> 00:09:20.834 However,

NOTE Confidence: 0.919944791

00:09:20.834 --> 00:09:22.598 that couldn't be further from the

NOTE Confidence: 0.919944791

00:09:22.598 --> 00:09:24.397 truth and you don't necessarily need

NOTE Confidence: 0.919944791

00:09:24.397 --> 00:09:26.757 to be seeing your patients to be 1

NOTE Confidence: 0.919944791

00:09:26.757 --> 00:09:28.738 affected by bias or two to perpetuate

NOTE Confidence: 0.919944791

00:09:28.738 --> 00:09:30.694 and exacerbate health disparities.

NOTE Confidence: 0.919944791

00:09:30.694 --> 00:09:33.650 But beyond that, you know.

NOTE Confidence: 0.919944791

00:09:33.650 --> 00:09:35.410 Again, thinking classically about

NOTE Confidence: 0.919944791

00:09:35.410 --> 00:09:37.170 what workforce diversity does,

NOTE Confidence: 0.919944791

00:09:37.170 --> 00:09:38.680 we classically think of you

NOTE Confidence: 0.919944791

00:09:38.680 --> 00:09:39.586 know workforce diversity,

NOTE Confidence: 0.919944791

00:09:39.590 --> 00:09:41.370 providing improved patient care

NOTE Confidence: 0.919944791

00:09:41.370 --> 00:09:43.103 with patient provider, concordance,
NOTE Confidence: 0.919944791

00:09:43.103 --> 00:09:45.068 and the provision of cultural.
NOTE Confidence: 0.919944791

00:09:45.070 --> 00:09:46.730 Appropriate and patient centered care,
NOTE Confidence: 0.919944791

00:09:46.730 --> 00:09:48.536 which again might not be as relevant
NOTE Confidence: 0.919944791

00:09:48.536 --> 00:09:50.410 to most of us as pathologists,
NOTE Confidence: 0.919944791

00:09:50.410 --> 00:09:51.880 with the exception of those of us
NOTE Confidence: 0.919944791

00:09:51.880 --> 00:09:53.150 that do interact with patients.
NOTE Confidence: 0.919944791

00:09:53.150 --> 00:09:53.543 However,
NOTE Confidence: 0.919944791

00:09:53.543 --> 00:09:55.901 diversity has more has other ways
NOTE Confidence: 0.919944791

00:09:55.901 --> 00:09:58.004 on touching on how we provide
NOTE Confidence: 0.919944791

00:09:58.004 --> 00:10:00.409 care and how we can how it can
NOTE Confidence: 0.919944791

00:10:00.409 --> 00:10:02.539 improve the way we provide care.
NOTE Confidence: 0.919944791

00:10:02.540 --> 00:10:04.172 Not only does it help us
NOTE Confidence: 0.919944791

00:10:04.172 --> 00:10:05.260 provide higher quality care,
NOTE Confidence: 0.919944791

00:10:05.260 --> 00:10:07.297 but as well established that diversity in
NOTE Confidence: 0.919944791

00:10:07.297 --> 00:10:09.180 the workforce helps increase innovation.

NOTE Confidence: 0.919944791

00:10:09.180 --> 00:10:11.180 When you have diverse teams,

NOTE Confidence: 0.919944791

00:10:11.180 --> 00:10:12.840 diverse teams bring increased awareness

NOTE Confidence: 0.919944791

00:10:12.840 --> 00:10:15.379 of and emphasis on health and health care,

NOTE Confidence: 0.919944791

00:10:15.380 --> 00:10:15.896 disparities,

NOTE Confidence: 0.919944791

00:10:15.896 --> 00:10:17.960 diversification of clinical trials.

NOTE Confidence: 0.919944791

00:10:17.960 --> 00:10:19.437 I think that's a really hot button

NOTE Confidence: 0.919944791

00:10:19.437 --> 00:10:20.977 topic now that we're more aware of.

NOTE Confidence: 0.919944791

00:10:20.980 --> 00:10:22.858 But this is something that's been

NOTE Confidence: 0.919944791

00:10:22.858 --> 00:10:25.400 going on long for for quite some time,

NOTE Confidence: 0.919944791

00:10:25.400 --> 00:10:27.896 including the post NIH Revitalization Act,

NOTE Confidence: 0.919944791

00:10:27.900 --> 00:10:29.710 which mandates that the clinical

NOTE Confidence: 0.919944791

00:10:29.710 --> 00:10:31.840 trials and studies that are receiving.

NOTE Confidence: 0.919944791

00:10:31.840 --> 00:10:34.600 And age funds need to be thinking

NOTE Confidence: 0.919944791

00:10:34.600 --> 00:10:36.367 mindfully about diversity,

NOTE Confidence: 0.919944791

00:10:36.370 --> 00:10:37.504 increased workforce diversity

NOTE Confidence: 0.919944791

00:10:37.504 --> 00:10:39.772 and touches on all these aspects.

NOTE Confidence: 0.919944791

00:10:39.780 --> 00:10:41.500 Provision of high quality care,

NOTE Confidence: 0.919944791

00:10:41.500 --> 00:10:43.092 clinical child diversity help

NOTE Confidence: 0.919944791

00:10:43.092 --> 00:10:44.684 US verities focus innovation.

NOTE Confidence: 0.919944791

00:10:44.690 --> 00:10:47.182 So even though we as pathologists are

NOTE Confidence: 0.919944791

00:10:47.182 --> 00:10:49.093 not directly improving patient care

NOTE Confidence: 0.919944791

00:10:49.093 --> 00:10:50.581 by patient provider, concordance,

NOTE Confidence: 0.919944791

00:10:50.581 --> 00:10:51.825 or culturally appropriate and

NOTE Confidence: 0.919944791

00:10:51.825 --> 00:10:52.758 patient centered care,

NOTE Confidence: 0.919944791

00:10:52.760 --> 00:10:54.776 there are other ways that diversity

NOTE Confidence: 0.919944791

00:10:54.776 --> 00:10:57.209 adds value to the work that we do.

NOTE Confidence: 0.919944791

00:10:57.210 --> 00:10:58.818 And if you are,

NOTE Confidence: 0.919944791

00:10:58.818 --> 00:11:01.230 you know somewhat of a skeptic

NOTE Confidence: 0.919944791

00:11:01.318 --> 00:11:03.520 and you know disagree with those.

NOTE Confidence: 0.919944791

00:11:03.520 --> 00:11:05.837 You know things that I advocate for

NOTE Confidence: 0.919944791

00:11:05.837 --> 00:11:08.458 in terms of why diversity matters.

NOTE Confidence: 0.919944791

00:11:08.460 --> 00:11:10.225 Diversity does bring in higher

NOTE Confidence: 0.919944791

00:11:10.225 --> 00:11:11.637 financial performance with the

NOTE Confidence: 0.919944791

00:11:11.637 --> 00:11:12.500 McKinsey analysis.

NOTE Confidence: 0.919944791

00:11:12.500 --> 00:11:14.585 Looking at private sector companies

NOTE Confidence: 0.919944791

00:11:14.585 --> 00:11:16.894 and looking at financial performance.

NOTE Confidence: 0.919944791

00:11:16.894 --> 00:11:19.529 And they demonstrate that ethnically

NOTE Confidence: 0.919944791

00:11:19.529 --> 00:11:21.583 diverse companies were outperform

NOTE Confidence: 0.919944791

00:11:21.583 --> 00:11:24.025 or more likely to outperform their

NOTE Confidence: 0.919944791

00:11:24.025 --> 00:11:25.191 non diverse businesses.

NOTE Confidence: 0.919944791

00:11:25.191 --> 00:11:27.999 So even if there is a question of

NOTE Confidence: 0.919944791

00:11:27.999 --> 00:11:30.350 whether or not diversity increases

NOTE Confidence: 0.919944791

00:11:30.350 --> 00:11:32.282 innovation or increases emphasis

NOTE Confidence: 0.919944791

00:11:32.282 --> 00:11:34.780 and awareness on health disparities.

NOTE Confidence: 0.919944791

00:11:34.780 --> 00:11:37.186 Or improves the quality of care.

NOTE Confidence: 0.919944791

00:11:37.190 --> 00:11:40.138 Fundamentally it is financially

NOTE Confidence: 0.919944791

00:11:40.138 --> 00:11:43.086 beneficial to increase diversity.

NOTE Confidence: 0.919944791

00:11:43.090 --> 00:11:45.244 So now that we understand the

NOTE Confidence: 0.919944791

00:11:45.244 --> 00:11:46.680 framework for which we

NOTE Confidence: 0.929194586666667

00:11:46.752 --> 00:11:47.650 are building,

NOTE Confidence: 0.929194586666667

00:11:47.650 --> 00:11:49.790 our discussion on diversity upon,

NOTE Confidence: 0.929194586666667

00:11:49.790 --> 00:11:51.824 let's talk about what we currently

NOTE Confidence: 0.929194586666667

00:11:51.824 --> 00:11:53.820 observe the pathway into pathology,

NOTE Confidence: 0.929194586666667

00:11:53.820 --> 00:11:55.086 and we understand that you know,

NOTE Confidence: 0.929194586666667

00:11:55.090 --> 00:11:58.074 we as a as a medical as a

NOTE Confidence: 0.929194586666667

00:11:58.074 --> 00:11:59.857 medical institution had were

NOTE Confidence: 0.929194586666667

00:11:59.857 --> 00:12:02.227 segregated for quite some time,

NOTE Confidence: 0.929194586666667

00:12:02.230 --> 00:12:03.638 and with that segregation

NOTE Confidence: 0.929194586666667

00:12:03.638 --> 00:12:05.398 extending into a pathology space,

NOTE Confidence: 0.929194586666667

00:12:05.400 --> 00:12:07.530 we recognize that the long term

NOTE Confidence: 0.929194586666667

00:12:07.530 --> 00:12:09.822 impact of overt segregation and overt

NOTE Confidence: 0.929194586666667

00:12:09.822 --> 00:12:11.749 exclusion in medical education is

NOTE Confidence: 0.929194586666667
00:12:11.749 --> 00:12:13.982 still palpable today in terms of the
NOTE Confidence: 0.929194586666667
00:12:13.982 --> 00:12:15.437 representation that we do not see.
NOTE Confidence: 0.929194586666667
00:12:15.440 --> 00:12:17.000 In our medical specialties,
NOTE Confidence: 0.929194586666667
00:12:17.000 --> 00:12:18.950 so where are we now?
NOTE Confidence: 0.929194586666667
00:12:18.950 --> 00:12:20.990 So as it just pause and check in,
NOTE Confidence: 0.929194586666667
00:12:20.990 --> 00:12:23.020 here underrepresented is a term that I
NOTE Confidence: 0.929194586666667
00:12:23.020 --> 00:12:25.627 will be using for the remainder of the talk,
NOTE Confidence: 0.929194586666667
00:12:25.630 --> 00:12:27.316 which means those racial and ethnic
NOTE Confidence: 0.929194586666667
00:12:27.316 --> 00:12:28.809 populations that are that are
NOTE Confidence: 0.929194586666667
00:12:28.809 --> 00:12:30.097 underrepresented in the medical
NOTE Confidence: 0.929194586666667
00:12:30.097 --> 00:12:31.707 profession relative to the numbers
NOTE Confidence: 0.929194586666667
00:12:31.758 --> 00:12:33.360 in the general population and this
NOTE Confidence: 0.929194586666667
00:12:33.360 --> 00:12:35.946 represents a shift from the 2003
NOTE Confidence: 0.929194586666667
00:12:35.946 --> 00:12:38.978 term underrepresented minority which
NOTE Confidence: 0.929194586666667
00:12:38.978 --> 00:12:42.010 classically consists of blacks,
NOTE Confidence: 0.929194586666667

00:12:42.010 --> 00:12:43.858 individual black individuals
NOTE Confidence: 0.929194586666667

00:12:43.858 --> 00:12:45.706 on Mexican Americans,
NOTE Confidence: 0.929194586666667

00:12:45.710 --> 00:12:49.100 Native Americans mainland Puerto Ricans.
NOTE Confidence: 0.929194586666667

00:12:49.100 --> 00:12:51.697 And for those individuals we would use
NOTE Confidence: 0.929194586666667

00:12:51.697 --> 00:12:53.400 the term underrepresented minority.
NOTE Confidence: 0.929194586666667

00:12:53.400 --> 00:12:53.665 However,
NOTE Confidence: 0.929194586666667

00:12:53.665 --> 00:12:55.520 the AMC decided to shift and use
NOTE Confidence: 0.929194586666667

00:12:55.520 --> 00:12:57.077 the term underrepresented medicine
NOTE Confidence: 0.929194586666667

00:12:57.077 --> 00:12:59.512 because the old term underrepresented
NOTE Confidence: 0.929194586666667

00:12:59.512 --> 00:13:00.973 minority represents affixed,
NOTE Confidence: 0.929194586666667

00:13:00.980 --> 00:13:03.416 affixed aggregation of individuals where you,
NOTE Confidence: 0.929194586666667

00:13:03.420 --> 00:13:05.590 as UIM allows for an evolution of
NOTE Confidence: 0.929194586666667

00:13:05.590 --> 00:13:07.560 the individuals that we are looking
NOTE Confidence: 0.929194586666667

00:13:07.560 --> 00:13:09.195 at relative to their population
NOTE Confidence: 0.929194586666667

00:13:09.195 --> 00:13:11.371 within the United States and so the
NOTE Confidence: 0.929194586666667

00:13:11.371 --> 00:13:13.374 expectation or the hope is that at

NOTE Confidence: 0.929194586666667
00:13:13.374 --> 00:13:14.709 some point black individuals will
NOTE Confidence: 0.929194586666667
00:13:14.709 --> 00:13:16.251 no longer be underrepresented in
NOTE Confidence: 0.929194586666667
00:13:16.251 --> 00:13:17.961 medicine relative to the proportion
NOTE Confidence: 0.929194586666667
00:13:17.961 --> 00:13:19.930 of the United States population.
NOTE Confidence: 0.929194586666667
00:13:19.930 --> 00:13:22.961 And therefore we can shift the focus
NOTE Confidence: 0.929194586666667
00:13:22.961 --> 00:13:25.680 more appropriately to other individuals.
NOTE Confidence: 0.929194586666667
00:13:25.680 --> 00:13:25.922 OK,
NOTE Confidence: 0.929194586666667
00:13:25.922 --> 00:13:28.400 now again I just said I will be using you.
NOTE Confidence: 0.929194586666667
00:13:28.400 --> 00:13:29.536 I am for the remainder of the talk,
NOTE Confidence: 0.929194586666667
00:13:29.540 --> 00:13:31.484 but a lot of these data are coming
NOTE Confidence: 0.929194586666667
00:13:31.484 --> 00:13:33.363 are are are a little bit older
NOTE Confidence: 0.929194586666667
00:13:33.363 --> 00:13:34.693 and so they are priest.
NOTE Confidence: 0.929194586666667
00:13:34.700 --> 00:13:36.478 They they predate the ships to you.
NOTE Confidence: 0.929194586666667
00:13:36.480 --> 00:13:38.930 I am so URM will be synonymous
NOTE Confidence: 0.929194586666667
00:13:38.930 --> 00:13:40.620 and for these slides,
NOTE Confidence: 0.929194586666667

00:13:40.620 --> 00:13:42.251 but what I'd like to highlight is

NOTE Confidence: 0.929194586666667

00:13:42.251 --> 00:13:44.142 that when we look at when we look

NOTE Confidence: 0.929194586666667

00:13:44.142 --> 00:13:45.790 at the very beginning of the path,

NOTE Confidence: 0.929194586666667

00:13:45.790 --> 00:13:46.894 we're not the very beginning when

NOTE Confidence: 0.929194586666667

00:13:46.894 --> 00:13:48.477 we look at the middle of the pathway

NOTE Confidence: 0.929194586666667

00:13:48.477 --> 00:13:49.923 into a career in medicine with the

NOTE Confidence: 0.929194586666667

00:13:49.923 --> 00:13:50.943 beginning of the pathway starting

NOTE Confidence: 0.929194586666667

00:13:50.943 --> 00:13:52.660 and you know my sons pointed in

NOTE Confidence: 0.929194586666667

00:13:52.660 --> 00:13:54.460 kindergarten when we look at the

NOTE Confidence: 0.929194586666667

00:13:54.460 --> 00:13:56.137 midpoint in terms of applications.

NOTE Confidence: 0.929194586666667

00:13:56.140 --> 00:13:57.771 In medical school we do see that

NOTE Confidence: 0.929194586666667

00:13:57.771 --> 00:13:59.152 there have been slight increases

NOTE Confidence: 0.929194586666667

00:13:59.152 --> 00:14:01.042 in the number of applications the

NOTE Confidence: 0.929194586666667

00:14:01.042 --> 00:14:02.408 medical school over the past.

NOTE Confidence: 0.929194586666667

00:14:02.410 --> 00:14:04.434 I'd say since the past 2000s we can

NOTE Confidence: 0.929194586666667

00:14:04.434 --> 00:14:06.379 see that that there is an uptick.

NOTE Confidence: 0.929194586666667
00:14:06.380 --> 00:14:06.698 However,
NOTE Confidence: 0.929194586666667
00:14:06.698 --> 00:14:08.924 we need to be very deliberate in
NOTE Confidence: 0.929194586666667
00:14:08.924 --> 00:14:11.520 how we look at these data because
NOTE Confidence: 0.929194586666667
00:14:11.520 --> 00:14:13.410 applications are not the only.
NOTE Confidence: 0.929194586666667
00:14:13.410 --> 00:14:14.163 Point here, right?
NOTE Confidence: 0.929194586666667
00:14:14.163 --> 00:14:16.435 We want to look at how many students
NOTE Confidence: 0.929194586666667
00:14:16.435 --> 00:14:18.267 are matriculate ING successfully,
NOTE Confidence: 0.929194586666667
00:14:18.270 --> 00:14:21.000 and then how many are actually graduating
NOTE Confidence: 0.929194586666667
00:14:21.000 --> 00:14:22.930 applications are not sufficient,
NOTE Confidence: 0.929194586666667
00:14:22.930 --> 00:14:25.045 and they don't represent the
NOTE Confidence: 0.929194586666667
00:14:25.045 --> 00:14:26.737 entirety of the situation.
NOTE Confidence: 0.929194586666667
00:14:26.740 --> 00:14:28.840 So we look at individuals that
NOTE Confidence: 0.929194586666667
00:14:28.840 --> 00:14:30.727 are identified at self identify
NOTE Confidence: 0.929194586666667
00:14:30.727 --> 00:14:32.817 as black or African American.
NOTE Confidence: 0.929194586666667
00:14:32.820 --> 00:14:34.857 When we look at the number of
NOTE Confidence: 0.929194586666667

00:14:34.857 --> 00:14:35.730 applicants versus acceptes
NOTE Confidence: 0.829146653636364

00:14:35.788 --> 00:14:37.645 again, you see that upward trend
NOTE Confidence: 0.829146653636364

00:14:37.645 --> 00:14:39.190 in the number of applications.
NOTE Confidence: 0.829146653636364

00:14:39.190 --> 00:14:41.602 But when you look at the number of acceptes
NOTE Confidence: 0.829146653636364

00:14:41.602 --> 00:14:43.657 that has remained fairly stagnant and
NOTE Confidence: 0.829146653636364

00:14:43.657 --> 00:14:45.780 then it's important take home point,
NOTE Confidence: 0.829146653636364

00:14:45.780 --> 00:14:47.436 there is something going on here.
NOTE Confidence: 0.829146653636364

00:14:47.440 --> 00:14:49.354 Whether there are barriers to their
NOTE Confidence: 0.829146653636364

00:14:49.354 --> 00:14:51.361 acceptances or they're just not being
NOTE Confidence: 0.829146653636364

00:14:51.361 --> 00:14:53.056 accepted at increasing rates commensurate
NOTE Confidence: 0.829146653636364

00:14:53.056 --> 00:14:54.939 with the number of applications.
NOTE Confidence: 0.829146653636364

00:14:54.940 --> 00:14:56.196 Same similar trends seen
NOTE Confidence: 0.829146653636364

00:14:56.196 --> 00:14:57.766 in our Hispanic or Latino.
NOTE Confidence: 0.829146653636364

00:14:57.770 --> 00:15:00.070 Populations or Latin X populations.
NOTE Confidence: 0.829146653636364

00:15:00.070 --> 00:15:01.204 You see that there is an uptick
NOTE Confidence: 0.829146653636364

00:15:01.204 --> 00:15:02.240 in the number of applicants,

NOTE Confidence: 0.829146653636364
00:15:02.240 --> 00:15:04.543 but not the same rate of increase
NOTE Confidence: 0.829146653636364
00:15:04.543 --> 00:15:06.520 in the number of acceptance
NOTE Confidence: 0.829146653636364
00:15:06.520 --> 00:15:09.508 applicants versus acceptance.
NOTE Confidence: 0.829146653636364
00:15:09.510 --> 00:15:11.442 This deposit check in here are
NOTE Confidence: 0.829146653636364
00:15:11.442 --> 00:15:12.730 American Indian or Alaskan
NOTE Confidence: 0.829146653636364
00:15:12.792 --> 00:15:14.488 native or Indigenous American.
NOTE Confidence: 0.829146653636364
00:15:14.490 --> 00:15:16.250 Population has remained abysmally low
NOTE Confidence: 0.829146653636364
00:15:16.250 --> 00:15:18.919 in terms of the number of applicants
NOTE Confidence: 0.829146653636364
00:15:18.919 --> 00:15:21.458 versus acceptes and this is often
NOTE Confidence: 0.829146653636364
00:15:21.458 --> 00:15:23.568 the unspoken aspect of diversity.
NOTE Confidence: 0.829146653636364
00:15:23.570 --> 00:15:25.747 When we think about our Native American
NOTE Confidence: 0.829146653636364
00:15:25.747 --> 00:15:26.680 indigenous American population,
NOTE Confidence: 0.829146653636364
00:15:26.680 --> 00:15:28.651 profound under representation.
NOTE Confidence: 0.829146653636364
00:15:28.651 --> 00:15:31.279 Despite significant disparities in
NOTE Confidence: 0.829146653636364
00:15:31.279 --> 00:15:34.439 health and health care delivery.
NOTE Confidence: 0.829146653636364

00:15:34.440 --> 00:15:34.740 OK,
NOTE Confidence: 0.829146653636364

00:15:34.740 --> 00:15:36.840 so we talked about the midpoint in
NOTE Confidence: 0.829146653636364

00:15:36.840 --> 00:15:38.700 the pathway into query medicine,
NOTE Confidence: 0.829146653636364

00:15:38.700 --> 00:15:40.555 which is the application to medical school.
NOTE Confidence: 0.829146653636364

00:15:40.560 --> 00:15:42.384 We talked about that even though
NOTE Confidence: 0.829146653636364

00:15:42.384 --> 00:15:44.313 the numbers of applicants that are
NOTE Confidence: 0.829146653636364

00:15:44.313 --> 00:15:45.963 under record that self identify
NOTE Confidence: 0.829146653636364

00:15:45.963 --> 00:15:47.401 as underrepresented in medicine
NOTE Confidence: 0.829146653636364

00:15:47.401 --> 00:15:48.973 or underrepresented minority have
NOTE Confidence: 0.829146653636364

00:15:48.973 --> 00:15:50.938 increased the number of acceptes
NOTE Confidence: 0.829146653636364

00:15:50.940 --> 00:15:52.155 has remained stagnant.
NOTE Confidence: 0.829146653636364

00:15:52.155 --> 00:15:54.990 What we also see is that there
NOTE Confidence: 0.829146653636364

00:15:55.076 --> 00:15:57.218 is declining representation,
NOTE Confidence: 0.829146653636364

00:15:57.220 --> 00:15:59.334 so we have the US Census population
NOTE Confidence: 0.829146653636364

00:15:59.334 --> 00:16:00.968 which serves as our benchmark
NOTE Confidence: 0.829146653636364

00:16:00.968 --> 00:16:02.960 that is our representation in the

NOTE Confidence: 0.829146653636364
00:16:02.960 --> 00:16:04.930 total US population will meet.
NOTE Confidence: 0.829146653636364
00:16:04.930 --> 00:16:06.724 Look at the various milestones we
NOTE Confidence: 0.829146653636364
00:16:06.724 --> 00:16:08.549 look at the medical school graduates
NOTE Confidence: 0.829146653636364
00:16:08.549 --> 00:16:10.805 and then we look at the total GME
NOTE Confidence: 0.829146653636364
00:16:10.871 --> 00:16:12.726 pool and we look at the total
NOTE Confidence: 0.829146653636364
00:16:12.726 --> 00:16:14.859 physician pool we see attrition or
NOTE Confidence: 0.829146653636364
00:16:14.859 --> 00:16:17.517 loss of these individuals on the
NOTE Confidence: 0.829146653636364
00:16:17.517 --> 00:16:20.147 pathway to a career as a physician,
NOTE Confidence: 0.829146653636364
00:16:20.150 --> 00:16:21.262 and again highlighting reiterating
NOTE Confidence: 0.829146653636364
00:16:21.262 --> 00:16:23.352 the thing that we saw with the
NOTE Confidence: 0.829146653636364
00:16:23.352 --> 00:16:24.480 acceptance versus acceptance.
NOTE Confidence: 0.829146653636364
00:16:24.480 --> 00:16:25.365 There's attrition there,
NOTE Confidence: 0.829146653636364
00:16:25.365 --> 00:16:27.430 so at every node or every milestone
NOTE Confidence: 0.829146653636364
00:16:27.482 --> 00:16:29.434 in this pathway, there is attrition.
NOTE Confidence: 0.829146653636364
00:16:29.434 --> 00:16:31.374 There's attrition from application to
NOTE Confidence: 0.829146653636364

00:16:31.374 --> 00:16:33.150 acceptance, acceptance to matriculation,
NOTE Confidence: 0.829146653636364

00:16:33.150 --> 00:16:34.990 which circulation to graduation.
NOTE Confidence: 0.829146653636364

00:16:34.990 --> 00:16:36.918 Graduation to residency residency
NOTE Confidence: 0.829146653636364

00:16:36.918 --> 00:16:38.364 to practicing physician.
NOTE Confidence: 0.902298959090909

00:16:41.450 --> 00:16:44.888 And. This trend continues so under
NOTE Confidence: 0.902298959090909

00:16:44.888 --> 00:16:47.760 representation increases at faculty ranks.
NOTE Confidence: 0.902298959090909

00:16:47.760 --> 00:16:50.140 So when you look at Mewis Medical
NOTE Confidence: 0.902298959090909

00:16:50.140 --> 00:16:52.012 school graduates and compare their
NOTE Confidence: 0.902298959090909

00:16:52.012 --> 00:16:54.358 numbers with full time US Medical
NOTE Confidence: 0.902298959090909

00:16:54.358 --> 00:16:56.870 school faculty again you see that
NOTE Confidence: 0.902298959090909

00:16:56.870 --> 00:16:58.534 attrition with declining representation
NOTE Confidence: 0.902298959090909

00:16:58.534 --> 00:17:03.136 down to about 3.5 three point 5% for
NOTE Confidence: 0.902298959090909

00:17:03.136 --> 00:17:05.816 black representation at faculty ranks,
NOTE Confidence: 0.902298959090909

00:17:05.820 --> 00:17:11.204 and three point 2% for Hispanic or Latino.
NOTE Confidence: 0.902298959090909

00:17:11.210 --> 00:17:13.358 But what an interesting trend here.
NOTE Confidence: 0.902298959090909

00:17:13.360 --> 00:17:14.048 However, though,

NOTE Confidence: 0.902298959090909
00:17:14.048 --> 00:17:16.456 is that these gender disparities that we
NOTE Confidence: 0.902298959090909
00:17:16.456 --> 00:17:18.749 all talk about gender disparities and
NOTE Confidence: 0.902298959090909
00:17:18.749 --> 00:17:21.051 feet and in female representation and
NOTE Confidence: 0.902298959090909
00:17:21.051 --> 00:17:23.175 hire faculty ranks and leadership roles.
NOTE Confidence: 0.902298959090909
00:17:23.180 --> 00:17:25.375 Those gender disparities persist independent
NOTE Confidence: 0.902298959090909
00:17:25.375 --> 00:17:28.580 of a self identified race Recognize city.
NOTE Confidence: 0.902298959090909
00:17:28.580 --> 00:17:32.092 So even though there are more female African
NOTE Confidence: 0.902298959090909
00:17:32.092 --> 00:17:35.639 American or black self identified physicians,
NOTE Confidence: 0.902298959090909
00:17:35.640 --> 00:17:37.376 there are more male,
NOTE Confidence: 0.902298959090909
00:17:37.376 --> 00:17:39.980 self identified black or African American
NOTE Confidence: 0.902298959090909
00:17:40.050 --> 00:17:42.358 faculty and leadership positions.
NOTE Confidence: 0.902298959090909
00:17:42.360 --> 00:17:43.932 Including department chairs and
NOTE Confidence: 0.902298959090909
00:17:43.932 --> 00:17:46.680 which is what we're looking at here.
NOTE Confidence: 0.902298959090909
00:17:46.680 --> 00:17:51.480 Same thing resonates true for Hispanic.
NOTE Confidence: 0.902298959090909
00:17:51.480 --> 00:17:53.208 And stepping outside of,
NOTE Confidence: 0.902298959090909

00:17:53.208 --> 00:17:55.800 you know the the MD pathway.
NOTE Confidence: 0.902298959090909

00:17:55.800 --> 00:17:58.460 Do these trends hold true for our
NOTE Confidence: 0.902298959090909

00:17:58.460 --> 00:17:59.220 PhD colleagues?
NOTE Confidence: 0.902298959090909

00:17:59.220 --> 00:18:01.244 And they do so when we look at
NOTE Confidence: 0.902298959090909

00:18:01.244 --> 00:18:02.320 data from the NIH,
NOTE Confidence: 0.902298959090909

00:18:02.320 --> 00:18:04.042 we see that there again is
NOTE Confidence: 0.902298959090909

00:18:04.042 --> 00:18:05.190 at trend of attrition.
NOTE Confidence: 0.902298959090909

00:18:05.190 --> 00:18:07.278 When you look at let's look at women,
NOTE Confidence: 0.902298959090909

00:18:07.280 --> 00:18:08.990 you look at women the there's
NOTE Confidence: 0.902298959090909

00:18:08.990 --> 00:18:10.680 attrition from associates to bachelors,
NOTE Confidence: 0.902298959090909

00:18:10.680 --> 00:18:12.510 bachelors, Masters, Masters,
NOTE Confidence: 0.902298959090909

00:18:12.510 --> 00:18:14.340 electoral etc etc.
NOTE Confidence: 0.902298959090909

00:18:14.340 --> 00:18:16.878 When you look at underrepresented again,
NOTE Confidence: 0.902298959090909

00:18:16.880 --> 00:18:19.598 there's attrition down to full professor.
NOTE Confidence: 0.902298959090909

00:18:19.600 --> 00:18:20.614 So these.
NOTE Confidence: 0.902298959090909

00:18:20.614 --> 00:18:23.656 These trends resonate and or these

NOTE Confidence: 0.902298959090909
00:18:23.656 --> 00:18:26.794 trends are persistent through not only
NOTE Confidence: 0.902298959090909
00:18:26.794 --> 00:18:30.670 the MD pathway but also PhD pathway.
NOTE Confidence: 0.902298959090909
00:18:30.670 --> 00:18:32.572 And I'd like to highlight something
NOTE Confidence: 0.902298959090909
00:18:32.572 --> 00:18:34.730 that was published by Ginther at all,
NOTE Confidence: 0.902298959090909
00:18:34.730 --> 00:18:37.052 where they noted that after controlling
NOTE Confidence: 0.902298959090909
00:18:37.052 --> 00:18:38.692 for applicant educational background,
NOTE Confidence: 0.902298959090909
00:18:38.692 --> 00:18:40.416 country of origin training,
NOTE Confidence: 0.902298959090909
00:18:40.420 --> 00:18:42.202 prior research experience,
NOTE Confidence: 0.902298959090909
00:18:42.202 --> 00:18:43.390 publication record,
NOTE Confidence: 0.902298959090909
00:18:43.390 --> 00:18:44.396 employer characteristics,
NOTE Confidence: 0.902298959090909
00:18:44.396 --> 00:18:47.414 they found that black were African
NOTE Confidence: 0.902298959090909
00:18:47.414 --> 00:18:49.946 American self identified faculty remain
NOTE Confidence: 0.902298959090909
00:18:49.946 --> 00:18:52.844 less likely than white than white
NOTE Confidence: 0.902298959090909
00:18:52.844 --> 00:18:55.170 individuals to be awarded NIH funding,
NOTE Confidence: 0.902298959090909
00:18:55.170 --> 00:18:57.270 which again represents a significant barrier,
NOTE Confidence: 0.902298959090909

00:18:57.270 --> 00:18:59.260 particularly for our PhD colleagues
NOTE Confidence: 0.902298959090909

00:18:59.260 --> 00:19:00.056 and their.
NOTE Confidence: 0.902298959090909

00:19:00.060 --> 00:19:01.960 Not only a fat successful
NOTE Confidence: 0.902298959090909

00:19:01.960 --> 00:19:02.720 faculty appointment,
NOTE Confidence: 0.902298959090909

00:19:02.720 --> 00:19:05.050 but then also successful untimely
NOTE Confidence: 0.902298959090909

00:19:05.050 --> 00:19:06.914 promotion from assistant to
NOTE Confidence: 0.902298959090909

00:19:06.914 --> 00:19:09.089 associate associate full professor.
NOTE Confidence: 0.902298959090909

00:19:09.090 --> 00:19:12.190 This is also somewhat true for MD's,
NOTE Confidence: 0.902298959090909

00:19:12.190 --> 00:19:14.290 but may not be necessarily as
NOTE Confidence: 0.902298959090909

00:19:14.290 --> 00:19:16.010 critical to successful promotion.
NOTE Confidence: 0.902298959090909

00:19:16.010 --> 00:19:18.914 To just highlighting that there are
NOTE Confidence: 0.902298959090909

00:19:18.914 --> 00:19:21.376 barriers to successful promotion for
NOTE Confidence: 0.902298959090909

00:19:21.376 --> 00:19:23.352 not only individuals underrepresented
NOTE Confidence: 0.902298959090909

00:19:23.352 --> 00:19:25.932 but also individuals that I self
NOTE Confidence: 0.902298959090909

00:19:25.932 --> 00:19:28.212 identify as female and these hold
NOTE Confidence: 0.902298959090909

00:19:28.288 --> 00:19:30.560 true not only for MD but also PhD.

NOTE Confidence: 0.902298959090909
00:19:30.560 --> 00:19:34.335 Pathways and I'm talking a lot
NOTE Confidence: 0.902298959090909
00:19:34.335 --> 00:19:35.779 about race and ethnicity,
NOTE Confidence: 0.902298959090909
00:19:35.780 --> 00:19:37.010 since that is the area that
NOTE Confidence: 0.902298959090909
00:19:37.010 --> 00:19:38.590 I am the most familiar with.
NOTE Confidence: 0.902298959090909
00:19:38.590 --> 00:19:38.854 However,
NOTE Confidence: 0.902298959090909
00:19:38.854 --> 00:19:40.702 I do want to pause again and
NOTE Confidence: 0.902298959090909
00:19:40.702 --> 00:19:42.626 check in and remind everyone that
NOTE Confidence: 0.902298959090909
00:19:42.626 --> 00:19:44.624 diversity is very diverse when we
NOTE Confidence: 0.902298959090909
00:19:44.689 --> 00:19:46.529 look at socioeconomic diversity,
NOTE Confidence: 0.902298959090909
00:19:46.530 --> 00:19:47.806 for example,
NOTE Confidence: 0.902298959090909
00:19:47.806 --> 00:19:50.996 there is significant and profound
NOTE Confidence: 0.902298959090909
00:19:50.996 --> 00:19:52.910 underrepresentation of individuals
NOTE Confidence: 0.902298959090909
00:19:52.997 --> 00:19:56.028 that have parents that have the that
NOTE Confidence: 0.902298959090909
00:19:56.028 --> 00:19:58.988 have income within the lowest quintile.
NOTE Confidence: 0.902298959090909
00:19:58.990 --> 00:20:00.650 Less than you know,
NOTE Confidence: 0.902298959090909

00:20:00.650 --> 00:20:03.490 less than 5% of our US medical students have.
NOTE Confidence: 0.902298959090909

00:20:03.490 --> 00:20:06.838 Parental incomes within the lowest quintile.
NOTE Confidence: 0.902298959090909

00:20:06.840 --> 00:20:08.618 But then when you look at the
NOTE Confidence: 0.902298959090909

00:20:08.618 --> 00:20:10.930 top 50% of the of the students,
NOTE Confidence: 0.902298959090909

00:20:10.930 --> 00:20:13.840 their parents have the top 5th
NOTE Confidence: 0.902298959090909

00:20:13.840 --> 00:20:15.780 and 80th to 95th
NOTE Confidence: 0.895283280909091

00:20:15.893 --> 00:20:18.982 percentile. Income just highlighting profound
NOTE Confidence: 0.895283280909091

00:20:18.982 --> 00:20:21.422 disparities in socioeconomic status using
NOTE Confidence: 0.895283280909091

00:20:21.422 --> 00:20:23.658 parental income as a surrogate marker,
NOTE Confidence: 0.895283280909091

00:20:23.660 --> 00:20:26.186 and this has remained relatively stagnant,
NOTE Confidence: 0.895283280909091

00:20:26.190 --> 00:20:28.962 and these socioeconomic barriers have been
NOTE Confidence: 0.895283280909091

00:20:28.962 --> 00:20:31.314 demonstrated to correlate with performance
NOTE Confidence: 0.895283280909091

00:20:31.314 --> 00:20:33.936 and success within medical school with
NOTE Confidence: 0.895283280909091

00:20:33.936 --> 00:20:36.906 students that come from that have parents
NOTE Confidence: 0.895283280909091

00:20:36.906 --> 00:20:38.901 that have again low socioeconomic
NOTE Confidence: 0.895283280909091

00:20:38.901 --> 00:20:40.924 income or socio economic status,

NOTE Confidence: 0.895283280909091
00:20:40.924 --> 00:20:43.861 those students are more likely to attrite
NOTE Confidence: 0.895283280909091
00:20:43.861 --> 00:20:46.272 within the first first, second, first,
NOTE Confidence: 0.895283280909091
00:20:46.272 --> 00:20:48.378 or second years of medical school.
NOTE Confidence: 0.895283280909091
00:20:48.380 --> 00:20:50.760 Independent of their emcat scores,
NOTE Confidence: 0.895283280909091
00:20:50.760 --> 00:20:55.270 so again, socioeconomic status impacts.
NOTE Confidence: 0.895283280909091
00:20:55.270 --> 00:20:58.364 Diversity and has an impact on the
NOTE Confidence: 0.895283280909091
00:20:58.364 --> 00:21:01.389 barriers that the students will face.
NOTE Confidence: 0.895283280909091
00:21:01.390 --> 00:21:03.766 So why don't we look at some pathology
NOTE Confidence: 0.895283280909091
00:21:03.766 --> 00:21:06.381 specific data that we looked at some broader
NOTE Confidence: 0.895283280909091
00:21:06.381 --> 00:21:08.320 overall trends and medical education,
NOTE Confidence: 0.895283280909091
00:21:08.320 --> 00:21:11.660 and we look at pathology and I again I I
NOTE Confidence: 0.895283280909091
00:21:11.745 --> 00:21:13.970 want to just remind everyone that these
NOTE Confidence: 0.895283280909091
00:21:13.970 --> 00:21:16.920 are all data that are obtained from AMC
NOTE Confidence: 0.895283280909091
00:21:16.920 --> 00:21:18.995 and historically AMC data collection
NOTE Confidence: 0.895283280909091
00:21:18.995 --> 00:21:21.141 methods have been somewhat reductive
NOTE Confidence: 0.895283280909091

00:21:21.141 --> 00:21:24.280 and exclusive of of of individuals.

NOTE Confidence: 0.895283280909091

00:21:24.280 --> 00:21:28.730 So for the up until recently I think is 2017.

NOTE Confidence: 0.895283280909091

00:21:28.730 --> 00:21:30.542 You could either identify as black

NOTE Confidence: 0.895283280909091

00:21:30.542 --> 00:21:31.448 or African American.

NOTE Confidence: 0.895283280909091

00:21:31.450 --> 00:21:31.836 However,

NOTE Confidence: 0.895283280909091

00:21:31.836 --> 00:21:33.380 there is incredible diversity

NOTE Confidence: 0.895283280909091

00:21:33.380 --> 00:21:34.538 within African diaspora.

NOTE Confidence: 0.895283280909091

00:21:34.540 --> 00:21:36.717 Same thing is true for Hispanic and

NOTE Confidence: 0.895283280909091

00:21:36.717 --> 00:21:38.831 then for for gender identity you

NOTE Confidence: 0.895283280909091

00:21:38.831 --> 00:21:41.051 can either self identify as female

NOTE Confidence: 0.895283280909091

00:21:41.051 --> 00:21:42.719 or male and that's it.

NOTE Confidence: 0.895283280909091

00:21:42.720 --> 00:21:44.120 So again a lot of these data.

NOTE Confidence: 0.895283280909091

00:21:44.120 --> 00:21:44.762 I apologize,

NOTE Confidence: 0.895283280909091

00:21:44.762 --> 00:21:46.688 I'm not using the correct the

NOTE Confidence: 0.895283280909091

00:21:46.688 --> 00:21:48.779 the most inclusive terminology,

NOTE Confidence: 0.895283280909091

00:21:48.780 --> 00:21:50.500 but these are the way that data have

NOTE Confidence: 0.895283280909091
00:21:50.500 --> 00:21:51.726 been presented and hopefully moving
NOTE Confidence: 0.895283280909091
00:21:51.726 --> 00:21:53.220 forward now that there are more,
NOTE Confidence: 0.895283280909091
00:21:53.220 --> 00:21:55.180 there's more inclusion in our
NOTE Confidence: 0.895283280909091
00:21:55.180 --> 00:21:56.356 data collection methods.
NOTE Confidence: 0.895283280909091
00:21:56.360 --> 00:21:58.448 We will we'll be able to present our
NOTE Confidence: 0.895283280909091
00:21:58.448 --> 00:22:00.984 data or the data in a more inclusive way.
NOTE Confidence: 0.895283280909091
00:22:00.990 --> 00:22:02.274 Well, let's look at.
NOTE Confidence: 0.895283280909091
00:22:02.274 --> 00:22:04.487 Look at some pathology specific data and
NOTE Confidence: 0.895283280909091
00:22:04.487 --> 00:22:06.783 my interest in this was sparked by a.
NOTE Confidence: 0.895283280909091
00:22:06.790 --> 00:22:08.656 Paper published by one of my
NOTE Confidence: 0.895283280909091
00:22:08.656 --> 00:22:10.425 colleagues here in radiation Oncology
NOTE Confidence: 0.895283280909091
00:22:10.425 --> 00:22:11.817 at Hopkins Cortlandville,
NOTE Confidence: 0.895283280909091
00:22:11.820 --> 00:22:14.910 who published that in 2012.
NOTE Confidence: 0.895283280909091
00:22:14.910 --> 00:22:18.100 GME trainee or pathology GME
NOTE Confidence: 0.895283280909091
00:22:18.100 --> 00:22:21.500 trainees were there are fewer black
NOTE Confidence: 0.895283280909091

00:22:21.500 --> 00:22:23.440 pathology trainees 11 compared

NOTE Confidence: 0.895283280909091

00:22:23.440 --> 00:22:25.640 to the overall Jamie Pool,

NOTE Confidence: 0.895283280909091

00:22:25.640 --> 00:22:29.496 and that's also in comparison to for example.

NOTE Confidence: 0.895283280909091

00:22:29.500 --> 00:22:31.512 Physical medicine and rehabilitation.

NOTE Confidence: 0.895283280909091

00:22:31.512 --> 00:22:32.518 Emergency medicine.

NOTE Confidence: 0.895283280909091

00:22:32.520 --> 00:22:33.310 Radiation oncology.

NOTE Confidence: 0.895283280909091

00:22:33.310 --> 00:22:36.060 So at that time we had worked

NOTE Confidence: 0.895283280909091

00:22:36.060 --> 00:22:37.960 we had lower representation of

NOTE Confidence: 0.895283280909091

00:22:37.960 --> 00:22:39.860 black students or black rice.

NOTE Confidence: 0.895283280909091

00:22:39.860 --> 00:22:41.700 I'm sorry black residents at

NOTE Confidence: 0.895283280909091

00:22:41.700 --> 00:22:44.170 that time in 2012 when compared

NOTE Confidence: 0.895283280909091

00:22:44.170 --> 00:22:46.366 to other medical specialties.

NOTE Confidence: 0.895283280909091

00:22:46.370 --> 00:22:48.600 Hispanics were also less represented,

NOTE Confidence: 0.895283280909091

00:22:48.600 --> 00:22:50.452 however that was not

NOTE Confidence: 0.895283280909091

00:22:50.452 --> 00:22:51.378 statistically significant,

NOTE Confidence: 0.895283280909091

00:22:51.380 --> 00:22:52.830 so I became interested in

NOTE Confidence: 0.895283280909091
00:22:52.830 --> 00:22:54.280 kind of looking at longer,
NOTE Confidence: 0.895283280909091
00:22:54.280 --> 00:22:55.122 longer trend,
NOTE Confidence: 0.895283280909091
00:22:55.122 --> 00:22:57.648 longer term themes and trends in
NOTE Confidence: 0.895283280909091
00:22:57.648 --> 00:22:59.720 terms of representation,
NOTE Confidence: 0.895283280909091
00:22:59.720 --> 00:23:02.009 and to and look more forward and
NOTE Confidence: 0.895283280909091
00:23:02.009 --> 00:23:04.405 see how the trends improve or
NOTE Confidence: 0.895283280909091
00:23:04.405 --> 00:23:06.189 if there is improvement.
NOTE Confidence: 0.895283280909091
00:23:06.190 --> 00:23:08.423 And So what I noted first was
NOTE Confidence: 0.895283280909091
00:23:08.423 --> 00:23:10.069 that pathology is a female,
NOTE Confidence: 0.895283280909091
00:23:10.070 --> 00:23:11.792 is a leader for female resident
NOTE Confidence: 0.895283280909091
00:23:11.792 --> 00:23:12.940 and fellow representation compared
NOTE Confidence: 0.895283280909091
00:23:12.987 --> 00:23:14.247 to other medical specialties,
NOTE Confidence: 0.895283280909091
00:23:14.250 --> 00:23:16.386 and that certainly is no secret.
NOTE Confidence: 0.895283280909091
00:23:16.390 --> 00:23:17.968 We in pathology reached near gender
NOTE Confidence: 0.895283280909091
00:23:17.968 --> 00:23:19.888 parity in the in the early 2000s,
NOTE Confidence: 0.895283280909091

00:23:19.890 --> 00:23:22.486 and that has been a sustained increase
NOTE Confidence: 0.895283280909091

00:23:22.486 --> 00:23:25.166 in female representation since then,
NOTE Confidence: 0.895283280909091

00:23:25.170 --> 00:23:27.165 and so it's we've made significant strides.
NOTE Confidence: 0.895283280909091

00:23:27.170 --> 00:23:28.892 So what it highlights is that
NOTE Confidence: 0.895283280909091

00:23:28.892 --> 00:23:30.040 we as a specialty
NOTE Confidence: 0.890847072941176

00:23:30.111 --> 00:23:32.008 or are are capable of doing it.
NOTE Confidence: 0.890847072941176

00:23:32.010 --> 00:23:33.618 We increase female representation
NOTE Confidence: 0.890847072941176

00:23:33.618 --> 00:23:35.226 and that increased female
NOTE Confidence: 0.890847072941176

00:23:35.226 --> 00:23:36.860 representation has been sustained.
NOTE Confidence: 0.890847072941176

00:23:36.860 --> 00:23:38.651 And so it's portant for us to keep that
NOTE Confidence: 0.890847072941176

00:23:38.651 --> 00:23:40.716 in mind when we think about how high the
NOTE Confidence: 0.890847072941176

00:23:40.716 --> 00:23:42.599 hurdle and amusing hurdle as an analogy.
NOTE Confidence: 0.890847072941176

00:23:42.600 --> 00:23:44.140 Since I was a hurdler in college,
NOTE Confidence: 0.890847072941176

00:23:44.140 --> 00:23:45.631 what we use, you know that that
NOTE Confidence: 0.890847072941176

00:23:45.631 --> 00:23:47.538 there is a high hurdle to overcome,
NOTE Confidence: 0.890847072941176

00:23:47.540 --> 00:23:49.708 but we can do it because we did

NOTE Confidence: 0.890847072941176
00:23:49.708 --> 00:23:51.900 it for female representation.
NOTE Confidence: 0.890847072941176
00:23:51.900 --> 00:23:53.528 With that in mind,
NOTE Confidence: 0.890847072941176
00:23:53.528 --> 00:23:55.970 there are still significant barriers to
NOTE Confidence: 0.890847072941176
00:23:56.041 --> 00:23:58.671 increasing female representation by fat
NOTE Confidence: 0.890847072941176
00:23:58.671 --> 00:24:01.400 ***** particularly in faculty ranks,
NOTE Confidence: 0.890847072941176
00:24:01.400 --> 00:24:05.045 with which we note that about 39.56%
NOTE Confidence: 0.890847072941176
00:24:05.045 --> 00:24:07.460 of female faculty or faculty or female.
NOTE Confidence: 0.890847072941176
00:24:07.460 --> 00:24:10.322 So there are still some significant
NOTE Confidence: 0.890847072941176
00:24:10.322 --> 00:24:11.753 opportunities for improvement.
NOTE Confidence: 0.890847072941176
00:24:11.760 --> 00:24:15.316 But again, there is still sustained increase,
NOTE Confidence: 0.890847072941176
00:24:15.320 --> 00:24:17.849 and so we are on the right pathway forward.
NOTE Confidence: 0.9428316
00:24:20.010 --> 00:24:22.480 And when we look at the 2020 seventeen
NOTE Confidence: 0.9428316
00:24:22.480 --> 00:24:25.245 distribution of female sex by female sex
NOTE Confidence: 0.9428316
00:24:25.245 --> 00:24:27.550 Ben pathology compared to the US population,
NOTE Confidence: 0.9428316
00:24:27.550 --> 00:24:30.436 again, we are doing fantastic with
NOTE Confidence: 0.9428316

00:24:30.440 --> 00:24:32.325 our pathology residents almost at
NOTE Confidence: 0.9428316

00:24:32.325 --> 00:24:34.715 the same level of their female
NOTE Confidence: 0.9428316

00:24:34.715 --> 00:24:36.865 representation in the US Census.
NOTE Confidence: 0.9428316

00:24:36.870 --> 00:24:38.102 However, again are practicing
NOTE Confidence: 0.9428316

00:24:38.102 --> 00:24:40.323 pathologists is a little bit lower than
NOTE Confidence: 0.9428316

00:24:40.323 --> 00:24:41.928 female representation in US Census,
NOTE Confidence: 0.9428316

00:24:41.930 --> 00:24:43.766 so opportunities for improvement. But again,
NOTE Confidence: 0.9428316

00:24:43.770 --> 00:24:45.666 we're on the right pathway forward.
NOTE Confidence: 0.9428316

00:24:45.670 --> 00:24:48.532 So again, it highlights that we can do it.
NOTE Confidence: 0.9428316

00:24:48.540 --> 00:24:49.756 With that in mind,
NOTE Confidence: 0.9428316

00:24:49.756 --> 00:24:51.276 but there are some significant
NOTE Confidence: 0.9428316

00:24:51.276 --> 00:24:52.406 opportunities for us to do it.
NOTE Confidence: 0.9428316

00:24:52.410 --> 00:24:55.068 We have to increase racial and
NOTE Confidence: 0.9428316

00:24:55.068 --> 00:24:56.840 ethnic diversity in pathology.
NOTE Confidence: 0.9428316

00:24:56.840 --> 00:24:58.472 When we look at the distribution
NOTE Confidence: 0.9428316

00:24:58.472 --> 00:25:00.220 of pathology residents by race and

NOTE Confidence: 0.9428316

00:25:00.220 --> 00:25:02.255 ethnicity between 1995 and 2017,

NOTE Confidence: 0.9428316

00:25:02.255 --> 00:25:06.104 at that point in time 8% were Hispanic,

NOTE Confidence: 0.9428316

00:25:06.104 --> 00:25:09.638 4.5% were black and point 1% were

NOTE Confidence: 0.9428316

00:25:09.638 --> 00:25:11.210 Indigenous American, American,

NOTE Confidence: 0.9428316

00:25:11.210 --> 00:25:15.412 American Indian, Native American,

NOTE Confidence: 0.9428316

00:25:15.412 --> 00:25:16.840 Pacific Islander.

NOTE Confidence: 0.9428316

00:25:16.840 --> 00:25:19.245 These have increased only slightly

NOTE Confidence: 0.9428316

00:25:19.245 --> 00:25:20.207 in pathology.

NOTE Confidence: 0.9428316

00:25:20.210 --> 00:25:23.330 For Hispanic, we're a little bit above eight,

NOTE Confidence: 0.9428316

00:25:23.330 --> 00:25:27.488 8% were around 5% for black and.

NOTE Confidence: 0.9428316

00:25:27.490 --> 00:25:29.900 About the same for American

NOTE Confidence: 0.9428316

00:25:29.900 --> 00:25:31.346 Indian indigenous American.

NOTE Confidence: 0.9428316

00:25:31.350 --> 00:25:33.250 Why is this matter? Again,

NOTE Confidence: 0.9428316

00:25:33.250 --> 00:25:35.610 US census populations here in the top bar.

NOTE Confidence: 0.9428316

00:25:35.610 --> 00:25:37.065 Hispanic and yellow,

NOTE Confidence: 0.9428316

00:25:37.065 --> 00:25:38.520 black and blue.
NOTE Confidence: 0.9428316

00:25:38.520 --> 00:25:43.308 And and just Americans in in black.
NOTE Confidence: 0.9428316

00:25:43.310 --> 00:25:46.782 And we know again there is significant
NOTE Confidence: 0.9428316

00:25:46.782 --> 00:25:48.270 underrepresentation comparatively speaking,
NOTE Confidence: 0.9428316

00:25:48.270 --> 00:25:49.966 when we look at the number of faculty.
NOTE Confidence: 0.9428316

00:25:49.970 --> 00:25:51.290 We're at 5.2%,
NOTE Confidence: 0.9428316

00:25:51.290 --> 00:25:55.106 two point 2% and .2% respectively.
NOTE Confidence: 0.9428316

00:25:55.106 --> 00:25:58.434 So significant under representation.
NOTE Confidence: 0.9428316

00:25:58.440 --> 00:26:00.316 And when we look at longitudinal trends,
NOTE Confidence: 0.9428316

00:26:00.320 --> 00:26:01.472 there are none.
NOTE Confidence: 0.9428316

00:26:01.472 --> 00:26:03.776 The rate of increase in representation
NOTE Confidence: 0.9428316

00:26:03.776 --> 00:26:06.379 for black faculty and Native American
NOTE Confidence: 0.9428316

00:26:06.379 --> 00:26:09.330 faculty has not been increasing at a
NOTE Confidence: 0.9428316

00:26:09.330 --> 00:26:11.845 significant rate. Again, abysmally low.
NOTE Confidence: 0.9428316

00:26:11.845 --> 00:26:14.820 So there are significant opportunities,
NOTE Confidence: 0.9428316

00:26:14.820 --> 00:26:16.152 and there's no secret that when

NOTE Confidence: 0.9428316

00:26:16.152 --> 00:26:17.560 we look even at pathology,

NOTE Confidence: 0.9428316

00:26:17.560 --> 00:26:21.220 chair and leadership positions again,

NOTE Confidence: 0.9428316

00:26:21.220 --> 00:26:23.355 these disparities persist again with

NOTE Confidence: 0.9428316

00:26:23.355 --> 00:26:25.490 the gender diverse gender disparities

NOTE Confidence: 0.9428316

00:26:25.551 --> 00:26:28.740 persisting as well with data from AMC High.

NOTE Confidence: 0.9428316

00:26:28.740 --> 00:26:32.820 Highlighting that of our pathology

NOTE Confidence: 0.9428316

00:26:32.820 --> 00:26:34.625 department's 38% of our clinical

NOTE Confidence: 0.9428316

00:26:34.625 --> 00:26:36.069 pathology departments or pathology

NOTE Confidence: 0.9428316

00:26:36.069 --> 00:26:38.228 clinical departments have female chairs.

NOTE Confidence: 0.9428316

00:26:38.228 --> 00:26:40.664 33% of our basic science pathology

NOTE Confidence: 0.9428316

00:26:40.664 --> 00:26:42.318 apartments have female chairs.

NOTE Confidence: 0.9428316

00:26:42.320 --> 00:26:44.678 There are two female, one male,

NOTE Confidence: 0.9428316

00:26:44.680 --> 00:26:47.338 black or African American chill chair.

NOTE Confidence: 0.9428316

00:26:47.340 --> 00:26:48.128 Three female,

NOTE Confidence: 0.9428316

00:26:48.128 --> 00:26:51.280 2 male Hispanic or Latin X or Latino

NOTE Confidence: 0.9428316

00:26:51.362 --> 00:26:54.200 no American Indian Alaska native oh
NOTE Confidence: 0.9428316

00:26:54.200 --> 00:26:56.688 ornate Hawaiian so again highlighting
NOTE Confidence: 0.9428316

00:26:56.688 --> 00:26:59.358 the overall trend of attrition.
NOTE Confidence: 0.9428316

00:26:59.360 --> 00:27:02.150 There's loss on this pathway into
NOTE Confidence: 0.9428316

00:27:02.150 --> 00:27:04.024 medicine and I just want to pause
NOTE Confidence: 0.9428316

00:27:04.024 --> 00:27:05.516 here again and think about the
NOTE Confidence: 0.9428316

00:27:05.516 --> 00:27:06.776 terms that we often use.
NOTE Confidence: 0.9428316

00:27:06.780 --> 00:27:09.060 We often say the pipeline and,
NOTE Confidence: 0.9428316

00:27:09.060 --> 00:27:10.920 and when we think about being
NOTE Confidence: 0.9428316

00:27:10.920 --> 00:27:12.779 in the space of the eye,
NOTE Confidence: 0.9428316

00:27:12.780 --> 00:27:14.698 we want to be more Cognizant that
NOTE Confidence: 0.9428316

00:27:14.698 --> 00:27:16.403 we always have room for improvement
NOTE Confidence: 0.9428316

00:27:16.403 --> 00:27:18.610 and this is an area where I was.
NOTE Confidence: 0.9428316

00:27:18.610 --> 00:27:19.362 Educated historically,
NOTE Confidence: 0.9428316

00:27:19.362 --> 00:27:21.994 I had been using the term pipeline
NOTE Confidence: 0.9428316

00:27:21.994 --> 00:27:23.718 and one of my, you know,

NOTE Confidence: 0.9428316

00:27:23.718 --> 00:27:26.056 in my studies I recognize and learned

NOTE Confidence: 0.9428316

00:27:26.056 --> 00:27:28.263 that pipeline is an inherently

NOTE Confidence: 0.9428316

00:27:28.263 --> 00:27:30.063 is inherently triggering term.

NOTE Confidence: 0.9428316

00:27:30.070 --> 00:27:32.250 For some individuals who identify

NOTE Confidence: 0.9428316

00:27:32.250 --> 00:27:34.264 as indigenous American with the

NOTE Confidence: 0.9428316

00:27:34.264 --> 00:27:36.024 with the with the connotation

NOTE Confidence: 0.9428316

00:27:36.024 --> 00:27:37.934 or correlation with the the oil

NOTE Confidence: 0.9428316

00:27:37.934 --> 00:27:39.746 pipelines in the in the Midwest,

NOTE Confidence: 0.9428316

00:27:39.750 --> 00:27:41.430 and then thinking about to

NOTE Confidence: 0.9428316

00:27:41.430 --> 00:27:43.110 our the black experience in

NOTE Confidence: 0.886180136363636

00:27:43.172 --> 00:27:44.430 America, they call it. You know,

NOTE Confidence: 0.886180136363636

00:27:44.430 --> 00:27:46.544 the pipeline into jail. So wanna be.

NOTE Confidence: 0.886180136363636

00:27:46.550 --> 00:27:48.181 I'm trying to be more inclusive there

NOTE Confidence: 0.886180136363636

00:27:48.181 --> 00:27:49.988 and and avoid using that terminology.

NOTE Confidence: 0.886180136363636

00:27:49.990 --> 00:27:51.465 I've been trying to involve

NOTE Confidence: 0.886180136363636

00:27:51.465 --> 00:27:53.490 myself and use a term pathway,
NOTE Confidence: 0.886180136363636

00:27:53.490 --> 00:27:55.176 but we are seeing attrition on
NOTE Confidence: 0.886180136363636

00:27:55.176 --> 00:27:56.803 this pathway into medicine and we
NOTE Confidence: 0.886180136363636

00:27:56.803 --> 00:27:58.385 want to be mindful of what that
NOTE Confidence: 0.886180136363636

00:27:58.385 --> 00:28:00.049 pathway into medicine may look like.
NOTE Confidence: 0.886180136363636

00:28:00.050 --> 00:28:01.560 You know, thinking about our
NOTE Confidence: 0.886180136363636

00:28:01.560 --> 00:28:02.768 colleagues and you know,
NOTE Confidence: 0.886180136363636

00:28:02.770 --> 00:28:04.228 those individuals that you work with.
NOTE Confidence: 0.886180136363636

00:28:04.230 --> 00:28:06.147 Some of them may have and assume you know
NOTE Confidence: 0.886180136363636

00:28:06.147 --> 00:28:08.166 may may have earned an associates degree.
NOTE Confidence: 0.886180136363636

00:28:08.170 --> 00:28:09.630 First took some time off,
NOTE Confidence: 0.886180136363636

00:28:09.630 --> 00:28:11.044 went back out of four year degree
NOTE Confidence: 0.886180136363636

00:28:11.044 --> 00:28:12.284 and then took some time off
NOTE Confidence: 0.886180136363636

00:28:12.284 --> 00:28:13.663 again and then came back to you.
NOTE Confidence: 0.886180136363636

00:28:13.670 --> 00:28:15.640 Know medicine now thinking about
NOTE Confidence: 0.886180136363636

00:28:15.640 --> 00:28:17.610 what that individual needs compared

NOTE Confidence: 0.886180136363636
00:28:17.675 --> 00:28:19.705 to a student that goes straight
NOTE Confidence: 0.886180136363636
00:28:19.705 --> 00:28:21.679 from high school to medical school.
NOTE Confidence: 0.886180136363636
00:28:21.680 --> 00:28:23.342 Or high school to college to
NOTE Confidence: 0.886180136363636
00:28:23.342 --> 00:28:24.173 medical school residency.
NOTE Confidence: 0.886180136363636
00:28:24.180 --> 00:28:26.562 Their needs are distinctly different and
NOTE Confidence: 0.886180136363636
00:28:26.562 --> 00:28:29.099 unique and being inclusive of each person,
NOTE Confidence: 0.886180136363636
00:28:29.100 --> 00:28:31.244 lived experiences and what
NOTE Confidence: 0.886180136363636
00:28:31.244 --> 00:28:33.924 career supports or what personal
NOTE Confidence: 0.886180136363636
00:28:33.924 --> 00:28:36.060 support they need for them.
NOTE Confidence: 0.886180136363636
00:28:36.060 --> 00:28:38.540 So I'm going to share some of what I've
NOTE Confidence: 0.886180136363636
00:28:38.540 --> 00:28:40.360 learned in some of what we've learned
NOTE Confidence: 0.886180136363636
00:28:40.360 --> 00:28:43.060 here at Hopkins and our efforts to
NOTE Confidence: 0.886180136363636
00:28:43.060 --> 00:28:45.700 improve inclusion and equity in pathology.
NOTE Confidence: 0.886180136363636
00:28:45.700 --> 00:28:48.052 And we'll start with our rotation for
NOTE Confidence: 0.886180136363636
00:28:48.052 --> 00:28:49.564 students underrepresented in medicine
NOTE Confidence: 0.886180136363636

00:28:49.564 --> 00:28:51.356 and from disadvantaged backgrounds,
NOTE Confidence: 0.886180136363636

00:28:51.360 --> 00:28:52.173 and pre COVID.
NOTE Confidence: 0.886180136363636

00:28:52.173 --> 00:28:53.799 This was a one month rotation
NOTE Confidence: 0.886180136363636

00:28:53.799 --> 00:28:55.762 for students who self identify
NOTE Confidence: 0.886180136363636

00:28:55.762 --> 00:28:57.398 as underrepresented in medicine
NOTE Confidence: 0.886180136363636

00:28:57.400 --> 00:28:59.178 and at the time we were covering,
NOTE Confidence: 0.886180136363636

00:28:59.180 --> 00:29:01.220 housing and travel for students
NOTE Confidence: 0.886180136363636

00:29:01.220 --> 00:29:03.700 which rounded out to approximately
NOTE Confidence: 0.886180136363636

00:29:03.700 --> 00:29:04.993 \$1500 excluding travel,
NOTE Confidence: 0.886180136363636

00:29:04.993 --> 00:29:08.010 which includes housing and then school of.
NOTE Confidence: 0.886180136363636

00:29:08.010 --> 00:29:09.660 Medicine registration fees and I'm
NOTE Confidence: 0.886180136363636

00:29:09.660 --> 00:29:11.310 highlighting this because these are,
NOTE Confidence: 0.886180136363636

00:29:11.310 --> 00:29:12.266 you know pre COVID.
NOTE Confidence: 0.886180136363636

00:29:12.266 --> 00:29:14.518 We thought a lot of we put a lot
NOTE Confidence: 0.886180136363636

00:29:14.518 --> 00:29:16.154 of weight into those, you know,
NOTE Confidence: 0.886180136363636

00:29:16.154 --> 00:29:17.090 external rotators, right?

NOTE Confidence: 0.886180136363636
00:29:17.090 --> 00:29:17.442 Like oh,
NOTE Confidence: 0.886180136363636
00:29:17.442 --> 00:29:18.498 this person did a rotation with
NOTE Confidence: 0.886180136363636
00:29:18.498 --> 00:29:19.650 us and they were pantastic,
NOTE Confidence: 0.886180136363636
00:29:19.650 --> 00:29:22.218 but we often didn't think about how and
NOTE Confidence: 0.886180136363636
00:29:22.218 --> 00:29:24.387 how inequitable of an experience that is.
NOTE Confidence: 0.886180136363636
00:29:24.390 --> 00:29:26.316 The students have to have the
NOTE Confidence: 0.886180136363636
00:29:26.316 --> 00:29:29.102 money to spend to stay in a certain
NOTE Confidence: 0.886180136363636
00:29:29.102 --> 00:29:30.887 location for an entire month.
NOTE Confidence: 0.886180136363636
00:29:30.890 --> 00:29:32.506 Essentially pay double rent,
NOTE Confidence: 0.886180136363636
00:29:32.506 --> 00:29:35.310 and then travel and pay registration fees.
NOTE Confidence: 0.886180136363636
00:29:35.310 --> 00:29:36.170 If you are a student,
NOTE Confidence: 0.886180136363636
00:29:36.170 --> 00:29:37.250 that is a perhaps, you know,
NOTE Confidence: 0.886180136363636
00:29:37.250 --> 00:29:38.870 first generation college graduate.
NOTE Confidence: 0.886180136363636
00:29:38.870 --> 00:29:42.553 Or a student that comes from a socio
NOTE Confidence: 0.886180136363636
00:29:42.553 --> 00:29:44.329 economically disadvantaged background.
NOTE Confidence: 0.886180136363636

00:29:44.330 --> 00:29:46.730 You know those experiences are
NOTE Confidence: 0.886180136363636

00:29:46.730 --> 00:29:48.650 exceedingly difficult to navigate
NOTE Confidence: 0.886180136363636

00:29:48.650 --> 00:29:50.468 because they are expensive,
NOTE Confidence: 0.886180136363636

00:29:50.470 --> 00:29:52.174 and so for us,
NOTE Confidence: 0.886180136363636

00:29:52.174 --> 00:29:54.304 that was why providing cover
NOTE Confidence: 0.886180136363636

00:29:54.304 --> 00:29:56.508 financial support is important.
NOTE Confidence: 0.886180136363636

00:29:56.510 --> 00:29:59.950 And in terms of increasing equity and access,
NOTE Confidence: 0.886180136363636

00:29:59.950 --> 00:30:02.910 we also aim to increase equity by tailoring
NOTE Confidence: 0.886180136363636

00:30:02.910 --> 00:30:05.247 the experience to the students and and,
NOTE Confidence: 0.886180136363636

00:30:05.250 --> 00:30:05.636 you know,
NOTE Confidence: 0.886180136363636

00:30:05.636 --> 00:30:06.987 checking in with them and finding out
NOTE Confidence: 0.886180136363636

00:30:06.987 --> 00:30:08.410 what are they actually interested in,
NOTE Confidence: 0.886180136363636

00:30:08.410 --> 00:30:09.845 not giving them the same
NOTE Confidence: 0.886180136363636

00:30:09.845 --> 00:30:10.706 cookie cutter rotation,
NOTE Confidence: 0.886180136363636

00:30:10.710 --> 00:30:11.522 because again,
NOTE Confidence: 0.886180136363636

00:30:11.522 --> 00:30:13.552 each student has different interests

NOTE Confidence: 0.886180136363636
00:30:13.552 --> 00:30:14.770 has different needs.
NOTE Confidence: 0.886180136363636
00:30:14.770 --> 00:30:16.737 We also provided one on one advising
NOTE Confidence: 0.886180136363636
00:30:16.737 --> 00:30:18.150 and mentoring with pathology,
NOTE Confidence: 0.886180136363636
00:30:18.150 --> 00:30:19.746 junior and senior faculty had the
NOTE Confidence: 0.886180136363636
00:30:19.746 --> 00:30:21.587 Met meet with our residency training
NOTE Confidence: 0.886180136363636
00:30:21.587 --> 00:30:23.387 program director and the director
NOTE Confidence: 0.886180136363636
00:30:23.387 --> 00:30:25.477 of Department of Pathology and then
NOTE Confidence: 0.886180136363636
00:30:25.477 --> 00:30:27.067 finally we have exit interviews
NOTE Confidence: 0.886180136363636
00:30:27.067 --> 00:30:27.703 to discuss
NOTE Confidence: 0.868559975454545
00:30:27.710 --> 00:30:29.105 their experiences and.
NOTE Confidence: 0.868559975454545
00:30:29.105 --> 00:30:33.080 And help us self reflect and process improve.
NOTE Confidence: 0.868559975454545
00:30:33.080 --> 00:30:34.760 And this is our team and I
NOTE Confidence: 0.868559975454545
00:30:34.760 --> 00:30:36.139 want to highlight that again,
NOTE Confidence: 0.868559975454545
00:30:36.140 --> 00:30:37.532 none of these efforts can be
NOTE Confidence: 0.868559975454545
00:30:37.532 --> 00:30:39.278 done in a silo by one person.
NOTE Confidence: 0.868559975454545

00:30:39.280 --> 00:30:42.152 It really does require a team effort and

NOTE Confidence: 0.868559975454545

00:30:42.152 --> 00:30:45.497 so here we have lisandra voltaggio myself,

NOTE Confidence: 0.868559975454545

00:30:45.500 --> 00:30:47.420 Ralph Ruben, Lara Weiquan,

NOTE Confidence: 0.868559975454545

00:30:47.420 --> 00:30:49.704 Junko Solonika, Wind and Sherry Reid.

NOTE Confidence: 0.868559975454545

00:30:49.704 --> 00:30:51.028 She's our administrator support.

NOTE Confidence: 0.868559975454545

00:30:51.030 --> 00:30:52.011 Who is fantastic.

NOTE Confidence: 0.868559975454545

00:30:52.011 --> 00:30:53.319 Trisha Murdock and Alicia,

NOTE Confidence: 0.868559975454545

00:30:53.320 --> 00:30:57.490 where again a team effort.

NOTE Confidence: 0.868559975454545

00:30:57.490 --> 00:30:58.750 So we had this rotation.

NOTE Confidence: 0.868559975454545

00:30:58.750 --> 00:31:00.790 It was established in 2013,

NOTE Confidence: 0.868559975454545

00:31:00.790 --> 00:31:02.728 but I didn't become actively involved

NOTE Confidence: 0.868559975454545

00:31:02.728 --> 00:31:05.335 with it in about until about 2016

NOTE Confidence: 0.868559975454545

00:31:05.335 --> 00:31:07.425 and my involvement was somewhat

NOTE Confidence: 0.868559975454545

00:31:07.425 --> 00:31:08.826 serendipitous because I graduated

NOTE Confidence: 0.868559975454545

00:31:08.826 --> 00:31:10.494 from moral High School of Medicine

NOTE Confidence: 0.868559975454545

00:31:10.494 --> 00:31:12.356 and Morehouse School Medicine has a

NOTE Confidence: 0.868559975454545
00:31:12.356 --> 00:31:13.926 pathology department that is fantastic,
NOTE Confidence: 0.868559975454545
00:31:13.930 --> 00:31:15.880 but they don't have any clinical
NOTE Confidence: 0.868559975454545
00:31:15.880 --> 00:31:17.575 services and so when I came
NOTE Confidence: 0.868559975454545
00:31:17.575 --> 00:31:19.670 to Hopkins for as a resident,
NOTE Confidence: 0.868559975454545
00:31:19.670 --> 00:31:21.254 I was really interested in just
NOTE Confidence: 0.868559975454545
00:31:21.254 --> 00:31:23.541 giving back to my alma mater and in
NOTE Confidence: 0.868559975454545
00:31:23.541 --> 00:31:25.068 speaking with Ralph, he said, well,
NOTE Confidence: 0.868559975454545
00:31:25.068 --> 00:31:26.580 oh, why don't you do an outreach?
NOTE Confidence: 0.868559975454545
00:31:26.580 --> 00:31:28.415 Presentation and we found that
NOTE Confidence: 0.868559975454545
00:31:28.415 --> 00:31:30.250 those out the outreach presentation
NOTE Confidence: 0.868559975454545
00:31:30.311 --> 00:31:32.006 resulted in students being more
NOTE Confidence: 0.868559975454545
00:31:32.006 --> 00:31:34.126 interested in rotating and so we
NOTE Confidence: 0.868559975454545
00:31:34.126 --> 00:31:35.936 developed an outreach and active
NOTE Confidence: 0.868559975454545
00:31:35.936 --> 00:31:37.642 outreach program targeting programs
NOTE Confidence: 0.868559975454545
00:31:37.642 --> 00:31:40.097 at either our historically black
NOTE Confidence: 0.868559975454545

00:31:40.097 --> 00:31:42.134 colleges or targeting specific
NOTE Confidence: 0.868559975454545

00:31:42.134 --> 00:31:44.589 affinity groups at non historically
NOTE Confidence: 0.868559975454545

00:31:44.589 --> 00:31:46.553 black universities and using
NOTE Confidence: 0.868559975454545

00:31:46.627 --> 00:31:49.009 those as opportunities to have one
NOTE Confidence: 0.868559975454545

00:31:49.009 --> 00:31:51.084 highlight pathology as a specialty.
NOTE Confidence: 0.868559975454545

00:31:51.084 --> 00:31:53.504 Because we need students to
NOTE Confidence: 0.868559975454545

00:31:53.504 --> 00:31:56.280 go in pathology and then two.
NOTE Confidence: 0.868559975454545

00:31:56.280 --> 00:31:58.488 Talk to him a little about what our
NOTE Confidence: 0.868559975454545

00:31:58.488 --> 00:32:00.200 rotation looks like and hopefully
NOTE Confidence: 0.868559975454545

00:32:00.200 --> 00:32:02.408 generate some interest in our experience.
NOTE Confidence: 0.868559975454545

00:32:02.410 --> 00:32:03.886 And so we did.
NOTE Confidence: 0.868559975454545

00:32:03.886 --> 00:32:07.029 Active outreach and we again went in with it.
NOTE Confidence: 0.868559975454545

00:32:07.030 --> 00:32:08.880 Went into these experiences trying
NOTE Confidence: 0.868559975454545

00:32:08.880 --> 00:32:11.089 to reach as many students as
NOTE Confidence: 0.868559975454545

00:32:11.089 --> 00:32:12.865 possible in the hopes that maybe
NOTE Confidence: 0.868559975454545

00:32:12.865 --> 00:32:15.049 we would get one student rotator,

NOTE Confidence: 0.868559975454545
00:32:15.050 --> 00:32:15.744 but again,
NOTE Confidence: 0.868559975454545
00:32:15.744 --> 00:32:18.173 it just highlighted pathology as a specialty
NOTE Confidence: 0.868559975454545
00:32:18.173 --> 00:32:20.832 to them and we even had students that said,
NOTE Confidence: 0.868559975454545
00:32:20.832 --> 00:32:21.256 you know,
NOTE Confidence: 0.868559975454545
00:32:21.256 --> 00:32:22.316 I quite frankly have no
NOTE Confidence: 0.868559975454545
00:32:22.316 --> 00:32:23.200 interest in pathology,
NOTE Confidence: 0.868559975454545
00:32:23.200 --> 00:32:25.272 but I want to go into OB GYN and I want
NOTE Confidence: 0.868559975454545
00:32:25.272 --> 00:32:27.113 to learn more about pathology and we
NOTE Confidence: 0.868559975454545
00:32:27.113 --> 00:32:29.297 have them rotate and that's totally fine.
NOTE Confidence: 0.868559975454545
00:32:29.300 --> 00:32:31.330 So what we do is we have the we give
NOTE Confidence: 0.868559975454545
00:32:31.388 --> 00:32:33.416 an overview of what pathologists do,
NOTE Confidence: 0.868559975454545
00:32:33.420 --> 00:32:34.540 so this is Alicia.
NOTE Confidence: 0.868559975454545
00:32:34.540 --> 00:32:36.620 We're giving a presentation on how our
NOTE Confidence: 0.868559975454545
00:32:36.620 --> 00:32:38.335 pathologists involved in this case,
NOTE Confidence: 0.868559975454545
00:32:38.340 --> 00:32:41.196 so we give the students a presentation.
NOTE Confidence: 0.868559975454545

00:32:41.200 --> 00:32:42.740 The presentation or case presentation
NOTE Confidence: 0.868559975454545

00:32:42.740 --> 00:32:44.954 in this in this talk was a
NOTE Confidence: 0.868559975454545

00:32:44.954 --> 00:32:45.878 real modular carcinoma,
NOTE Confidence: 0.868559975454545

00:32:45.880 --> 00:32:47.692 which hopefully most of the medical
NOTE Confidence: 0.868559975454545

00:32:47.692 --> 00:32:49.670 students as they prepare for step one
NOTE Confidence: 0.868559975454545

00:32:49.670 --> 00:32:51.329 would be familiar with and we show
NOTE Confidence: 0.868559975454545

00:32:51.383 --> 00:32:53.105 them some gross photos that that's
NOTE Confidence: 0.868559975454545

00:32:53.105 --> 00:32:54.744 myself and more hustle of medicine,
NOTE Confidence: 0.868559975454545

00:32:54.744 --> 00:32:55.954 pre renovations and then walk
NOTE Confidence: 0.868559975454545

00:32:55.954 --> 00:32:57.482 them through the case and talk
NOTE Confidence: 0.868559975454545

00:32:57.482 --> 00:32:58.737 about the different ways that
NOTE Confidence: 0.868559975454545

00:32:58.737 --> 00:32:59.650 pathologists were involved.
NOTE Confidence: 0.868559975454545

00:32:59.650 --> 00:33:01.510 Talk about not only the
NOTE Confidence: 0.868559975454545

00:33:01.510 --> 00:33:02.998 gross the frozen sections,
NOTE Confidence: 0.868559975454545

00:33:03.000 --> 00:33:04.542 but gross examination.
NOTE Confidence: 0.868559975454545

00:33:04.542 --> 00:33:07.626 Sign out with staging and diagnosis.

NOTE Confidence: 0.868559975454545
00:33:07.630 --> 00:33:11.330 Diagnosis of an occult hemoglobin.
NOTE Confidence: 0.868559975454545
00:33:11.330 --> 00:33:12.834 SC disease that clinically
NOTE Confidence: 0.868559975454545
00:33:12.834 --> 00:33:14.338 had been a cultured,
NOTE Confidence: 0.868559975454545
00:33:14.340 --> 00:33:16.216 not the clinicians had known about it.
NOTE Confidence: 0.868559975454545
00:33:16.220 --> 00:33:17.685 We talked about the clinical
NOTE Confidence: 0.868559975454545
00:33:17.685 --> 00:33:19.150 pathology and how the you
NOTE Confidence: 0.811789249666667
00:33:19.213 --> 00:33:21.409 know they had a type and screen before by
NOTE Confidence: 0.811789249666667
00:33:21.409 --> 00:33:23.966 the blood bank and how pathologists are
NOTE Confidence: 0.811789249666667
00:33:23.966 --> 00:33:25.811 medical direct medical laboratory directors.
NOTE Confidence: 0.811789249666667
00:33:25.811 --> 00:33:27.516 So again, talking with the
NOTE Confidence: 0.811789249666667
00:33:27.516 --> 00:33:28.880 different ways that pathologists
NOTE Confidence: 0.811789249666667
00:33:28.930 --> 00:33:30.440 are involved with patient care.
NOTE Confidence: 0.811789249666667
00:33:30.440 --> 00:33:32.150 So they hopefully walk out
NOTE Confidence: 0.811789249666667
00:33:32.150 --> 00:33:33.176 of these presentations,
NOTE Confidence: 0.811789249666667
00:33:33.180 --> 00:33:35.100 learning that pathologists are not just,
NOTE Confidence: 0.811789249666667

00:33:35.100 --> 00:33:37.620 you know in the doing autopsies which you
NOTE Confidence: 0.811789249666667

00:33:37.620 --> 00:33:40.580 know is a very important part of pathology,
NOTE Confidence: 0.811789249666667

00:33:40.580 --> 00:33:42.380 but you know we don't all
NOTE Confidence: 0.811789249666667

00:33:42.380 --> 00:33:43.280 do pathology autopsies.
NOTE Confidence: 0.811789249666667

00:33:43.280 --> 00:33:44.544 If that's certainly not
NOTE Confidence: 0.811789249666667

00:33:44.544 --> 00:33:45.808 your area of interest,
NOTE Confidence: 0.811789249666667

00:33:45.810 --> 00:33:48.870 but we also kind of reached back earlier,
NOTE Confidence: 0.811789249666667

00:33:48.870 --> 00:33:49.570 because, again,
NOTE Confidence: 0.811789249666667

00:33:49.570 --> 00:33:52.205 if you try if you start your
NOTE Confidence: 0.811789249666667

00:33:52.205 --> 00:33:54.520 outreach efforts that medical school,
NOTE Confidence: 0.811789249666667

00:33:54.520 --> 00:33:55.948 you're not going to reach as
NOTE Confidence: 0.811789249666667

00:33:55.948 --> 00:33:56.900 many students as possible.
NOTE Confidence: 0.811789249666667

00:33:56.900 --> 00:33:58.745 You thinking about the pipe
NOTE Confidence: 0.811789249666667

00:33:58.745 --> 00:34:00.590 or the pathway into medicine.
NOTE Confidence: 0.811789249666667

00:34:00.590 --> 00:34:02.142 There is significant attrition
NOTE Confidence: 0.811789249666667

00:34:02.142 --> 00:34:04.082 once you hit medical school,

NOTE Confidence: 0.811789249666667
00:34:04.090 --> 00:34:06.382 but there there is even greater
NOTE Confidence: 0.811789249666667
00:34:06.382 --> 00:34:07.528 loss before that.
NOTE Confidence: 0.811789249666667
00:34:07.530 --> 00:34:09.366 Think about when you started as
NOTE Confidence: 0.811789249666667
00:34:09.366 --> 00:34:10.946 an undergraduate and how many
NOTE Confidence: 0.811789249666667
00:34:10.946 --> 00:34:12.746 colleagues you had in your first
NOTE Confidence: 0.811789249666667
00:34:12.746 --> 00:34:14.492 biology class and how many students
NOTE Confidence: 0.811789249666667
00:34:14.492 --> 00:34:16.510 in your class at their pre Med and
NOTE Confidence: 0.811789249666667
00:34:16.510 --> 00:34:17.590 then by the time you graduated,
NOTE Confidence: 0.811789249666667
00:34:17.590 --> 00:34:18.710 at least in my experience,
NOTE Confidence: 0.811789249666667
00:34:18.710 --> 00:34:20.010 you know it dropped.
NOTE Confidence: 0.811789249666667
00:34:20.010 --> 00:34:22.103 It dropped down, you know, precipitously.
NOTE Confidence: 0.811789249666667
00:34:22.103 --> 00:34:24.329 You know once you hit that,
NOTE Confidence: 0.811789249666667
00:34:24.330 --> 00:34:25.930 you know or inorganic chemistry,
NOTE Confidence: 0.811789249666667
00:34:25.930 --> 00:34:26.815 organic chemistry class.
NOTE Confidence: 0.811789249666667
00:34:26.815 --> 00:34:28.880 How many students you know switch to
NOTE Confidence: 0.811789249666667

00:34:28.930 --> 00:34:30.466 a different major or decided that
NOTE Confidence: 0.811789249666667

00:34:30.466 --> 00:34:32.219 they no longer want to be pre Med.
NOTE Confidence: 0.811789249666667

00:34:32.220 --> 00:34:34.635 So what we did is we started
NOTE Confidence: 0.811789249666667

00:34:34.635 --> 00:34:35.670 reaching out earlier.
NOTE Confidence: 0.811789249666667

00:34:35.670 --> 00:34:38.700 I mentioned Doctor Trisha Murdock.
NOTE Confidence: 0.811789249666667

00:34:38.700 --> 00:34:40.048 She's Tuscarora Native American,
NOTE Confidence: 0.811789249666667

00:34:40.048 --> 00:34:42.634 and she has been a very fierce
NOTE Confidence: 0.811789249666667

00:34:42.634 --> 00:34:44.638 advocate for increasing representation
NOTE Confidence: 0.811789249666667

00:34:44.638 --> 00:34:46.642 for our indigenous Americans.
NOTE Confidence: 0.811789249666667

00:34:46.650 --> 00:34:48.954 And So what she did is looked.
NOTE Confidence: 0.811789249666667

00:34:48.954 --> 00:34:50.898 Hooked us up with the National
NOTE Confidence: 0.811789249666667

00:34:50.898 --> 00:34:52.540 Labor American Youth Initiative,
NOTE Confidence: 0.811789249666667

00:34:52.540 --> 00:34:55.140 which provides a summer intensive
NOTE Confidence: 0.811789249666667

00:34:55.140 --> 00:34:57.740 experience for students who self
NOTE Confidence: 0.811789249666667

00:34:57.819 --> 00:35:00.339 identify as Indigenous American.
NOTE Confidence: 0.811789249666667

00:35:00.340 --> 00:35:02.769 And what we did here is we

NOTE Confidence: 0.811789249666667
00:35:02.769 --> 00:35:03.810 brought some microscopes.
NOTE Confidence: 0.811789249666667
00:35:03.810 --> 00:35:05.616 Ralph Ruben packed him up in this
NOTE Confidence: 0.811789249666667
00:35:05.616 --> 00:35:07.707 car and drove them down to DC for us.
NOTE Confidence: 0.811789249666667
00:35:07.710 --> 00:35:10.224 And then we brought some plastinated
NOTE Confidence: 0.811789249666667
00:35:10.224 --> 00:35:13.140 or some some nherf lungs and then
NOTE Confidence: 0.811789249666667
00:35:13.140 --> 00:35:14.700 some formalin fixed specimens.
NOTE Confidence: 0.811789249666667
00:35:14.700 --> 00:35:15.363 But you know,
NOTE Confidence: 0.811789249666667
00:35:15.363 --> 00:35:17.341 we want to be mindful again of inclusion
NOTE Confidence: 0.811789249666667
00:35:17.341 --> 00:35:19.226 and thinking about the indigenous
NOTE Confidence: 0.811789249666667
00:35:19.226 --> 00:35:21.339 American experience and culture and values.
NOTE Confidence: 0.811789249666667
00:35:21.340 --> 00:35:23.332 Some indigenous Americans have
NOTE Confidence: 0.811789249666667
00:35:23.332 --> 00:35:25.324 concerns about touching tissues
NOTE Confidence: 0.811789249666667
00:35:25.324 --> 00:35:27.180 from decedent individuals,
NOTE Confidence: 0.811789249666667
00:35:27.180 --> 00:35:29.700 and so we were very explicit and told him,
NOTE Confidence: 0.811789249666667
00:35:29.700 --> 00:35:30.152 you know,
NOTE Confidence: 0.811789249666667

00:35:30.152 --> 00:35:31.960 these are tissues over here at the station.

NOTE Confidence: 0.811789249666667

00:35:31.960 --> 00:35:33.838 Do not come to the station.

NOTE Confidence: 0.811789249666667

00:35:33.840 --> 00:35:35.604 You know, you know we will

NOTE Confidence: 0.811789249666667

00:35:35.604 --> 00:35:36.780 offer you another experience.

NOTE Confidence: 0.811789249666667

00:35:36.780 --> 00:35:37.414 So again,

NOTE Confidence: 0.811789249666667

00:35:37.414 --> 00:35:37.731 Trisha,

NOTE Confidence: 0.811789249666667

00:35:37.731 --> 00:35:38.999 Trisha Murdock was instrumental

NOTE Confidence: 0.811789249666667

00:35:38.999 --> 00:35:41.109 in helping us provide an inclusive

NOTE Confidence: 0.811789249666667

00:35:41.109 --> 00:35:42.577 experience for those students.

NOTE Confidence: 0.811789249666667

00:35:42.580 --> 00:35:44.540 But then also increasing acts,

NOTE Confidence: 0.811789249666667

00:35:44.540 --> 00:35:45.860 increasing their access and

NOTE Confidence: 0.811789249666667

00:35:45.860 --> 00:35:47.180 their high school students.

NOTE Confidence: 0.811789249666667

00:35:47.180 --> 00:35:48.580 A lot of them just had questions

NOTE Confidence: 0.811789249666667

00:35:48.580 --> 00:35:49.594 about college, but again,

NOTE Confidence: 0.811789249666667

00:35:49.594 --> 00:35:51.129 just having those conversations with

NOTE Confidence: 0.811789249666667

00:35:51.129 --> 00:35:53.219 them and having them speak to you know,

NOTE Confidence: 0.811789249666667
00:35:53.220 --> 00:35:55.212 Trisha someone who had this similar
NOTE Confidence: 0.811789249666667
00:35:55.212 --> 00:35:57.239 experience growing up in a reservation
NOTE Confidence: 0.811789249666667
00:35:57.239 --> 00:35:59.479 and learning more about what you know,
NOTE Confidence: 0.811789249666667
00:35:59.480 --> 00:36:01.340 her pathway looked like so that
NOTE Confidence: 0.811789249666667
00:36:01.340 --> 00:36:03.540 they can see that it's possible.
NOTE Confidence: 0.811789249666667
00:36:03.540 --> 00:36:05.532 This summer we are fortunate in
NOTE Confidence: 0.811789249666667
00:36:05.532 --> 00:36:07.908 able to reset restart our active
NOTE Confidence: 0.811789249666667
00:36:07.908 --> 00:36:10.470 outreach with our local high school
NOTE Confidence: 0.842047894285714
00:36:10.549 --> 00:36:12.811 program and this is our summer
NOTE Confidence: 0.842047894285714
00:36:12.811 --> 00:36:14.754 program at Dunbar High School
NOTE Confidence: 0.842047894285714
00:36:14.754 --> 00:36:17.246 which is down the street from us.
NOTE Confidence: 0.842047894285714
00:36:17.250 --> 00:36:19.200 For some of you basketball fans,
NOTE Confidence: 0.842047894285714
00:36:19.200 --> 00:36:20.676 there are a couple of basketball
NOTE Confidence: 0.842047894285714
00:36:20.676 --> 00:36:21.979 players that are pretty famous
NOTE Confidence: 0.842047894285714
00:36:21.979 --> 00:36:23.067 from Dunbar High School,
NOTE Confidence: 0.842047894285714

00:36:23.070 --> 00:36:24.792 but we worked with them over the
NOTE Confidence: 0.842047894285714

00:36:24.792 --> 00:36:26.354 summer and again did the same
NOTE Confidence: 0.842047894285714

00:36:26.354 --> 00:36:27.890 thing where we bought the specimens
NOTE Confidence: 0.842047894285714

00:36:27.890 --> 00:36:29.769 in the bags and the nerve lungs
NOTE Confidence: 0.842047894285714

00:36:29.769 --> 00:36:31.160 and the microscopes and had them
NOTE Confidence: 0.842047894285714

00:36:31.160 --> 00:36:32.520 look at it and it was super cute.
NOTE Confidence: 0.842047894285714

00:36:32.520 --> 00:36:34.520 Because if you can see in in here,
NOTE Confidence: 0.842047894285714

00:36:34.520 --> 00:36:36.158 this student has herself one out,
NOTE Confidence: 0.842047894285714

00:36:36.160 --> 00:36:38.038 not because they're checking their phone,
NOTE Confidence: 0.842047894285714

00:36:38.040 --> 00:36:39.255 but because they were actually
NOTE Confidence: 0.842047894285714

00:36:39.255 --> 00:36:40.753 taking a picture like our residents
NOTE Confidence: 0.842047894285714

00:36:40.753 --> 00:36:42.363 doing like we do using their cell
NOTE Confidence: 0.842047894285714

00:36:42.363 --> 00:36:43.779 phones to their oculars and they
NOTE Confidence: 0.842047894285714

00:36:43.779 --> 00:36:45.420 figured this out all on their own.
NOTE Confidence: 0.842047894285714

00:36:45.420 --> 00:36:46.540 So really bright students.
NOTE Confidence: 0.842047894285714

00:36:46.540 --> 00:36:49.460 They're super interested and again,

NOTE Confidence: 0.842047894285714

00:36:49.460 --> 00:36:51.700 we just talked a lot about just college,

NOTE Confidence: 0.842047894285714

00:36:51.700 --> 00:36:52.984 and that's that's where they are

NOTE Confidence: 0.842047894285714

00:36:52.984 --> 00:36:54.460 at that point in their career.

NOTE Confidence: 0.842047894285714

00:36:54.460 --> 00:36:55.548 But just highlighting that,

NOTE Confidence: 0.842047894285714

00:36:55.548 --> 00:36:57.550 you know this is you can do it.

NOTE Confidence: 0.842047894285714

00:36:57.550 --> 00:36:58.954 These are the steps that you

NOTE Confidence: 0.842047894285714

00:36:58.954 --> 00:37:00.888 need to take and we also brought

NOTE Confidence: 0.842047894285714

00:37:00.888 --> 00:37:02.140 not only pathologist here,

NOTE Confidence: 0.842047894285714

00:37:02.140 --> 00:37:03.379 you can see my colleague Laura Wake,

NOTE Confidence: 0.842047894285714

00:37:03.380 --> 00:37:04.780 but then we also brought.

NOTE Confidence: 0.842047894285714

00:37:04.780 --> 00:37:09.332 Our Histology Histology lab lead.

NOTE Confidence: 0.842047894285714

00:37:09.332 --> 00:37:10.520 Yolanda Mitchell.

NOTE Confidence: 0.842047894285714

00:37:10.520 --> 00:37:12.088 And we talked to them who talked

NOTE Confidence: 0.842047894285714

00:37:12.088 --> 00:37:13.654 to the students about careers in

NOTE Confidence: 0.842047894285714

00:37:13.654 --> 00:37:15.054 laboratory medicine and gave them

NOTE Confidence: 0.842047894285714

00:37:15.054 --> 00:37:16.980 some more information about different,

NOTE Confidence: 0.842047894285714

00:37:16.980 --> 00:37:17.410 you know,

NOTE Confidence: 0.842047894285714

00:37:17.410 --> 00:37:18.700 a different way that you can

NOTE Confidence: 0.842047894285714

00:37:18.700 --> 00:37:20.160 get a career in pathology,

NOTE Confidence: 0.842047894285714

00:37:20.160 --> 00:37:21.480 and you don't necessarily have to

NOTE Confidence: 0.842047894285714

00:37:21.480 --> 00:37:23.098 be a physician to be in pathology.

NOTE Confidence: 0.842047894285714

00:37:23.100 --> 00:37:24.941 You can have a very fulfilling career

NOTE Confidence: 0.842047894285714

00:37:24.941 --> 00:37:27.162 as a lead laboratory technician and the

NOTE Confidence: 0.842047894285714

00:37:27.162 --> 00:37:29.610 different ways that you can get there.

NOTE Confidence: 0.842047894285714

00:37:29.610 --> 00:37:30.324 Alright, so.

NOTE Confidence: 0.842047894285714

00:37:30.324 --> 00:37:33.820 We focus a lot of our efforts on either,

NOTE Confidence: 0.842047894285714

00:37:33.820 --> 00:37:35.524 again, historically black medical

NOTE Confidence: 0.842047894285714

00:37:35.524 --> 00:37:38.650 schools or affinity groups or high schools,

NOTE Confidence: 0.842047894285714

00:37:38.650 --> 00:37:39.862 or undergraduate programs

NOTE Confidence: 0.842047894285714

00:37:39.862 --> 00:37:41.478 that have a greater,

NOTE Confidence: 0.842047894285714

00:37:41.480 --> 00:37:42.551 have greater representation,

NOTE Confidence: 0.842047894285714
00:37:42.551 --> 00:37:44.693 or of students underrepresented in medicine.
NOTE Confidence: 0.842047894285714
00:37:44.700 --> 00:37:45.660 And why do we do that?
NOTE Confidence: 0.842047894285714
00:37:45.660 --> 00:37:47.634 Because we want to reach as many
NOTE Confidence: 0.842047894285714
00:37:47.634 --> 00:37:49.290 students as possible at one moment,
NOTE Confidence: 0.842047894285714
00:37:49.290 --> 00:37:51.036 and this just highlights the point.
NOTE Confidence: 0.842047894285714
00:37:51.040 --> 00:37:52.000 So these are data again,
NOTE Confidence: 0.842047894285714
00:37:52.000 --> 00:37:53.854 from the AMA masterfile from AMC
NOTE Confidence: 0.842047894285714
00:37:53.854 --> 00:37:55.850 and I highlights the number of
NOTE Confidence: 0.842047894285714
00:37:55.850 --> 00:37:57.600 medical schools that graduated 300
NOTE Confidence: 0.842047894285714
00:37:57.600 --> 00:38:00.512 and 5050 or more black or American
NOTE Confidence: 0.842047894285714
00:38:00.512 --> 00:38:02.670 physicians between 1980 and 2012.
NOTE Confidence: 0.842047894285714
00:38:02.670 --> 00:38:04.220 And you can see Howard,
NOTE Confidence: 0.842047894285714
00:38:04.220 --> 00:38:06.710 Meharry and Morehouse are up there,
NOTE Confidence: 0.842047894285714
00:38:06.710 --> 00:38:07.572 and again,
NOTE Confidence: 0.842047894285714
00:38:07.572 --> 00:38:09.727 I'm noting Morehouse because Morehouse
NOTE Confidence: 0.842047894285714

00:38:09.727 --> 00:38:12.508 wasn't open until about the late 1970s,
NOTE Confidence: 0.842047894285714

00:38:12.508 --> 00:38:13.544 early 1980s.
NOTE Confidence: 0.842047894285714

00:38:13.544 --> 00:38:17.912 But yet it got in my time when I graduated,
NOTE Confidence: 0.842047894285714

00:38:17.912 --> 00:38:20.229 my class was around the size of 50,
NOTE Confidence: 0.842047894285714

00:38:20.230 --> 00:38:20.812 such as schools,
NOTE Confidence: 0.842047894285714

00:38:20.812 --> 00:38:22.589 to show you that, might you know,
NOTE Confidence: 0.842047894285714

00:38:22.589 --> 00:38:23.588 at the time,
NOTE Confidence: 0.842047894285714

00:38:23.590 --> 00:38:26.428 Tiny Morehouse School of Medicine had
NOTE Confidence: 0.842047894285714

00:38:26.428 --> 00:38:29.397 graduated more than some other medical
NOTE Confidence: 0.842047894285714

00:38:29.397 --> 00:38:32.373 schools that are notably missing here.
NOTE Confidence: 0.842047894285714

00:38:32.380 --> 00:38:33.440 Find included.
NOTE Confidence: 0.842047894285714

00:38:33.440 --> 00:38:33.970 Alright,
NOTE Confidence: 0.842047894285714

00:38:33.970 --> 00:38:36.875 so US medical student interest you
NOTE Confidence: 0.842047894285714

00:38:36.875 --> 00:38:38.660 know we talking a lot about reaching
NOTE Confidence: 0.842047894285714

00:38:38.660 --> 00:38:40.340 as many students as possible.
NOTE Confidence: 0.842047894285714

00:38:40.340 --> 00:38:42.746 When I reach as many UIM

NOTE Confidence: 0.842047894285714
00:38:42.746 --> 00:38:44.350 students as possible too.
NOTE Confidence: 0.842047894285714
00:38:44.350 --> 00:38:45.870 Create the most opportunities
NOTE Confidence: 0.842047894285714
00:38:45.870 --> 00:38:47.390 for capturing one student,
NOTE Confidence: 0.842047894285714
00:38:47.390 --> 00:38:50.246 but again pathology interest is declining.
NOTE Confidence: 0.842047894285714
00:38:50.250 --> 00:38:52.540 We all know that and so why not reach as
NOTE Confidence: 0.882739876818182
00:38:52.599 --> 00:38:55.119 many UIM students as possible just to
NOTE Confidence: 0.882739876818182
00:38:55.119 --> 00:38:57.009 generate greater interest in pathology?
NOTE Confidence: 0.882739876818182
00:38:57.010 --> 00:38:58.648 And so again, that's part of the
NOTE Confidence: 0.882739876818182
00:38:58.648 --> 00:39:00.610 reason why we try to go for as
NOTE Confidence: 0.882739876818182
00:39:00.610 --> 00:39:01.810 broad an audience as possible.
NOTE Confidence: 0.882739876818182
00:39:01.810 --> 00:39:03.226 So when we go back to Morehouse or
NOTE Confidence: 0.882739876818182
00:39:03.226 --> 00:39:04.928 when we speak with students at Meharry,
NOTE Confidence: 0.882739876818182
00:39:04.930 --> 00:39:06.778 we we try and talk to the whole
NOTE Confidence: 0.882739876818182
00:39:06.778 --> 00:39:08.338 class and not just, you know,
NOTE Confidence: 0.882739876818182
00:39:08.338 --> 00:39:09.658 the students that self identify
NOTE Confidence: 0.882739876818182

00:39:09.658 --> 00:39:10.969 as being interested in pathology
NOTE Confidence: 0.882739876818182

00:39:10.969 --> 00:39:12.679 because that may be one person we
NOTE Confidence: 0.882739876818182

00:39:12.679 --> 00:39:14.533 want to again generate as much
NOTE Confidence: 0.882739876818182

00:39:14.533 --> 00:39:15.840 interest and enthusiasm about.
NOTE Confidence: 0.882739876818182

00:39:15.840 --> 00:39:18.448 Our careers and pathology.
NOTE Confidence: 0.882739876818182

00:39:18.450 --> 00:39:21.378 And these are just prior data
NOTE Confidence: 0.882739876818182

00:39:21.378 --> 00:39:24.310 highlighting that on again US pathology.
NOTE Confidence: 0.882739876818182

00:39:24.310 --> 00:39:25.780 Allopathic senior interest
NOTE Confidence: 0.882739876818182

00:39:25.780 --> 00:39:27.250 is again declining,
NOTE Confidence: 0.882739876818182

00:39:27.250 --> 00:39:29.334 precipitously relative to all
NOTE Confidence: 0.882739876818182

00:39:29.334 --> 00:39:31.939 US senior interests and matching
NOTE Confidence: 0.882739876818182

00:39:31.939 --> 00:39:34.570 into careers in medicine in US.
NOTE Confidence: 0.882739876818182

00:39:34.570 --> 00:39:36.481 So what is the impact been out
NOTE Confidence: 0.882739876818182

00:39:36.481 --> 00:39:37.710 of all of this?
NOTE Confidence: 0.882739876818182

00:39:37.710 --> 00:39:40.326 So with once we initiate the active outreach,
NOTE Confidence: 0.882739876818182

00:39:40.330 --> 00:39:42.390 we noted a dramatic increase

NOTE Confidence: 0.882739876818182
00:39:42.390 --> 00:39:43.626 in rotation interest,
NOTE Confidence: 0.882739876818182
00:39:43.630 --> 00:39:44.746 so again,
NOTE Confidence: 0.882739876818182
00:39:44.746 --> 00:39:47.536 I mentioned that this experience
NOTE Confidence: 0.882739876818182
00:39:47.536 --> 00:39:49.760 was established in 2013.
NOTE Confidence: 0.882739876818182
00:39:49.760 --> 00:39:51.632 I mean at 1 rotator and then when
NOTE Confidence: 0.882739876818182
00:39:51.632 --> 00:39:52.660 I became involved,
NOTE Confidence: 0.882739876818182
00:39:52.660 --> 00:39:55.366 the number of rotators between
NOTE Confidence: 0.882739876818182
00:39:55.366 --> 00:39:58.606 2016 and 2019 was 20 and today
NOTE Confidence: 0.882739876818182
00:39:58.606 --> 00:40:01.077 we've had a total of 26 rotators,
NOTE Confidence: 0.882739876818182
00:40:01.080 --> 00:40:04.260 some of whom have been virtual
NOTE Confidence: 0.882739876818182
00:40:04.260 --> 00:40:06.008 out of these rotators,
NOTE Confidence: 0.882739876818182
00:40:06.008 --> 00:40:09.560 9 have been have matched into pathology.
NOTE Confidence: 0.882739876818182
00:40:09.560 --> 00:40:12.179 We have a few more that are matching that
NOTE Confidence: 0.882739876818182
00:40:12.179 --> 00:40:15.198 are applying for the match this year or next,
NOTE Confidence: 0.882739876818182
00:40:15.200 --> 00:40:17.138 and we're hopeful that they will
NOTE Confidence: 0.882739876818182

00:40:17.138 --> 00:40:18.780 match into pathology as well.

NOTE Confidence: 0.882739876818182

00:40:18.780 --> 00:40:19.845 To the former,

NOTE Confidence: 0.882739876818182

00:40:19.845 --> 00:40:21.265 rotators have either completed.

NOTE Confidence: 0.882739876818182

00:40:21.270 --> 00:40:24.990 Path, Jimmy or you me training at Hopkins.

NOTE Confidence: 0.882739876818182

00:40:24.990 --> 00:40:26.490 I'm sorry Pat Jamie,

NOTE Confidence: 0.882739876818182

00:40:26.490 --> 00:40:27.990 either residency or fellowship

NOTE Confidence: 0.882739876818182

00:40:27.990 --> 00:40:29.968 education or training at Hopkins,

NOTE Confidence: 0.882739876818182

00:40:29.970 --> 00:40:31.390 and so we're really proud,

NOTE Confidence: 0.882739876818182

00:40:31.390 --> 00:40:31.958 but again,

NOTE Confidence: 0.882739876818182

00:40:31.958 --> 00:40:33.946 we had some students that just flat

NOTE Confidence: 0.882739876818182

00:40:33.946 --> 00:40:36.001 out said I'm going again into LBGYN

NOTE Confidence: 0.882739876818182

00:40:36.001 --> 00:40:37.747 or or surgery or internal medicine.

NOTE Confidence: 0.882739876818182

00:40:37.750 --> 00:40:39.706 I don't really have an interest

NOTE Confidence: 0.882739876818182

00:40:39.710 --> 00:40:41.470 in and you know pathology,

NOTE Confidence: 0.882739876818182

00:40:41.470 --> 00:40:42.242 but I want to,

NOTE Confidence: 0.882739876818182

00:40:42.242 --> 00:40:42.628 you know,

NOTE Confidence: 0.882739876818182

00:40:42.630 --> 00:40:44.370 do this experience around out my

NOTE Confidence: 0.882739876818182

00:40:44.370 --> 00:40:45.820 experience and that's totally fine.

NOTE Confidence: 0.882739876818182

00:40:45.820 --> 00:40:47.748 We were thrilled to have them with us.

NOTE Confidence: 0.882739876818182

00:40:47.750 --> 00:40:48.020 Conversely,

NOTE Confidence: 0.882739876818182

00:40:48.020 --> 00:40:50.180 we had one student come in that was

NOTE Confidence: 0.882739876818182

00:40:50.180 --> 00:40:52.526 very passionate about a career in forensics.

NOTE Confidence: 0.882739876818182

00:40:52.530 --> 00:40:55.767 And then came in and then decided

NOTE Confidence: 0.882739876818182

00:40:55.767 --> 00:40:56.912 that pathology wasn't for them

NOTE Confidence: 0.882739876818182

00:40:56.912 --> 00:40:57.990 and that was fantastic.

NOTE Confidence: 0.882739876818182

00:40:57.990 --> 00:41:00.334 We were happy that we were able to

NOTE Confidence: 0.882739876818182

00:41:00.334 --> 00:41:02.520 help that student figure out that

NOTE Confidence: 0.882739876818182

00:41:02.520 --> 00:41:04.446 pathology was not the career for

NOTE Confidence: 0.882739876818182

00:41:04.446 --> 00:41:07.227 them and they ended up becoming a or

NOTE Confidence: 0.882739876818182

00:41:07.227 --> 00:41:09.375 matching into a vascular surgery program.

NOTE Confidence: 0.882739876818182

00:41:09.380 --> 00:41:10.684 And now that student,

NOTE Confidence: 0.882739876818182

00:41:10.684 --> 00:41:11.988 we're not that resident.
NOTE Confidence: 0.882739876818182

00:41:11.990 --> 00:41:15.000 Physician seeks to give back to her
NOTE Confidence: 0.882739876818182

00:41:15.000 --> 00:41:18.567 hometown by being a vascular surgeon and
NOTE Confidence: 0.882739876818182

00:41:18.567 --> 00:41:21.312 provide care for Indigenous Americans.
NOTE Confidence: 0.882739876818182

00:41:21.320 --> 00:41:23.490 Recognizing that there are profound.
NOTE Confidence: 0.882739876818182

00:41:23.490 --> 00:41:25.650 Disparities and diabetes and
NOTE Confidence: 0.882739876818182

00:41:25.650 --> 00:41:27.270 indigenous American populations,
NOTE Confidence: 0.882739876818182

00:41:27.270 --> 00:41:29.430 so again having impacts even in
NOTE Confidence: 0.882739876818182

00:41:29.430 --> 00:41:30.870 medical specialties is important,
NOTE Confidence: 0.882739876818182

00:41:30.870 --> 00:41:33.024 so we're happy that we've had
NOTE Confidence: 0.882739876818182

00:41:33.024 --> 00:41:35.210 an impact on these students.
NOTE Confidence: 0.882739876818182

00:41:35.210 --> 00:41:37.038 Our careers and lives.
NOTE Confidence: 0.882739876818182

00:41:37.038 --> 00:41:39.323 So that's the objective feedback.
NOTE Confidence: 0.882739876818182

00:41:39.330 --> 00:41:41.796 The subjective feedback has been positive.
NOTE Confidence: 0.882739876818182

00:41:41.800 --> 00:41:44.512 One of the best things that
NOTE Confidence: 0.882739876818182

00:41:44.512 --> 00:41:45.534 we hope to achieve.

NOTE Confidence: 0.882739876818182

00:41:45.534 --> 00:41:47.142 One of the things that we hope to

NOTE Confidence: 0.882739876818182

00:41:47.142 --> 00:41:48.606 achieve with this whole experience is

NOTE Confidence: 0.882739876818182

00:41:48.606 --> 00:41:50.110 not only introducing them to pathology,

NOTE Confidence: 0.954951494545455

00:41:50.110 --> 00:41:52.312 but then also introducing them to

NOTE Confidence: 0.954951494545455

00:41:52.312 --> 00:41:54.160 careers in academics and that.

NOTE Confidence: 0.954951494545455

00:41:54.160 --> 00:41:56.680 Crews and academics can be very diverse and

NOTE Confidence: 0.954951494545455

00:41:56.680 --> 00:41:58.657 don't necessarily need to be basic science,

NOTE Confidence: 0.954951494545455

00:41:58.660 --> 00:42:00.757 and you need to have a lab and a

NOTE Confidence: 0.954951494545455

00:42:00.757 --> 00:42:04.518 wet lab for example. So again that.

NOTE Confidence: 0.954951494545455

00:42:04.520 --> 00:42:06.530 That feedback has, you know,

NOTE Confidence: 0.954951494545455

00:42:06.530 --> 00:42:08.185 been fairly consistent and we're

NOTE Confidence: 0.954951494545455

00:42:08.185 --> 00:42:10.574 happy that we're able to introduce the

NOTE Confidence: 0.954951494545455

00:42:10.574 --> 00:42:12.596 students to what academics can look

NOTE Confidence: 0.954951494545455

00:42:12.596 --> 00:42:14.838 like and that a career in academics

NOTE Confidence: 0.954951494545455

00:42:14.838 --> 00:42:16.892 is not as unattainable as you know,

NOTE Confidence: 0.954951494545455

00:42:16.892 --> 00:42:17.976 the the perception maybe.
NOTE Confidence: 0.954951494545455

00:42:17.980 --> 00:42:20.052 And, and that certainly was my lived
NOTE Confidence: 0.954951494545455

00:42:20.052 --> 00:42:22.335 experience where when I was, you know, I.
NOTE Confidence: 0.954951494545455

00:42:22.335 --> 00:42:23.715 I certainly you know,
NOTE Confidence: 0.954951494545455

00:42:23.720 --> 00:42:25.310 20 something year old me wouldn't
NOTE Confidence: 0.954951494545455

00:42:25.310 --> 00:42:26.960 have imagined that I would have
NOTE Confidence: 0.954951494545455

00:42:26.960 --> 00:42:28.040 ended up in academics,
NOTE Confidence: 0.954951494545455

00:42:28.040 --> 00:42:29.580 and this is exactly why,
NOTE Confidence: 0.954951494545455

00:42:29.580 --> 00:42:31.080 because I didn't think a career
NOTE Confidence: 0.954951494545455

00:42:31.080 --> 00:42:32.080 in academics was accessible.
NOTE Confidence: 0.954951494545455

00:42:32.080 --> 00:42:35.248 And I thought academics was one
NOTE Confidence: 0.954951494545455

00:42:35.248 --> 00:42:36.304 career pathway.
NOTE Confidence: 0.954951494545455

00:42:36.310 --> 00:42:39.436 But unfortunately during the pandemic again,
NOTE Confidence: 0.954951494545455

00:42:39.440 --> 00:42:41.780 we had to think creatively.
NOTE Confidence: 0.954951494545455

00:42:41.780 --> 00:42:44.324 So what we did is create a virtual
NOTE Confidence: 0.954951494545455

00:42:44.324 --> 00:42:45.921 rotation for students underrepresented

NOTE Confidence: 0.954951494545455
00:42:45.921 --> 00:42:49.489 in medicine and it started as a rotation
NOTE Confidence: 0.954951494545455
00:42:49.564 --> 00:42:51.524 for our in-house internal Hopkins
NOTE Confidence: 0.954951494545455
00:42:51.524 --> 00:42:54.189 students who at the time only had one
NOTE Confidence: 0.954951494545455
00:42:54.189 --> 00:42:55.820 other rotation that was available to them.
NOTE Confidence: 0.954951494545455
00:42:55.820 --> 00:42:57.468 Virtually that was clinical,
NOTE Confidence: 0.954951494545455
00:42:57.468 --> 00:42:59.116 and that was radiology.
NOTE Confidence: 0.954951494545455
00:42:59.120 --> 00:43:02.109 And so we developed a asynchronous and
NOTE Confidence: 0.954951494545455
00:43:02.109 --> 00:43:04.252 synchronous work rotation that again
NOTE Confidence: 0.954951494545455
00:43:04.252 --> 00:43:07.003 was all virtual using digital scan slides.
NOTE Confidence: 0.954951494545455
00:43:07.010 --> 00:43:09.338 And the students were given again
NOTE Confidence: 0.954951494545455
00:43:09.338 --> 00:43:11.310 previewing assignments and were expected
NOTE Confidence: 0.954951494545455
00:43:11.310 --> 00:43:13.458 to render a complete diagnosis and
NOTE Confidence: 0.954951494545455
00:43:13.458 --> 00:43:15.548 then email their diagnosis to me.
NOTE Confidence: 0.954951494545455
00:43:15.550 --> 00:43:16.990 And then we would drive the
NOTE Confidence: 0.954951494545455
00:43:16.990 --> 00:43:18.170 slides together during sign out,
NOTE Confidence: 0.954951494545455

00:43:18.170 --> 00:43:19.983 and then I would have the students
NOTE Confidence: 0.954951494545455

00:43:19.983 --> 00:43:21.690 present the cases to either myself
NOTE Confidence: 0.954951494545455

00:43:21.690 --> 00:43:23.448 or my colleagues or other senior
NOTE Confidence: 0.954951494545455

00:43:23.448 --> 00:43:25.540 residents as they would if they
NOTE Confidence: 0.954951494545455

00:43:25.540 --> 00:43:28.290 were doing it in person experience.
NOTE Confidence: 0.954951494545455

00:43:28.290 --> 00:43:31.422 And all that content was supplemented
NOTE Confidence: 0.954951494545455

00:43:31.422 --> 00:43:33.606 by asynchronous independent content,
NOTE Confidence: 0.954951494545455

00:43:33.606 --> 00:43:35.878 including online learning modules
NOTE Confidence: 0.954951494545455

00:43:35.880 --> 00:43:38.748 and so with this experience created,
NOTE Confidence: 0.954951494545455

00:43:38.750 --> 00:43:40.798 we were able to we recognize that we
NOTE Confidence: 0.954951494545455

00:43:40.798 --> 00:43:43.177 were able to reach a broader number of
NOTE Confidence: 0.954951494545455

00:43:43.177 --> 00:43:45.329 students and overcome the equity issue of,
NOTE Confidence: 0.954951494545455

00:43:45.330 --> 00:43:47.416 you know that the the fees required
NOTE Confidence: 0.954951494545455

00:43:47.416 --> 00:43:48.990 to travel for rotations,
NOTE Confidence: 0.954951494545455

00:43:48.990 --> 00:43:51.979 and so we advocated to our School
NOTE Confidence: 0.954951494545455

00:43:51.979 --> 00:43:54.442 of Medicine leadership to open this

NOTE Confidence: 0.954951494545455
00:43:54.442 --> 00:43:56.744 experience up to UM students and
NOTE Confidence: 0.954951494545455
00:43:56.744 --> 00:43:58.734 all students outside of Hopkins.
NOTE Confidence: 0.954951494545455
00:43:58.740 --> 00:44:00.875 Recognizing that this election has
NOTE Confidence: 0.954951494545455
00:44:00.875 --> 00:44:03.970 been an important element for us to
NOTE Confidence: 0.954951494545455
00:44:03.970 --> 00:44:05.750 increase diversity and department.
NOTE Confidence: 0.954951494545455
00:44:05.750 --> 00:44:06.960 So with that in mind,
NOTE Confidence: 0.954951494545455
00:44:06.960 --> 00:44:09.120 we were able to get quite a few
NOTE Confidence: 0.954951494545455
00:44:09.120 --> 00:44:10.665 rotators virtually and we were quite
NOTE Confidence: 0.954951494545455
00:44:10.665 --> 00:44:12.457 proud that we were able to continue
NOTE Confidence: 0.954951494545455
00:44:12.457 --> 00:44:14.305 to have impact in and increasing
NOTE Confidence: 0.954951494545455
00:44:14.305 --> 00:44:17.186 our UM students experiences without
NOTE Confidence: 0.954951494545455
00:44:17.186 --> 00:44:20.120 having them travel.
NOTE Confidence: 0.954951494545455
00:44:20.120 --> 00:44:22.050 But that's the small picture, right?
NOTE Confidence: 0.954951494545455
00:44:22.050 --> 00:44:24.750 Initiating department and institution wide
NOTE Confidence: 0.954951494545455
00:44:24.750 --> 00:44:27.190 cultural change. That's the big picture.
NOTE Confidence: 0.954951494545455

00:44:27.190 --> 00:44:29.749 That's that's that's the other part of this.
NOTE Confidence: 0.954951494545455

00:44:29.750 --> 00:44:30.862 You can recruit, recruit,
NOTE Confidence: 0.954951494545455

00:44:30.862 --> 00:44:32.530 recruit as much as you want.
NOTE Confidence: 0.954951494545455

00:44:32.530 --> 00:44:34.791 But it means nothing if you haven't
NOTE Confidence: 0.954951494545455

00:44:34.791 --> 00:44:37.250 created in a culture of inclusion,
NOTE Confidence: 0.954951494545455

00:44:37.250 --> 00:44:39.686 a culture of equity within our department,
NOTE Confidence: 0.954951494545455

00:44:39.690 --> 00:44:41.592 because the students are going to
NOTE Confidence: 0.954951494545455

00:44:41.592 --> 00:44:43.524 come into your department and then
NOTE Confidence: 0.954951494545455

00:44:43.524 --> 00:44:45.330 see that diversity inclusion are not
NOTE Confidence: 0.954951494545455

00:44:45.330 --> 00:44:47.768 valued and they're going to walk right away.
NOTE Confidence: 0.954951494545455

00:44:47.770 --> 00:44:48.682 Or, even worse,
NOTE Confidence: 0.954951494545455

00:44:48.682 --> 00:44:49.290 you may.
NOTE Confidence: 0.908054822857143

00:44:49.290 --> 00:44:51.698 They may walk away from medicine entirely.
NOTE Confidence: 0.908054822857143

00:44:51.700 --> 00:44:54.500 If they feel that your department or your
NOTE Confidence: 0.908054822857143

00:44:54.500 --> 00:44:56.535 or their experience was representative
NOTE Confidence: 0.908054822857143

00:44:56.535 --> 00:44:59.475 of medicine at all as a whole,

NOTE Confidence: 0.908054822857143

00:44:59.480 --> 00:45:01.167 and so that's really a key part

NOTE Confidence: 0.908054822857143

00:45:01.167 --> 00:45:03.209 of this is how you initiate that

NOTE Confidence: 0.908054822857143

00:45:03.209 --> 00:45:05.524 cultural change to make sure that the

NOTE Confidence: 0.908054822857143

00:45:05.524 --> 00:45:07.690 environment that the students are coming

NOTE Confidence: 0.908054822857143

00:45:07.690 --> 00:45:09.593 into the residents are coming into.

NOTE Confidence: 0.908054822857143

00:45:09.593 --> 00:45:11.219 The faculty are coming into their

NOTE Confidence: 0.908054822857143

00:45:11.219 --> 00:45:12.020 underrepresented in medicine.

NOTE Confidence: 0.908054822857143

00:45:12.020 --> 00:45:13.520 The environments that they are

NOTE Confidence: 0.908054822857143

00:45:13.520 --> 00:45:14.720 coming into our inclusive,

NOTE Confidence: 0.908054822857143

00:45:14.720 --> 00:45:17.340 so they don't leave.

NOTE Confidence: 0.908054822857143

00:45:17.340 --> 00:45:19.392 And I'd like to highlight what

NOTE Confidence: 0.908054822857143

00:45:19.392 --> 00:45:21.422 Vanderbilt has done so Vanderbilt,

NOTE Confidence: 0.908054822857143

00:45:21.422 --> 00:45:23.927 their radiology program builds a

NOTE Confidence: 0.908054822857143

00:45:23.927 --> 00:45:26.723 diversity program at at a time

NOTE Confidence: 0.908054822857143

00:45:26.723 --> 00:45:28.748 when they had no underrepresented

NOTE Confidence: 0.908054822857143

00:45:28.748 --> 00:45:31.258 trainees in the residency program,
NOTE Confidence: 0.908054822857143

00:45:31.260 --> 00:45:33.500 so they took us a tiered and
NOTE Confidence: 0.908054822857143

00:45:33.500 --> 00:45:35.260 systematic approach to DEI to
NOTE Confidence: 0.908054822857143

00:45:35.260 --> 00:45:37.660 look at the whole applicant pool,
NOTE Confidence: 0.908054822857143

00:45:37.660 --> 00:45:39.140 their residency program proper,
NOTE Confidence: 0.908054822857143

00:45:39.140 --> 00:45:40.620 and then they created
NOTE Confidence: 0.908054822857143

00:45:40.620 --> 00:45:41.820 additional diversity program,
NOTE Confidence: 0.908054822857143

00:45:41.820 --> 00:45:42.780 specific activities,
NOTE Confidence: 0.908054822857143

00:45:42.780 --> 00:45:44.700 defined roles and responsibilities
NOTE Confidence: 0.908054822857143

00:45:44.700 --> 00:45:47.139 for their office of of DEI.
NOTE Confidence: 0.908054822857143

00:45:47.140 --> 00:45:48.355 Including personnel again,
NOTE Confidence: 0.908054822857143

00:45:48.355 --> 00:45:51.190 a team based approach not doing this
NOTE Confidence: 0.908054822857143

00:45:51.259 --> 00:45:53.464 in a silo and really dedicating the
NOTE Confidence: 0.908054822857143

00:45:53.464 --> 00:45:55.697 funds and the time to doing this.
NOTE Confidence: 0.908054822857143

00:45:55.700 --> 00:45:57.723 What they noted was that when they
NOTE Confidence: 0.908054822857143

00:45:57.723 --> 00:45:59.620 took this tiered approach and were

NOTE Confidence: 0.908054822857143

00:45:59.620 --> 00:46:01.422 I'm sorry my son is screaming it

NOTE Confidence: 0.908054822857143

00:46:01.422 --> 00:46:03.676 took a tiered approach to deny that

NOTE Confidence: 0.908054822857143

00:46:03.676 --> 00:46:05.647 the number of UAM trainees increased

NOTE Confidence: 0.908054822857143

00:46:05.647 --> 00:46:08.200 from zero in 2013 to 6 and 2019.

NOTE Confidence: 0.908054822857143

00:46:08.200 --> 00:46:10.420 So again being really deliberate

NOTE Confidence: 0.908054822857143

00:46:10.420 --> 00:46:13.200 and so modeling after that,

NOTE Confidence: 0.908054822857143

00:46:13.200 --> 00:46:15.378 Hopkins is again trying to foster

NOTE Confidence: 0.908054822857143

00:46:15.378 --> 00:46:17.868 a true cultural shift and a true

NOTE Confidence: 0.908054822857143

00:46:17.868 --> 00:46:19.478 culture of conclusion at at,

NOTE Confidence: 0.908054822857143

00:46:19.480 --> 00:46:21.310 at and within the entire hospital,

NOTE Confidence: 0.908054822857143

00:46:21.310 --> 00:46:23.416 but then also within our department.

NOTE Confidence: 0.908054822857143

00:46:23.420 --> 00:46:25.900 So there are departmental and

NOTE Confidence: 0.908054822857143

00:46:25.900 --> 00:46:27.884 institutional leadership structures so.

NOTE Confidence: 0.908054822857143

00:46:27.890 --> 00:46:29.406 Within our department again,

NOTE Confidence: 0.908054822857143

00:46:29.406 --> 00:46:32.378 I have myself who I advocated for a

NOTE Confidence: 0.908054822857143

00:46:32.378 --> 00:46:34.250 deputy director ship for myself and
NOTE Confidence: 0.908054822857143

00:46:34.250 --> 00:46:35.820 I we have a diversity committee.
NOTE Confidence: 0.908054822857143

00:46:35.820 --> 00:46:37.804 It not only for our faculty and trainees,
NOTE Confidence: 0.908054822857143

00:46:37.810 --> 00:46:40.564 but also for the staff and that is
NOTE Confidence: 0.908054822857143

00:46:40.564 --> 00:46:42.232 a part of a broader institutional
NOTE Confidence: 0.908054822857143

00:46:42.232 --> 00:46:44.072 DI structure which includes a
NOTE Confidence: 0.908054822857143

00:46:44.072 --> 00:46:46.170 senior associate Dean for DIA,
NOTE Confidence: 0.908054822857143

00:46:46.170 --> 00:46:49.120 Vice Vice President and Diversity
NOTE Confidence: 0.908054822857143

00:46:49.120 --> 00:46:51.086 Officer or Chief Diversity Officer,
NOTE Confidence: 0.908054822857143

00:46:51.086 --> 00:46:53.591 and then a vice Provost for DNI
NOTE Confidence: 0.908054822857143

00:46:53.591 --> 00:46:55.466 at the broader university level.
NOTE Confidence: 0.908054822857143

00:46:55.470 --> 00:46:58.230 We have DI specific activities.
NOTE Confidence: 0.908054822857143

00:46:58.230 --> 00:47:00.888 And this picture here is our
NOTE Confidence: 0.908054822857143

00:47:00.888 --> 00:47:02.660 house Staff Diversity Council.
NOTE Confidence: 0.908054822857143

00:47:02.660 --> 00:47:04.845 We pre COVID we're having
NOTE Confidence: 0.908054822857143

00:47:04.845 --> 00:47:06.593 what we're calling on.

NOTE Confidence: 0.908054822857143
00:47:06.600 --> 00:47:07.580 I forgot what they're calling.
NOTE Confidence: 0.908054822857143
00:47:07.580 --> 00:47:11.183 Network networking or activities and
NOTE Confidence: 0.908054822857143
00:47:11.183 --> 00:47:13.164 we would have them every couple of
NOTE Confidence: 0.908054822857143
00:47:13.164 --> 00:47:15.350 months and they'll be really informal.
NOTE Confidence: 0.908054822857143
00:47:15.350 --> 00:47:17.192 We would have food and then
NOTE Confidence: 0.908054822857143
00:47:17.192 --> 00:47:18.113 faculty and fellows.
NOTE Confidence: 0.908054822857143
00:47:18.120 --> 00:47:21.222 Residents could all join and just
NOTE Confidence: 0.908054822857143
00:47:21.222 --> 00:47:24.711 network and and and and and fellowship.
NOTE Confidence: 0.908054822857143
00:47:24.711 --> 00:47:28.306 Since then, they've expanded to include.
NOTE Confidence: 0.908054822857143
00:47:28.306 --> 00:47:29.178 Other groups,
NOTE Confidence: 0.908054822857143
00:47:29.178 --> 00:47:30.486 including our ELG,
NOTE Confidence: 0.908054822857143
00:47:30.490 --> 00:47:33.550 LGBTQI community and other
NOTE Confidence: 0.908054822857143
00:47:33.550 --> 00:47:35.845 individuals as well,
NOTE Confidence: 0.908054822857143
00:47:35.850 --> 00:47:37.570 and then again facilitating
NOTE Confidence: 0.908054822857143
00:47:37.570 --> 00:47:39.290 that working in fellowship.
NOTE Confidence: 0.908054822857143

00:47:39.290 --> 00:47:40.570 What else have we done?
NOTE Confidence: 0.908054822857143

00:47:40.570 --> 00:47:42.316 So at Hopkins we are trying
NOTE Confidence: 0.908054822857143

00:47:42.316 --> 00:47:43.985 to extend beyond implicit bias
NOTE Confidence: 0.908054822857143

00:47:43.985 --> 00:47:45.745 training and normalizing and
NOTE Confidence: 0.908054822857143

00:47:45.745 --> 00:47:47.065 expanding these conversations.
NOTE Confidence: 0.908054822857143

00:47:47.070 --> 00:47:47.710 You know,
NOTE Confidence: 0.908054822857143

00:47:47.710 --> 00:47:48.990 these conversations can always
NOTE Confidence: 0.908054822857143

00:47:48.990 --> 00:47:50.270 feel a little uncomfortable,
NOTE Confidence: 0.908054822857143

00:47:50.270 --> 00:47:51.932 but the more you have them
NOTE Confidence: 0.908054822857143

00:47:51.932 --> 00:47:53.649 and the more robust they are,
NOTE Confidence: 0.908054822857143

00:47:53.650 --> 00:47:55.456 the more comfortable they become and
NOTE Confidence: 0.908054822857143

00:47:55.456 --> 00:47:57.310 the more comfortable you become with,
NOTE Confidence: 0.908054822857143

00:47:57.310 --> 00:47:58.610 you know, educating each other.
NOTE Confidence: 0.881135802083333

00:47:58.610 --> 00:48:00.822 Again, I was educated on using the
NOTE Confidence: 0.881135802083333

00:48:00.822 --> 00:48:02.947 term pipeline and so you know I
NOTE Confidence: 0.881135802083333

00:48:02.947 --> 00:48:04.621 I was comfortable in having that

NOTE Confidence: 0.881135802083333
00:48:04.687 --> 00:48:06.507 conversation with a colleague.
NOTE Confidence: 0.881135802083333
00:48:06.510 --> 00:48:08.500 And so, using intergroup dialogues,
NOTE Confidence: 0.881135802083333
00:48:08.500 --> 00:48:10.905 open discussion listening session when
NOTE Confidence: 0.881135802083333
00:48:10.905 --> 00:48:12.442 briefings, professional development,
NOTE Confidence: 0.881135802083333
00:48:12.442 --> 00:48:14.546 programming, training, focus workshop.
NOTE Confidence: 0.881135802083333
00:48:14.550 --> 00:48:15.957 So this morning I did a training
NOTE Confidence: 0.881135802083333
00:48:15.957 --> 00:48:17.103 focus workshop with your residence
NOTE Confidence: 0.881135802083333
00:48:17.103 --> 00:48:18.107 and they were fantastic.
NOTE Confidence: 0.881135802083333
00:48:18.110 --> 00:48:19.946 I was really proud of the of the of
NOTE Confidence: 0.881135802083333
00:48:19.946 --> 00:48:21.976 the content that they came up with and
NOTE Confidence: 0.881135802083333
00:48:21.976 --> 00:48:23.888 then case and evidence based health
NOTE Confidence: 0.881135802083333
00:48:23.890 --> 00:48:26.770 HealthEquity grand Rounds is another example.
NOTE Confidence: 0.881135802083333
00:48:26.770 --> 00:48:28.849 What we did recently at Hopkins is
NOTE Confidence: 0.881135802083333
00:48:28.849 --> 00:48:30.921 did a micro aggressions workshop
NOTE Confidence: 0.881135802083333
00:48:30.921 --> 00:48:32.589 specific to pathology.
NOTE Confidence: 0.881135802083333

00:48:32.590 --> 00:48:34.540 So we use pathology specific
NOTE Confidence: 0.881135802083333

00:48:34.540 --> 00:48:35.710 cases for example.
NOTE Confidence: 0.881135802083333

00:48:35.710 --> 00:48:36.670 So one of them was.
NOTE Confidence: 0.881135802083333

00:48:36.670 --> 00:48:37.958 You know you're out,
NOTE Confidence: 0.881135802083333

00:48:37.958 --> 00:48:39.890 sign out and you overhear someone
NOTE Confidence: 0.881135802083333

00:48:39.949 --> 00:48:41.947 saying that the residents quality of
NOTE Confidence: 0.881135802083333

00:48:41.947 --> 00:48:44.540 English is poor and you're disappointed.
NOTE Confidence: 0.881135802083333

00:48:44.540 --> 00:48:45.650 Or something to that extent.
NOTE Confidence: 0.881135802083333

00:48:45.650 --> 00:48:46.890 And what do you do?
NOTE Confidence: 0.881135802083333

00:48:46.890 --> 00:48:48.876 As you observe that macro aggression?
NOTE Confidence: 0.881135802083333

00:48:48.880 --> 00:48:50.770 That's not even a micro aggression
NOTE Confidence: 0.881135802083333

00:48:50.770 --> 00:48:52.899 and the ways that you can
NOTE Confidence: 0.881135802083333

00:48:52.899 --> 00:48:54.099 interrupt the microaggressions
NOTE Confidence: 0.881135802083333

00:48:54.099 --> 00:48:56.350 triangle by either being by by,
NOTE Confidence: 0.881135802083333

00:48:56.350 --> 00:48:57.988 you know, being a bystander end,
NOTE Confidence: 0.881135802083333

00:48:57.990 --> 00:48:58.782 interrupting it.

NOTE Confidence: 0.881135802083333
00:48:58.782 --> 00:49:00.366 If you're the source,
NOTE Confidence: 0.881135802083333
00:49:00.370 --> 00:49:01.786 you know how you can assist.
NOTE Confidence: 0.881135802083333
00:49:01.790 --> 00:49:03.290 Or if you're the recipient,
NOTE Confidence: 0.881135802083333
00:49:03.290 --> 00:49:04.210 how you act upon it.
NOTE Confidence: 0.881135802083333
00:49:04.210 --> 00:49:05.770 How do you self advocate?
NOTE Confidence: 0.881135802083333
00:49:05.770 --> 00:49:07.709 And so we had that microaggressions workshop?
NOTE Confidence: 0.881135802083333
00:49:07.710 --> 00:49:09.150 And again it was interactive,
NOTE Confidence: 0.881135802083333
00:49:09.150 --> 00:49:10.711 so instead of it being one of
NOTE Confidence: 0.881135802083333
00:49:10.711 --> 00:49:11.649 those online learning modules
NOTE Confidence: 0.881135802083333
00:49:11.649 --> 00:49:13.182 or a video that you watched for
NOTE Confidence: 0.881135802083333
00:49:13.182 --> 00:49:14.826 10 minutes and it ends up being
NOTE Confidence: 0.881135802083333
00:49:14.826 --> 00:49:15.986 very interactive and a dialogue,
NOTE Confidence: 0.881135802083333
00:49:15.990 --> 00:49:19.007 and you learn more from each other.
NOTE Confidence: 0.881135802083333
00:49:19.010 --> 00:49:20.704 I'm just as you all are doing.
NOTE Confidence: 0.881135802083333
00:49:20.710 --> 00:49:22.740 We have increased the number of DI
NOTE Confidence: 0.881135802083333

00:49:22.740 --> 00:49:24.214 lectures and increase our speaker
NOTE Confidence: 0.881135802083333

00:49:24.214 --> 00:49:25.858 diversity so we also had doctor
NOTE Confidence: 0.881135802083333

00:49:25.858 --> 00:49:27.522 Andrew de Rep and Doctor Joseph
NOTE Confidence: 0.881135802083333

00:49:27.522 --> 00:49:29.422 Graves give a grand rounds to us
NOTE Confidence: 0.881135802083333

00:49:29.422 --> 00:49:31.606 and Doctor Lecia where I hope that
NOTE Confidence: 0.881135802083333

00:49:31.606 --> 00:49:33.958 you will invite her for a future
NOTE Confidence: 0.881135802083333

00:49:33.958 --> 00:49:36.382 grand rounds but she gave a really
NOTE Confidence: 0.881135802083333

00:49:36.382 --> 00:49:38.458 nice grand rounds on a holistic
NOTE Confidence: 0.881135802083333

00:49:38.458 --> 00:49:40.570 review and how we can utilize that.
NOTE Confidence: 0.881135802083333

00:49:40.570 --> 00:49:41.970 What the different elements of
NOTE Confidence: 0.881135802083333

00:49:41.970 --> 00:49:44.030 holistic review R and the data behind,
NOTE Confidence: 0.881135802083333

00:49:44.030 --> 00:49:45.725 why they're important,
NOTE Confidence: 0.881135802083333

00:49:45.725 --> 00:49:49.680 and we also instituted a health disparities.
NOTE Confidence: 0.881135802083333

00:49:49.680 --> 00:49:51.356 Curriculum and mini curriculum,
NOTE Confidence: 0.881135802083333

00:49:51.356 --> 00:49:53.451 which included health disparities and
NOTE Confidence: 0.881135802083333

00:49:53.451 --> 00:49:55.302 pathologists overview by myself and

NOTE Confidence: 0.881135802083333
00:49:55.302 --> 00:49:57.360 then looking at COVID-19 health disparities.
NOTE Confidence: 0.881135802083333
00:49:57.360 --> 00:49:59.024 From a microbiology perspective,
NOTE Confidence: 0.881135802083333
00:49:59.024 --> 00:50:01.520 doctor Hebel Mustafa gave a beautiful
NOTE Confidence: 0.881135802083333
00:50:01.579 --> 00:50:03.871 overview of how she advocated for text
NOTE Confidence: 0.881135802083333
00:50:03.871 --> 00:50:05.857 test access within the local Baltimore
NOTE Confidence: 0.881135802083333
00:50:05.857 --> 00:50:07.738 community and then Doctor Mark Mars
NOTE Confidence: 0.881135802083333
00:50:07.738 --> 00:50:09.677 Inky give a nice overview of health
NOTE Confidence: 0.881135802083333
00:50:09.739 --> 00:50:11.607 disparities in laboratory medicine.
NOTE Confidence: 0.881135802083333
00:50:11.610 --> 00:50:13.280 Touching on not only EGFR,
NOTE Confidence: 0.881135802083333
00:50:13.280 --> 00:50:16.150 but then also our reference ranges for
NOTE Confidence: 0.881135802083333
00:50:16.150 --> 00:50:18.510 for our transgender nonbinary patient
NOTE Confidence: 0.881135802083333
00:50:18.510 --> 00:50:21.140 population or community around us.
NOTE Confidence: 0.881135802083333
00:50:21.140 --> 00:50:23.195 We are providing more information
NOTE Confidence: 0.881135802083333
00:50:23.195 --> 00:50:24.839 to our internal Chinese.
NOTE Confidence: 0.881135802083333
00:50:24.840 --> 00:50:27.405 We have a dedicated path to EI website that
NOTE Confidence: 0.881135802083333

00:50:27.405 --> 00:50:29.938 was made beautiful by our path web team.

NOTE Confidence: 0.881135802083333

00:50:29.940 --> 00:50:32.894 I cannot even take credit for this

NOTE Confidence: 0.881135802083333

00:50:32.894 --> 00:50:35.500 beautiful tile that RJ made but just

NOTE Confidence: 0.881135802083333

00:50:35.500 --> 00:50:36.700 highlighting different resources

NOTE Confidence: 0.881135802083333

00:50:36.700 --> 00:50:39.100 that are available and and then

NOTE Confidence: 0.881135802083333

00:50:39.168 --> 00:50:41.113 just again using these different

NOTE Confidence: 0.881135802083333

00:50:41.113 --> 00:50:43.058 platforms to highlight the ongoing

NOTE Confidence: 0.881135802083333

00:50:43.119 --> 00:50:45.140 activities throughout the institution.

NOTE Confidence: 0.881135802083333

00:50:45.140 --> 00:50:48.500 Not only our house at Diversity Council

NOTE Confidence: 0.805645278571429

00:50:48.580 --> 00:50:51.026 but again grand rounds. Different events,

NOTE Confidence: 0.805645278571429

00:50:51.026 --> 00:50:53.016 including a little our conference

NOTE Confidence: 0.805645278571429

00:50:53.016 --> 00:50:54.870 series throughout the university,

NOTE Confidence: 0.805645278571429

00:50:54.870 --> 00:50:56.610 but that's the small picture.

NOTE Confidence: 0.805645278571429

00:50:56.610 --> 00:50:58.689 The big picture here and my son you know

NOTE Confidence: 0.805645278571429

00:50:58.689 --> 00:51:00.912 at the time was two when we took him to

NOTE Confidence: 0.805645278571429

00:51:00.912 --> 00:51:03.198 one of the museums at the Air and Space

NOTE Confidence: 0.805645278571429

00:51:03.198 --> 00:51:05.390 Museum down here and and Northern Virginia.

NOTE Confidence: 0.805645278571429

00:51:05.390 --> 00:51:06.923 And he totally didn't even see the

NOTE Confidence: 0.805645278571429

00:51:06.923 --> 00:51:08.580 space shuttle in the room because he's.

NOTE Confidence: 0.805645278571429

00:51:08.580 --> 00:51:10.364 He's like that all the space shuttle is

NOTE Confidence: 0.805645278571429

00:51:10.364 --> 00:51:12.368 like that big and he just truly missed him.

NOTE Confidence: 0.805645278571429

00:51:12.370 --> 00:51:14.074 So it was our what's what's the big

NOTE Confidence: 0.805645278571429

00:51:14.074 --> 00:51:15.389 picture that we're missing here?

NOTE Confidence: 0.805645278571429

00:51:15.390 --> 00:51:18.372 And our big picture here is national

NOTE Confidence: 0.805645278571429

00:51:18.372 --> 00:51:19.650 organizational leadership investment.

NOTE Confidence: 0.805645278571429

00:51:19.650 --> 00:51:20.940 And what does that look like?

NOTE Confidence: 0.805645278571429

00:51:20.940 --> 00:51:24.780 That means accountability and our

NOTE Confidence: 0.805645278571429

00:51:24.780 --> 00:51:27.084 national organizations holding

NOTE Confidence: 0.805645278571429

00:51:27.084 --> 00:51:29.860 our institutions accountable.

NOTE Confidence: 0.805645278571429

00:51:29.860 --> 00:51:32.062 So AMC is holding our institutions

NOTE Confidence: 0.805645278571429

00:51:32.062 --> 00:51:33.530 accountable by implementing holistic

NOTE Confidence: 0.805645278571429

00:51:33.590 --> 00:51:35.576 review and all these holistic review
NOTE Confidence: 0.805645278571429

00:51:35.576 --> 00:51:37.433 materials are available for free on
NOTE Confidence: 0.805645278571429

00:51:37.433 --> 00:51:39.337 their website and for those of you who
NOTE Confidence: 0.805645278571429

00:51:39.340 --> 00:51:41.310 are unfamiliar with holistic review,
NOTE Confidence: 0.805645278571429

00:51:41.310 --> 00:51:43.470 it's a mission, missions aligned
NOTE Confidence: 0.805645278571429

00:51:43.470 --> 00:51:45.198 admissions or selection process.
NOTE Confidence: 0.805645278571429

00:51:45.200 --> 00:51:46.700 It takes everything into consideration
NOTE Confidence: 0.805645278571429

00:51:46.700 --> 00:51:48.200 about now about an applicant,
NOTE Confidence: 0.805645278571429

00:51:48.200 --> 00:51:49.856 not only their academics or not
NOTE Confidence: 0.805645278571429

00:51:49.856 --> 00:51:50.960 only their research experience.
NOTE Confidence: 0.805645278571429

00:51:50.960 --> 00:51:53.150 But also.
NOTE Confidence: 0.805645278571429

00:51:53.150 --> 00:51:55.747 The value that they would add their
NOTE Confidence: 0.805645278571429

00:51:55.747 --> 00:51:57.592 lived experiences and diversity in
NOTE Confidence: 0.805645278571429

00:51:57.592 --> 00:51:59.916 the way that individuals and and in
NOTE Confidence: 0.805645278571429

00:51:59.916 --> 00:52:02.269 in individuals lived experiences.
NOTE Confidence: 0.805645278571429

00:52:02.270 --> 00:52:02.749 Again,

NOTE Confidence: 0.805645278571429
00:52:02.749 --> 00:52:05.623 lots of materials that are available
NOTE Confidence: 0.805645278571429
00:52:05.623 --> 00:52:07.500 for free on AMC.
NOTE Confidence: 0.805645278571429
00:52:07.500 --> 00:52:08.632 But going beyond that,
NOTE Confidence: 0.805645278571429
00:52:08.632 --> 00:52:10.775 so for the department chair for for
NOTE Confidence: 0.805645278571429
00:52:10.775 --> 00:52:12.740 department chairs and division directors,
NOTE Confidence: 0.805645278571429
00:52:12.740 --> 00:52:15.057 you may be quite familiar with the
NOTE Confidence: 0.805645278571429
00:52:15.057 --> 00:52:16.580 LC media accreditation process,
NOTE Confidence: 0.805645278571429
00:52:16.580 --> 00:52:19.970 but the standards include diversity pipeline.
NOTE Confidence: 0.805645278571429
00:52:19.970 --> 00:52:21.468 And again we want to be mindful
NOTE Confidence: 0.805645278571429
00:52:21.468 --> 00:52:21.896 term pipeline,
NOTE Confidence: 0.805645278571429
00:52:21.900 --> 00:52:23.419 but the way it's written right now,
NOTE Confidence: 0.805645278571429
00:52:23.420 --> 00:52:26.160 it's pipeline programs and partnerships,
NOTE Confidence: 0.805645278571429
00:52:26.160 --> 00:52:27.936 cultural competence and healthcare
NOTE Confidence: 0.805645278571429
00:52:27.936 --> 00:52:28.380 disparities.
NOTE Confidence: 0.805645278571429
00:52:28.380 --> 00:52:30.116 All of us that are in leadership
NOTE Confidence: 0.805645278571429

00:52:30.116 --> 00:52:31.364 positions are being required to
NOTE Confidence: 0.805645278571429

00:52:31.364 --> 00:52:32.932 now comment on what we are doing
NOTE Confidence: 0.805645278571429

00:52:32.932 --> 00:52:34.358 to contribute to diversity.
NOTE Confidence: 0.805645278571429

00:52:34.360 --> 00:52:36.478 So that's us being held accountable
NOTE Confidence: 0.805645278571429

00:52:36.478 --> 00:52:37.890 by our national organizations.
NOTE Confidence: 0.805645278571429

00:52:37.890 --> 00:52:40.359 Outside of pathology.
NOTE Confidence: 0.805645278571429

00:52:40.360 --> 00:52:42.328 But we have to Belgium milestones
NOTE Confidence: 0.805645278571429

00:52:42.328 --> 00:52:44.066 that touched on cultural competency
NOTE Confidence: 0.805645278571429

00:52:44.066 --> 00:52:45.167 for the record.
NOTE Confidence: 0.805645278571429

00:52:45.170 --> 00:52:46.619 And so these are things that we
NOTE Confidence: 0.805645278571429

00:52:46.619 --> 00:52:47.789 should be teaching our medical,
NOTE Confidence: 0.805645278571429

00:52:47.790 --> 00:52:50.420 our residents and we are.
NOTE Confidence: 0.805645278571429

00:52:50.420 --> 00:52:52.095 We should be holding ourselves
NOTE Confidence: 0.805645278571429

00:52:52.095 --> 00:52:53.770 accountable because they are milestones.
NOTE Confidence: 0.805645278571429

00:52:53.770 --> 00:52:55.930 And if we are going to check off that,
NOTE Confidence: 0.805645278571429

00:52:55.930 --> 00:52:56.676 you know,

NOTE Confidence: 0.805645278571429
00:52:56.676 --> 00:52:58.168 for interpersonal communication skills,
NOTE Confidence: 0.805645278571429
00:52:58.170 --> 00:53:01.210 one our our resident has reached Level 4,
NOTE Confidence: 0.805645278571429
00:53:01.210 --> 00:53:02.715 we should at least check in and
NOTE Confidence: 0.805645278571429
00:53:02.715 --> 00:53:04.595 make sure that they are able to
NOTE Confidence: 0.805645278571429
00:53:04.595 --> 00:53:05.783 provide culturally competent care.
NOTE Confidence: 0.805645278571429
00:53:05.790 --> 00:53:08.610 And how are we assessing that?
NOTE Confidence: 0.805645278571429
00:53:08.610 --> 00:53:11.050 Moreover, on the annual survey,
NOTE Confidence: 0.805645278571429
00:53:11.050 --> 00:53:12.760 there's an opportunity for you to
NOTE Confidence: 0.805645278571429
00:53:12.760 --> 00:53:14.513 comment on for for the residents
NOTE Confidence: 0.805645278571429
00:53:14.513 --> 00:53:16.466 to comment on whether or not they
NOTE Confidence: 0.805645278571429
00:53:16.466 --> 00:53:18.142 are being educated in health
NOTE Confidence: 0.805645278571429
00:53:18.142 --> 00:53:19.812 disparities so things are being
NOTE Confidence: 0.805645278571429
00:53:19.812 --> 00:53:23.198 held by accountable by the AC GME,
NOTE Confidence: 0.805645278571429
00:53:23.200 --> 00:53:25.080 it means holding each other
NOTE Confidence: 0.805645278571429
00:53:25.080 --> 00:53:26.208 as colleagues accountable.
NOTE Confidence: 0.805645278571429

00:53:26.210 --> 00:53:28.429 Some of you may be familiar with
NOTE Confidence: 0.805645278571429

00:53:28.429 --> 00:53:30.334 this publication that looked at
NOTE Confidence: 0.805645278571429

00:53:30.334 --> 00:53:32.559 representation in the cardiology workforce,
NOTE Confidence: 0.805645278571429

00:53:32.560 --> 00:53:34.165 and there were some misinterpretations
NOTE Confidence: 0.805645278571429

00:53:34.165 --> 00:53:35.128 of the data,
NOTE Confidence: 0.805645278571429

00:53:35.130 --> 00:53:39.190 and UPMC was fantastic and highlighting that.
NOTE Confidence: 0.805645278571429

00:53:39.190 --> 00:53:41.295 That there were opportunities to
NOTE Confidence: 0.805645278571429

00:53:41.295 --> 00:53:43.400 reeducate or improve education of
NOTE Confidence: 0.819675723529412

00:53:43.471 --> 00:53:45.331 the faculty members involved
NOTE Confidence: 0.819675723529412

00:53:45.331 --> 00:53:46.726 with this publication.
NOTE Confidence: 0.819675723529412

00:53:46.730 --> 00:53:48.595 So holding each other accountable
NOTE Confidence: 0.819675723529412

00:53:48.595 --> 00:53:50.460 and then the journal editor
NOTE Confidence: 0.819675723529412

00:53:50.526 --> 00:53:52.239 held themselves accountable.
NOTE Confidence: 0.819675723529412

00:53:52.240 --> 00:53:55.024 Doctor Francis Collins is holding us
NOTE Confidence: 0.819675723529412

00:53:55.024 --> 00:53:57.759 all accountable with ending the manual.
NOTE Confidence: 0.819675723529412

00:53:57.760 --> 00:53:59.674 Hannah Valentine is making lots of

NOTE Confidence: 0.819675723529412
00:53:59.674 --> 00:54:01.400 tools available so that we can.
NOTE Confidence: 0.819675723529412
00:54:01.400 --> 00:54:02.975 We have access to them so we have no.
NOTE Confidence: 0.819675723529412
00:54:02.980 --> 00:54:04.788 We no longer have an excuse to say
NOTE Confidence: 0.819675723529412
00:54:04.788 --> 00:54:06.788 I don't know how to do this but
NOTE Confidence: 0.819675723529412
00:54:06.788 --> 00:54:08.620 within pathology we're starting
NOTE Confidence: 0.819675723529412
00:54:08.620 --> 00:54:10.910 to see greater representation in
NOTE Confidence: 0.819675723529412
00:54:10.983 --> 00:54:13.003 our various publications and we
NOTE Confidence: 0.819675723529412
00:54:13.003 --> 00:54:15.426 had asked published a really nice
NOTE Confidence: 0.819675723529412
00:54:15.426 --> 00:54:17.406 DNI peace and at your conference
NOTE Confidence: 0.819675723529412
00:54:17.406 --> 00:54:21.178 is both use CAP and a SCP and CAP.
NOTE Confidence: 0.819675723529412
00:54:21.180 --> 00:54:22.584 We're seeing more.
NOTE Confidence: 0.819675723529412
00:54:22.584 --> 00:54:26.370 Content focusing on DNI and equity as well,
NOTE Confidence: 0.819675723529412
00:54:26.370 --> 00:54:28.338 so it's really important that our
NOTE Confidence: 0.819675723529412
00:54:28.338 --> 00:54:30.024 professional society start to hold
NOTE Confidence: 0.819675723529412
00:54:30.024 --> 00:54:31.902 us accountable by giving us the
NOTE Confidence: 0.819675723529412

00:54:31.902 --> 00:54:33.166 educational content and resources

NOTE Confidence: 0.819675723529412

00:54:33.166 --> 00:54:35.063 so we can take them back to

NOTE Confidence: 0.819675723529412

00:54:35.063 --> 00:54:38.120 our respective institutions.

NOTE Confidence: 0.819675723529412

00:54:38.120 --> 00:54:40.412 And and and our professional organization

NOTE Confidence: 0.819675723529412

00:54:40.412 --> 00:54:42.810 should be leading by example here.

NOTE Confidence: 0.819675723529412

00:54:42.810 --> 00:54:43.710 So in summary,

NOTE Confidence: 0.819675723529412

00:54:43.710 --> 00:54:45.210 diversity in pathology is critical

NOTE Confidence: 0.819675723529412

00:54:45.210 --> 00:54:47.128 as we all strive to innovate,

NOTE Confidence: 0.819675723529412

00:54:47.130 --> 00:54:48.266 increase awareness self and

NOTE Confidence: 0.819675723529412

00:54:48.266 --> 00:54:49.118 reduce health disparities.

NOTE Confidence: 0.819675723529412

00:54:49.120 --> 00:54:50.888 Diversify clinical trials and

NOTE Confidence: 0.819675723529412

00:54:50.888 --> 00:54:52.656 provide high quality care.

NOTE Confidence: 0.819675723529412

00:54:52.660 --> 00:54:54.615 There are extensive opportunities to

NOTE Confidence: 0.819675723529412

00:54:54.615 --> 00:54:56.980 retain female faculty at higher ranks,

NOTE Confidence: 0.819675723529412

00:54:56.980 --> 00:54:58.380 so we're on our way.

NOTE Confidence: 0.819675723529412

00:54:58.380 --> 00:55:00.216 But there's still more to do.

NOTE Confidence: 0.819675723529412
00:55:00.220 --> 00:55:01.688 There are significant barriers
NOTE Confidence: 0.819675723529412
00:55:01.688 --> 00:55:03.156 to recruiting and retaining
NOTE Confidence: 0.819675723529412
00:55:03.156 --> 00:55:04.455 individuals under representing
NOTE Confidence: 0.819675723529412
00:55:04.455 --> 00:55:05.979 underrepresented in medicine,
NOTE Confidence: 0.819675723529412
00:55:05.980 --> 00:55:07.720 and those barriers evolve at each
NOTE Confidence: 0.819675723529412
00:55:07.720 --> 00:55:09.530 stage in their education and careers.
NOTE Confidence: 0.819675723529412
00:55:09.530 --> 00:55:11.784 Be really mindful and sensitive to that.
NOTE Confidence: 0.819675723529412
00:55:11.790 --> 00:55:15.100 Then finally impactful DE&IDEI
NOTE Confidence: 0.819675723529412
00:55:15.100 --> 00:55:16.450 initiatives should include
NOTE Confidence: 0.819675723529412
00:55:16.450 --> 00:55:18.250 personalized outreach and mentoring,
NOTE Confidence: 0.819675723529412
00:55:18.250 --> 00:55:20.178 but they should also be component of a
NOTE Confidence: 0.819675723529412
00:55:20.178 --> 00:55:21.429 larger institution and or specialty.
NOTE Confidence: 0.819675723529412
00:55:21.430 --> 00:55:22.423 Wide cultural changes.
NOTE Confidence: 0.819675723529412
00:55:22.423 --> 00:55:24.409 And with that I'd like to
NOTE Confidence: 0.819675723529412
00:55:24.409 --> 00:55:25.850 acknowledge again Doctor Lecia,
NOTE Confidence: 0.819675723529412

00:55:25.850 --> 00:55:27.895 where my colleague she's been
NOTE Confidence: 0.819675723529412

00:55:27.895 --> 00:55:29.940 fantastic and instrumental and our
NOTE Confidence: 0.819675723529412

00:55:30.014 --> 00:55:33.014 work here realized in Kirtland Ville.
NOTE Confidence: 0.819675723529412

00:55:33.014 --> 00:55:35.438 Also colleagues at Hopkins.
NOTE Confidence: 0.819675723529412

00:55:35.440 --> 00:55:37.040 That helps put together the
NOTE Confidence: 0.819675723529412

00:55:37.040 --> 00:55:38.320 data that we published.
NOTE Confidence: 0.819675723529412

00:55:38.320 --> 00:55:40.686 Again our team at Hopkins and and
NOTE Confidence: 0.819675723529412

00:55:40.686 --> 00:55:42.085 our pathology photography support
NOTE Confidence: 0.819675723529412

00:55:42.085 --> 00:55:44.011 team for helping us put together
NOTE Confidence: 0.819675723529412

00:55:44.011 --> 00:55:45.860 the nice little pamphlet that we
NOTE Confidence: 0.819675723529412

00:55:45.860 --> 00:55:47.785 give to the residents or to the
NOTE Confidence: 0.819675723529412

00:55:47.790 --> 00:55:50.232 medical students so we do outreach
NOTE Confidence: 0.819675723529412

00:55:50.232 --> 00:55:52.135 initiatives and with that if only
NOTE Confidence: 0.819675723529412

00:55:52.135 --> 00:55:54.087 everything was as easy as looking
NOTE Confidence: 0.819675723529412

00:55:54.087 --> 00:55:56.047 at cars under the microscope.
NOTE Confidence: 0.819675723529412

00:55:56.050 --> 00:55:57.465 And hopefully we're not missing

NOTE Confidence: 0.819675723529412
00:55:57.465 --> 00:55:58.597 the big picture here,
NOTE Confidence: 0.819675723529412
00:55:58.600 --> 00:56:00.800 which again is inclusion.
NOTE Confidence: 0.819675723529412
00:56:00.800 --> 00:56:02.576 So thank you for your time.
NOTE Confidence: 0.819675723529412
00:56:02.580 --> 00:56:04.173 I think we're right at the hour and I
NOTE Confidence: 0.819675723529412
00:56:04.173 --> 00:56:05.665 guess I'll hang on for any questions.
NOTE Confidence: 0.93906397
00:56:10.290 --> 00:56:11.860 Thank you so much to Doctor White
NOTE Confidence: 0.6385599125
00:56:12.430 --> 00:56:14.870 for this excellent presentation.
NOTE Confidence: 0.6385599125
00:56:14.870 --> 00:56:16.066 The floor is open for
NOTE Confidence: 0.6385599125
00:56:16.066 --> 00:56:17.286 questions you can speak up.
NOTE Confidence: 0.6385599125
00:56:17.290 --> 00:56:18.508 You can write him in the chat.
NOTE Confidence: 0.899622741666667
00:56:23.560 --> 00:56:26.240 To my son is screaming now. I'm sorry,
NOTE Confidence: 0.899622741666667
00:56:26.240 --> 00:56:30.000 I'll just say congratulatory comment.
NOTE Confidence: 0.899622741666667
00:56:30.000 --> 00:56:32.130 It's really impressive Marissa and I
NOTE Confidence: 0.899622741666667
00:56:32.130 --> 00:56:34.922 was so pleased that you and I had a
NOTE Confidence: 0.899622741666667
00:56:34.922 --> 00:56:36.800 moment to chat earlier in the day,
NOTE Confidence: 0.899622741666667

00:56:36.800 --> 00:56:40.832 but your YOUR programs that get both

NOTE Confidence: 0.899622741666667

00:56:40.832 --> 00:56:44.659 at diversity and in in younger people

NOTE Confidence: 0.899622741666667

00:56:44.659 --> 00:56:47.500 and and and and also the the problem

NOTE Confidence: 0.899622741666667

00:56:47.500 --> 00:56:49.410 we're having in recruiting a pathology.

NOTE Confidence: 0.899622741666667

00:56:49.410 --> 00:56:51.804 Are really exemplary and gosh really

NOTE Confidence: 0.899622741666667

00:56:51.804 --> 00:56:54.507 should be a model for all of us,

NOTE Confidence: 0.899622741666667

00:56:54.510 --> 00:56:56.660 including us here at Yale.

NOTE Confidence: 0.899622741666667

00:56:56.660 --> 00:56:58.958 So thank you for sharing that

NOTE Confidence: 0.899622741666667

00:56:58.958 --> 00:57:00.690 great success story. Thank you.

NOTE Confidence: 0.735611002

00:57:04.840 --> 00:57:07.020 So I this Dave Rim,

NOTE Confidence: 0.735611002

00:57:07.020 --> 00:57:08.580 I would echo Maurice comments.

NOTE Confidence: 0.735611002

00:57:08.580 --> 00:57:09.858 I think it was really terrific,

NOTE Confidence: 0.735611002

00:57:09.860 --> 00:57:13.127 but I'm in the world we live in today.

NOTE Confidence: 0.735611002

00:57:13.130 --> 00:57:14.590 Their audiences aren't so

NOTE Confidence: 0.735611002

00:57:14.590 --> 00:57:16.780 receptive as perhaps the one here.

NOTE Confidence: 0.735611002

00:57:16.780 --> 00:57:19.212 And do you have pointers for us as

NOTE Confidence: 0.735611002

00:57:19.212 --> 00:57:21.895 we try to spread this word to how?

NOTE Confidence: 0.735611002

00:57:21.900 --> 00:57:24.616 How you approach a non receptive audience?

NOTE Confidence: 0.907745337142857

00:57:25.250 --> 00:57:27.420 Yes, I'll I'll. I'll give you an,

NOTE Confidence: 0.907745337142857

00:57:27.420 --> 00:57:31.740 I'll share my experience soum.

NOTE Confidence: 0.907745337142857

00:57:31.740 --> 00:57:33.960 Mike, so I talked about the

NOTE Confidence: 0.907745337142857

00:57:33.960 --> 00:57:35.070 microaggressions workshop and

NOTE Confidence: 0.907745337142857

00:57:35.070 --> 00:57:36.438 initially there is, you know,

NOTE Confidence: 0.907745337142857

00:57:36.438 --> 00:57:37.971 push back and you know your conversation

NOTE Confidence: 0.907745337142857

00:57:37.971 --> 00:57:39.077 about well microaggressions don't

NOTE Confidence: 0.907745337142857

00:57:39.077 --> 00:57:40.784 really happen with us, right?

NOTE Confidence: 0.907745337142857

00:57:40.784 --> 00:57:42.536 Because we're pathologist.

NOTE Confidence: 0.907745337142857

00:57:42.536 --> 00:57:44.710 And then we said the microscope

NOTE Confidence: 0.907745337142857

00:57:44.710 --> 00:57:48.200 and we're not really. We

NOTE Confidence: 0.7604813375

00:57:46.240 --> 00:57:47.542 look at our own shoes all the

NOTE Confidence: 0.7604813375

00:57:47.542 --> 00:57:50.350 time. Yeah, yeah, exactly.

NOTE Confidence: 0.953455186

00:57:50.350 --> 00:57:51.630 Honestly, at some point
NOTE Confidence: 0.953455186

00:57:51.630 --> 00:57:54.032 you just have to do it up,
NOTE Confidence: 0.953455186

00:57:54.032 --> 00:57:56.924 and that's essentially what I did.
NOTE Confidence: 0.953455186

00:57:56.930 --> 00:57:57.970 I said you know, Ralph,
NOTE Confidence: 0.953455186

00:57:57.970 --> 00:57:59.658 you just need to do this and Mike,
NOTE Confidence: 0.953455186

00:57:59.660 --> 00:58:03.870 we need to do this and. Thanks.
NOTE Confidence: 0.953455186

00:58:03.870 --> 00:58:05.406 And I told him that we were having,
NOTE Confidence: 0.953455186

00:58:05.410 --> 00:58:07.658 you know, we had the the the team
NOTE Confidence: 0.953455186

00:58:07.658 --> 00:58:09.780 coming in and we did it and after the
NOTE Confidence: 0.953455186

00:58:09.780 --> 00:58:11.570 fact you know really positive feedback.
NOTE Confidence: 0.953455186

00:58:11.570 --> 00:58:13.266 So at some point.
NOTE Confidence: 0.953455186

00:58:13.266 --> 00:58:15.810 When you recognize that there is
NOTE Confidence: 0.953455186

00:58:15.902 --> 00:58:18.450 a significant opportunity for.
NOTE Confidence: 0.953455186

00:58:18.450 --> 00:58:19.626 You know a conversation,
NOTE Confidence: 0.953455186

00:58:19.626 --> 00:58:22.589 you just have to do it and they will all.
NOTE Confidence: 0.953455186

00:58:22.590 --> 00:58:23.980 There will always no matter,

NOTE Confidence: 0.953455186

00:58:23.980 --> 00:58:25.160 no matter what you do.

NOTE Confidence: 0.953455186

00:58:25.160 --> 00:58:26.378 I think Marie you mentioned this

NOTE Confidence: 0.953455186

00:58:26.378 --> 00:58:27.750 to me no matter what you do,

NOTE Confidence: 0.953455186

00:58:27.750 --> 00:58:29.928 there will always be a dissenting

NOTE Confidence: 0.953455186

00:58:29.928 --> 00:58:32.150 voice or voices in the crowd,

NOTE Confidence: 0.953455186

00:58:32.150 --> 00:58:33.143 and that's fine.

NOTE Confidence: 0.953455186

00:58:33.143 --> 00:58:34.467 But if you reach,

NOTE Confidence: 0.953455186

00:58:34.470 --> 00:58:36.647 at least if you reach one person,

NOTE Confidence: 0.953455186

00:58:36.650 --> 00:58:37.988 that's enough, right?

NOTE Confidence: 0.953455186

00:58:37.988 --> 00:58:40.664 Because in this space you just

NOTE Confidence: 0.953455186

00:58:40.664 --> 00:58:42.938 trying to build your your group,

NOTE Confidence: 0.953455186

00:58:42.938 --> 00:58:44.090 your your team,

NOTE Confidence: 0.953455186

00:58:44.090 --> 00:58:45.878 and as your team becomes larger

NOTE Confidence: 0.953455186

00:58:45.878 --> 00:58:47.770 you will have more voices that

NOTE Confidence: 0.953455186

00:58:47.770 --> 00:58:49.350 will all as a collective.

NOTE Confidence: 0.953455186

00:58:49.350 --> 00:58:51.282 Groups say you know this should

NOTE Confidence: 0.953455186

00:58:51.282 --> 00:58:52.948 be interrupted or we should

NOTE Confidence: 0.953455186

00:58:52.948 --> 00:58:54.808 be focusing on this as well.

NOTE Confidence: 0.953455186

00:58:54.810 --> 00:58:55.816 So again,

NOTE Confidence: 0.953455186

00:58:55.816 --> 00:58:57.828 I I I think.

NOTE Confidence: 0.953455186

00:58:57.830 --> 00:58:59.695 Building your team one person

NOTE Confidence: 0.953455186

00:58:59.695 --> 00:59:02.371 at a time and at some point

NOTE Confidence: 0.953455186

00:59:02.371 --> 00:59:04.898 you just have to just say it.

NOTE Confidence: 0.953455186

00:59:04.900 --> 00:59:06.100 It is what it is.

NOTE Confidence: 0.953455186

00:59:06.100 --> 00:59:06.664 We can't.

NOTE Confidence: 0.953455186

00:59:06.664 --> 00:59:08.074 There are certain things that

NOTE Confidence: 0.953455186

00:59:08.074 --> 00:59:09.940 should not be happening anymore,

NOTE Confidence: 0.953455186

00:59:09.940 --> 00:59:11.614 and when they do happen they

NOTE Confidence: 0.953455186

00:59:11.614 --> 00:59:13.894 need to stop and there needs to

NOTE Confidence: 0.953455186

00:59:13.894 --> 00:59:15.719 be an opportunity for education.

NOTE Confidence: 0.953455186

00:59:15.720 --> 00:59:16.420 It is what it is.

NOTE Confidence: 0.97057664

00:59:20.570 --> 00:59:24.330 I have a quick question. Related

NOTE Confidence: 0.932863414

00:59:24.330 --> 00:59:25.730 to what David asked you,

NOTE Confidence: 0.932863414

00:59:25.730 --> 00:59:28.494 what do you think as you look back and

NOTE Confidence: 0.932863414

00:59:28.494 --> 00:59:30.810 reflect on the experience so far with

NOTE Confidence: 0.932863414

00:59:30.810 --> 00:59:34.954 one or two of the most major obstacles?

NOTE Confidence: 0.932863414

00:59:34.960 --> 00:59:37.216 That you had to struggle with to

NOTE Confidence: 0.932863414

00:59:37.216 --> 00:59:38.854 get over some of these things.

NOTE Confidence: 0.932863414

00:59:38.854 --> 00:59:41.628 Was it financial? Was it other things?

NOTE Confidence: 0.86180777

00:59:41.800 --> 00:59:44.176 I think the human capital is

NOTE Confidence: 0.86180777

00:59:44.176 --> 00:59:45.760 the most challenging hurdle.

NOTE Confidence: 0.86180777

00:59:45.760 --> 00:59:47.895 You know, building the team and I'm

NOTE Confidence: 0.86180777

00:59:47.895 --> 00:59:50.777 happy to say that now there are a lot

NOTE Confidence: 0.86180777

00:59:50.777 --> 00:59:52.498 more individuals that are involved

NOTE Confidence: 0.86180777

00:59:52.498 --> 00:59:55.134 and and the lesson I learned is that

NOTE Confidence: 0.86180777

00:59:55.134 --> 00:59:57.994 I should have reached out and cast a

NOTE Confidence: 0.86180777

00:59:57.994 --> 01:00:00.310 broader net earlier because I think.
NOTE Confidence: 0.86180777

01:00:00.310 --> 01:00:02.548 There were a lot more individuals
NOTE Confidence: 0.86180777

01:00:02.548 --> 01:00:03.667 that were interested.
NOTE Confidence: 0.86180777

01:00:03.670 --> 01:00:06.784 But they had no reservations or
NOTE Confidence: 0.86180777

01:00:06.784 --> 01:00:10.449 were a little bit nervous about,
NOTE Confidence: 0.86180777

01:00:10.450 --> 01:00:12.130 you know, putting themselves forward.
NOTE Confidence: 0.86180777

01:00:12.130 --> 01:00:14.346 But if you actively seek out their support,
NOTE Confidence: 0.86180777

01:00:14.350 --> 01:00:15.259 they happily support,
NOTE Confidence: 0.86180777

01:00:15.259 --> 01:00:17.380 you know Mark Mars Inc has been
NOTE Confidence: 0.86180777

01:00:17.440 --> 01:00:18.469 a fierce advocate,
NOTE Confidence: 0.86180777

01:00:18.470 --> 01:00:19.664 and I I should have reached
NOTE Confidence: 0.86180777

01:00:19.664 --> 01:00:21.209 out to him a long time ago,
NOTE Confidence: 0.86180777

01:00:21.210 --> 01:00:23.800 so casting a broad net and and
NOTE Confidence: 0.86180777

01:00:23.800 --> 01:00:25.831 building that team or sooner rather
NOTE Confidence: 0.86180777

01:00:25.831 --> 01:00:27.673 than later is instrumental not only
NOTE Confidence: 0.86180777

01:00:27.673 --> 01:00:29.717 to the success of the activities,

NOTE Confidence: 0.86180777

01:00:29.720 --> 01:00:31.430 but then also their durability.

NOTE Confidence: 0.86180777

01:00:31.430 --> 01:00:33.842 You want to make sure that you know these.

NOTE Confidence: 0.86180777

01:00:33.850 --> 01:00:37.582 Initiatives don't fizzle away once they

NOTE Confidence: 0.86180777

01:00:37.582 --> 01:00:39.788 start. They should not end with me.

NOTE Confidence: 0.655810208

01:00:41.940 --> 01:00:45.730 Great thank you Lisa too.

NOTE Confidence: 0.655810208

01:00:45.730 --> 01:00:47.530 I think the other challenge.

NOTE Confidence: 0.805579943

01:00:50.120 --> 01:00:50.860 I'll think about it.

NOTE Confidence: 0.805579943

01:00:50.860 --> 01:00:51.970 I'll think about the second thing.

NOTE Confidence: 0.805579943

01:00:51.970 --> 01:00:53.517 I think building the team has been

NOTE Confidence: 0.805579943

01:00:53.517 --> 01:00:55.218 has been the most important thing.

NOTE Confidence: 0.805579943

01:00:55.220 --> 01:00:57.430 'cause you cannot do everything

NOTE Confidence: 0.805579943

01:00:57.430 --> 01:00:58.950 by yourself. Understood.

NOTE Confidence: 0.607764062285714

01:01:02.060 --> 01:01:05.819 Doctor Lu oh hi, you know thank

NOTE Confidence: 0.607764062285714

01:01:05.820 --> 01:01:08.096 you for this very you know,

NOTE Confidence: 0.607764062285714

01:01:08.096 --> 01:01:08.980 interesting seminar.

NOTE Confidence: 0.607764062285714

01:01:08.980 --> 01:01:12.590 I think you know, as as a you know,
NOTE Confidence: 0.607764062285714

01:01:12.590 --> 01:01:15.260 is really congratulate you for building
NOTE Confidence: 0.607764062285714

01:01:15.260 --> 01:01:17.739 this team together at Hopkins.
NOTE Confidence: 0.607764062285714

01:01:17.740 --> 01:01:20.548 You know you showed the data as well,
NOTE Confidence: 0.607764062285714

01:01:20.550 --> 01:01:23.448 so it seems like the US senior, yeah.
NOTE Confidence: 0.607764062285714

01:01:23.448 --> 01:01:25.550 I mean you are, you know US medical
NOTE Confidence: 0.607764062285714

01:01:25.550 --> 01:01:28.430 Graduate School graduate graduation,
NOTE Confidence: 0.607764062285714

01:01:28.430 --> 01:01:29.750 US medical school seniors.
NOTE Confidence: 0.607764062285714

01:01:29.750 --> 01:01:30.740 They are generally
NOTE Confidence: 0.7935856725

01:01:31.140 --> 01:01:32.940 continued to have declining
NOTE Confidence: 0.580901165

01:01:32.970 --> 01:01:35.640 interest in pathology. So as I'm
NOTE Confidence: 0.6501259725

01:01:35.650 --> 01:01:38.696 from your personal experience personal
NOTE Confidence: 0.6501259725

01:01:38.696 --> 01:01:41.540 study I know have you identified some
NOTE Confidence: 0.895476851666667

01:01:41.550 --> 01:01:43.848 of the key factors you know,
NOTE Confidence: 0.895476851666667

01:01:43.850 --> 01:01:46.230 you know, affect that interest,
NOTE Confidence: 0.895476851666667

01:01:46.230 --> 01:01:47.709 affected that trend?

NOTE Confidence: 0.895476851666667
01:01:47.710 --> 01:01:49.358 So that's one question.
NOTE Confidence: 0.895476851666667
01:01:49.358 --> 01:01:51.006 The second question is,
NOTE Confidence: 0.895476851666667
01:01:51.010 --> 01:01:53.442 do you believe it is
NOTE Confidence: 0.895476851666667
01:01:53.442 --> 01:01:55.550 addressable from pathologist?
NOTE Confidence: 0.895476851666667
01:01:55.550 --> 01:01:56.490 Besides perspective,
NOTE Confidence: 0.895476851666667
01:01:56.490 --> 01:01:58.350 you know we certainly wanted to have
NOTE Confidence: 0.895476851666667
01:01:58.350 --> 01:02:00.710 more people coming into our field,
NOTE Confidence: 0.895476851666667
01:02:00.710 --> 01:02:03.222 but we do not know for sure whether
NOTE Confidence: 0.895476851666667
01:02:03.222 --> 01:02:07.052 or not it is because we haven't done
NOTE Confidence: 0.895476851666667
01:02:07.052 --> 01:02:11.295 enough to the students or this is just
NOTE Confidence: 0.895476851666667
01:02:11.295 --> 01:02:13.162 something really beyond our control.
NOTE Confidence: 0.895476851666667
01:02:13.162 --> 01:02:15.156 I think that's kind of the question
NOTE Confidence: 0.895476851666667
01:02:15.160 --> 01:02:16.784 people just trying to figure it out.
NOTE Confidence: 0.895476851666667
01:02:16.790 --> 01:02:18.406 So what do you want to hear?
NOTE Confidence: 0.895476851666667
01:02:18.410 --> 01:02:20.309 You know your perspective on that?
NOTE Confidence: 0.895476851666667

01:02:20.310 --> 01:02:21.710 Yeah, that's the \$1,000,000 question.

NOTE Confidence: 0.895476851666667

01:02:21.710 --> 01:02:24.710 Right now my my personal.

NOTE Confidence: 0.895476851666667

01:02:24.710 --> 01:02:26.540 These are my personal opinion.

NOTE Confidence: 0.895476851666667

01:02:26.540 --> 01:02:29.348 'cause I think you know the

NOTE Confidence: 0.895476851666667

01:02:29.348 --> 01:02:31.880 integrated curriculum and the the

NOTE Confidence: 0.895476851666667

01:02:31.880 --> 01:02:34.180 condensation of the curriculum.

NOTE Confidence: 0.895476851666667

01:02:34.180 --> 01:02:36.248 Has really diminished the

NOTE Confidence: 0.895476851666667

01:02:36.248 --> 01:02:38.316 students exposure to pathology.

NOTE Confidence: 0.895476851666667

01:02:38.320 --> 01:02:39.220 Uhm, you know,

NOTE Confidence: 0.895476851666667

01:02:39.220 --> 01:02:41.825 for us we have a our first years

NOTE Confidence: 0.895476851666667

01:02:41.825 --> 01:02:43.950 condensed down into about six

NOTE Confidence: 0.895476851666667

01:02:43.950 --> 01:02:46.348 months and then second year is

NOTE Confidence: 0.895476851666667

01:02:46.348 --> 01:02:48.316 the next calendar year and then

NOTE Confidence: 0.895476851666667

01:02:48.316 --> 01:02:50.504 they begin the clerkships right

NOTE Confidence: 0.895476851666667

01:02:50.504 --> 01:02:53.386 after that in the in our in the

NOTE Confidence: 0.895476851666667

01:02:53.386 --> 01:02:55.040 in the abbreviated second year.

NOTE Confidence: 0.895476851666667
01:02:55.040 --> 01:02:57.317 Or I guess the the 2nd that starts later.
NOTE Confidence: 0.895476851666667
01:02:57.320 --> 01:02:59.285 Pathology is a component of
NOTE Confidence: 0.895476851666667
01:02:59.285 --> 01:03:00.857 each organ system block,
NOTE Confidence: 0.895476851666667
01:03:00.860 --> 01:03:02.744 but the students are more focused
NOTE Confidence: 0.895476851666667
01:03:02.744 --> 01:03:04.000 on learning the pharmacology.
NOTE Confidence: 0.895476851666667
01:03:04.000 --> 01:03:05.260 The more focused on learning.
NOTE Confidence: 0.895476851666667
01:03:05.260 --> 01:03:07.976 What they feel are the higher yield
NOTE Confidence: 0.895476851666667
01:03:07.976 --> 01:03:10.560 things that they will be tested on.
NOTE Confidence: 0.895476851666667
01:03:10.560 --> 01:03:11.430 With that said,
NOTE Confidence: 0.895476851666667
01:03:11.430 --> 01:03:12.880 I think there are opportunities
NOTE Confidence: 0.895476851666667
01:03:12.880 --> 01:03:14.600 for us as pathologists too.
NOTE Confidence: 0.92335215
01:03:16.810 --> 01:03:19.500 Advocate more strongly for better
NOTE Confidence: 0.92335215
01:03:19.500 --> 01:03:21.652 representation in the curriculum
NOTE Confidence: 0.92335215
01:03:21.652 --> 01:03:24.831 and for those of us that are either
NOTE Confidence: 0.92335215
01:03:24.831 --> 01:03:28.386 pathology block directors or involved
NOTE Confidence: 0.92335215

01:03:28.386 --> 01:03:31.326 with any of the courses for creating
NOTE Confidence: 0.92335215

01:03:31.326 --> 01:03:32.810 novel experiences to highlight
NOTE Confidence: 0.92335215

01:03:32.870 --> 01:03:35.168 how pathologists are a key member
NOTE Confidence: 0.92335215

01:03:35.168 --> 01:03:36.700 of the multidisciplinary team.
NOTE Confidence: 0.92335215

01:03:36.700 --> 01:03:39.820 So for example, I Co direct a short,
NOTE Confidence: 0.92335215

01:03:39.820 --> 01:03:41.716 very short three day course on
NOTE Confidence: 0.92335215

01:03:41.716 --> 01:03:43.594 neoplasia and one of the things
NOTE Confidence: 0.92335215

01:03:43.594 --> 01:03:45.778 that we do as a mock tumor board.
NOTE Confidence: 0.92335215

01:03:45.780 --> 01:03:48.044 And so I have myself I have Realogy.
NOTE Confidence: 0.92335215

01:03:48.050 --> 01:03:49.618 I have radiation oncology.
NOTE Confidence: 0.92335215

01:03:49.618 --> 01:03:52.426 I have surgery and medical oncology all
NOTE Confidence: 0.92335215

01:03:52.426 --> 01:03:54.754 represented in this mock Schumer board.
NOTE Confidence: 0.92335215

01:03:54.760 --> 01:03:57.181 We go through a mock case and we show
NOTE Confidence: 0.92335215

01:03:57.181 --> 01:03:59.730 we talk about the pathology just as if
NOTE Confidence: 0.92335215

01:03:59.730 --> 01:04:02.730 we would as a as a as at a tumor board.
NOTE Confidence: 0.92335215

01:04:02.730 --> 01:04:04.354 And so the students get an opportunity

NOTE Confidence: 0.92335215

01:04:04.354 --> 01:04:06.306 to see what we as the pathologists do,

NOTE Confidence: 0.92335215

01:04:06.310 --> 01:04:08.308 that they might not have normally

NOTE Confidence: 0.92335215

01:04:08.308 --> 01:04:09.950 had an opportunity to see.

NOTE Confidence: 0.92335215

01:04:09.950 --> 01:04:12.454 And at that point in their medical education.

NOTE Confidence: 0.900986717222222

01:04:14.590 --> 01:04:16.378 I think other institutions are doing

NOTE Confidence: 0.900986717222222

01:04:16.378 --> 01:04:18.103 similar novel things where they have

NOTE Confidence: 0.900986717222222

01:04:18.103 --> 01:04:19.555 like a transition to the wards.

NOTE Confidence: 0.900986717222222

01:04:19.560 --> 01:04:20.876 Courseware pathology is included

NOTE Confidence: 0.900986717222222

01:04:20.876 --> 01:04:22.850 as in a transition towards course,

NOTE Confidence: 0.900986717222222

01:04:22.850 --> 01:04:23.775 but I think that happens

NOTE Confidence: 0.900986717222222

01:04:23.775 --> 01:04:24.700 too late to be honest.

NOTE Confidence: 0.900986717222222

01:04:24.700 --> 01:04:26.887 So I think if you if for those of

NOTE Confidence: 0.900986717222222

01:04:26.887 --> 01:04:29.172 us that again are involved with you

NOTE Confidence: 0.900986717222222

01:04:29.172 --> 01:04:31.350 and me trying to think creatively

NOTE Confidence: 0.900986717222222

01:04:31.350 --> 01:04:33.250 about how you can incorporate,

NOTE Confidence: 0.900986717222222

01:04:33.250 --> 01:04:35.140 you know the pathologists you
NOTE Confidence: 0.900986717222222

01:04:35.140 --> 01:04:37.505 know told the clinical team that
NOTE Confidence: 0.900986717222222

01:04:37.505 --> 01:04:39.941 XYZ or something to that extent
NOTE Confidence: 0.900986717222222

01:04:39.941 --> 01:04:41.601 highlighting that pathologists were
NOTE Confidence: 0.900986717222222

01:04:41.601 --> 01:04:44.103 an instrumental role in the diagnosis
NOTE Confidence: 0.900986717222222

01:04:44.103 --> 01:04:46.217 and the subsequent care plan.
NOTE Confidence: 0.900986717222222

01:04:46.220 --> 01:04:48.500 Is really important,
NOTE Confidence: 0.900986717222222

01:04:48.500 --> 01:04:49.200 but in terms of,
NOTE Confidence: 0.900986717222222

01:04:49.200 --> 01:04:50.720 you know why we're seeing at the client.
NOTE Confidence: 0.900986717222222

01:04:50.720 --> 01:04:52.808 I think it is partially because of that
NOTE Confidence: 0.900986717222222

01:04:52.808 --> 01:04:55.296 where it is unclear to the students that we,
NOTE Confidence: 0.900986717222222

01:04:55.300 --> 01:04:57.405 as pathologists are critical to
NOTE Confidence: 0.900986717222222

01:04:57.405 --> 01:04:59.510 multidisciplinary care and there are
NOTE Confidence: 0.900986717222222

01:04:59.580 --> 01:05:01.812 different ways that you can contribute
NOTE Confidence: 0.900986717222222

01:05:01.812 --> 01:05:04.018 to patient care without you know doing
NOTE Confidence: 0.900986717222222

01:05:04.018 --> 01:05:05.910 an autopsy as a pathologist and that

NOTE Confidence: 0.900986717222222
01:05:05.910 --> 01:05:07.484 most of us don't do. People don't.
NOTE Confidence: 0.900986717222222
01:05:07.484 --> 01:05:09.056 Most of us don't do autopsies.
NOTE Confidence: 0.900986717222222
01:05:09.060 --> 01:05:10.590 Or if we do, do autopsies.
NOTE Confidence: 0.900986717222222
01:05:10.590 --> 01:05:12.695 Autopsies have very different applications
NOTE Confidence: 0.900986717222222
01:05:12.695 --> 01:05:14.800 now than they did historically,
NOTE Confidence: 0.900986717222222
01:05:14.800 --> 01:05:16.636 where we have rapid autopsy programs.
NOTE Confidence: 0.900986717222222
01:05:16.640 --> 01:05:17.416 Where you're.
NOTE Confidence: 0.900986717222222
01:05:17.416 --> 01:05:19.744 An instrumental member of Cancer Research.
NOTE Confidence: 0.900986717222222
01:05:19.750 --> 01:05:22.276 By doing rapid autopsies and harvesting
NOTE Confidence: 0.900986717222222
01:05:22.276 --> 01:05:25.199 tissue for our colleagues in basic sciences.
NOTE Confidence: 0.900986717222222
01:05:25.200 --> 01:05:26.103 I think again,
NOTE Confidence: 0.900986717222222
01:05:26.103 --> 01:05:27.608 highlighting the role of pathology
NOTE Confidence: 0.900986717222222
01:05:27.608 --> 01:05:29.884 at the roles of pathologists or as
NOTE Confidence: 0.900986717222222
01:05:29.884 --> 01:05:31.499 early as possible are important.
NOTE Confidence: 0.900986717222222
01:05:31.500 --> 01:05:35.358 And being that smiling face that
NOTE Confidence: 0.900986717222222

01:05:35.360 --> 01:05:38.320 they want to see so. Thank you.
NOTE Confidence: 0.299408645

01:05:41.690 --> 01:05:42.440 So that's it.
NOTE Confidence: 0.821408017

01:05:43.230 --> 01:05:44.244 Yes, doctor white.
NOTE Confidence: 0.821408017

01:05:44.244 --> 01:05:46.610 Thank you so much for your presentation.
NOTE Confidence: 0.821408017

01:05:46.610 --> 01:05:48.898 I really enjoyed it and I found it
NOTE Confidence: 0.821408017

01:05:48.898 --> 01:05:50.398 extremely educational and and and and
NOTE Confidence: 0.821408017

01:05:50.398 --> 01:05:52.964 one of the reasons for this is that I I
NOTE Confidence: 0.821408017

01:05:52.964 --> 01:05:54.644 trained in Morehouse School of Medicine,
NOTE Confidence: 0.821408017

01:05:54.650 --> 01:05:57.596 I was a postdoctoral fellow there.
NOTE Confidence: 0.821408017

01:05:57.600 --> 01:06:00.633 It's very interesting that till now I did not
NOTE Confidence: 0.821408017

01:06:00.633 --> 01:06:03.606 know that the greydis etch what that meant.
NOTE Confidence: 0.821408017

01:06:03.610 --> 01:06:05.619 Yeah, and it was for shocking that
NOTE Confidence: 0.821408017

01:06:05.619 --> 01:06:07.054 nobody actually ever ever told
NOTE Confidence: 0.821408017

01:06:07.054 --> 01:06:08.620 us what the Bradys ever meant.
NOTE Confidence: 0.821408017

01:06:08.620 --> 01:06:10.936 Yeah, so thank you so much.
NOTE Confidence: 0.821408017

01:06:10.940 --> 01:06:16.494 And for teaching us and telling us I have.

NOTE Confidence: 0.821408017

01:06:16.494 --> 01:06:17.454 I do have a question.

NOTE Confidence: 0.821408017

01:06:17.460 --> 01:06:18.956 I don't know whether you have an answer

NOTE Confidence: 0.821408017

01:06:18.956 --> 01:06:20.260 because you didn't write that paper,

NOTE Confidence: 0.821408017

01:06:20.260 --> 01:06:25.566 but that Ginther ET al paper graph.

NOTE Confidence: 0.821408017

01:06:25.570 --> 01:06:26.998 I think rather confusing.

NOTE Confidence: 0.821408017

01:06:26.998 --> 01:06:29.567 I don't know how they have crunched

NOTE Confidence: 0.821408017

01:06:29.567 --> 01:06:31.685 those numbers off the R 01.

NOTE Confidence: 0.821408017

01:06:31.690 --> 01:06:35.295 Success rates that shows between

NOTE Confidence: 0.821408017

01:06:35.295 --> 01:06:37.458 various racial groups.

NOTE Confidence: 0.821408017

01:06:37.460 --> 01:06:39.380 Yeah, the potential biases that

NOTE Confidence: 0.821408017

01:06:39.380 --> 01:06:41.780 exist in terms of success rates,

NOTE Confidence: 0.821408017

01:06:41.780 --> 01:06:43.634 because I don't know whether that

NOTE Confidence: 0.821408017

01:06:43.634 --> 01:06:45.310 shows whether that data really,

NOTE Confidence: 0.821408017

01:06:45.310 --> 01:06:47.170 truly represents what's actually

NOTE Confidence: 0.821408017

01:06:47.170 --> 01:06:49.068 going on in terms of biases.

NOTE Confidence: 0.821408017

01:06:49.068 --> 01:06:50.950 Because if you look at the graphs,
NOTE Confidence: 0.821408017

01:06:50.950 --> 01:06:53.554 you notice that the Hispanics have
NOTE Confidence: 0.821408017

01:06:53.554 --> 01:06:56.150 the same success rate as whites,
NOTE Confidence: 0.821408017

01:06:56.150 --> 01:06:59.252 and I wonder whether that is
NOTE Confidence: 0.821408017

01:06:59.252 --> 01:07:01.750 because of some sort of.
NOTE Confidence: 0.821408017

01:07:01.750 --> 01:07:02.972 Incorrect analysis,
NOTE Confidence: 0.821408017

01:07:02.972 --> 01:07:06.027 or whether there is truly
NOTE Confidence: 0.821408017

01:07:06.030 --> 01:07:07.446 a difference that exists,
NOTE Confidence: 0.821408017

01:07:07.446 --> 01:07:10.300 that many of the African American applicants,
NOTE Confidence: 0.821408017

01:07:10.300 --> 01:07:13.926 or perhaps from the HBC US like
NOTE Confidence: 0.821408017

01:07:13.926 --> 01:07:15.710 Morehouse and their environment,
NOTE Confidence: 0.821408017

01:07:15.710 --> 01:07:18.230 is judged perhaps in properly by
NOTE Confidence: 0.821408017

01:07:18.230 --> 01:07:20.649 certain reviewers as not appropriate.
NOTE Confidence: 0.821408017

01:07:20.650 --> 01:07:23.317 I wonder if you have any comments
NOTE Confidence: 0.821408017

01:07:23.320 --> 01:07:24.684 to elaborate on that.
NOTE Confidence: 0.821408017

01:07:24.684 --> 01:07:26.389 Maybe in your next presentation

NOTE Confidence: 0.821408017

01:07:26.389 --> 01:07:28.594 you could expound on that mode.

NOTE Confidence: 0.821408017

01:07:28.594 --> 01:07:28.970 Yeah,

NOTE Confidence: 0.806041135

01:07:28.980 --> 01:07:32.002 so I think that I'm linking.

NOTE Confidence: 0.806041135

01:07:32.002 --> 01:07:34.284 Proper number I think there there is

NOTE Confidence: 0.806041135

01:07:34.284 --> 01:07:36.449 a paper that looks at institutional

NOTE Confidence: 0.806041135

01:07:36.449 --> 01:07:39.286 bias in terms of granting the

NOTE Confidence: 0.806041135

01:07:39.286 --> 01:07:42.826 the the granting of grants.

NOTE Confidence: 0.806041135

01:07:42.830 --> 01:07:45.098 Use the same words in a sentence.

NOTE Confidence: 0.806041135

01:07:45.100 --> 01:07:47.510 There are institutional biases against

NOTE Confidence: 0.806041135

01:07:47.510 --> 01:07:49.438 institutions that you mentioned,

NOTE Confidence: 0.806041135

01:07:49.440 --> 01:07:51.130 like Morehouse or smaller institutions,

NOTE Confidence: 0.806041135

01:07:51.130 --> 01:07:53.278 which hopefully that is diminishing now

NOTE Confidence: 0.806041135

01:07:53.278 --> 01:07:55.469 now that especially during the pandemic,

NOTE Confidence: 0.806041135

01:07:55.470 --> 01:07:56.790 a lot of these institutions

NOTE Confidence: 0.806041135

01:07:56.790 --> 01:07:57.846 have gotten greater notoriety,

NOTE Confidence: 0.806041135

01:07:57.850 --> 01:07:59.030 but there were some biases,
NOTE Confidence: 0.806041135

01:07:59.030 --> 01:08:00.630 and so I think that may be a
NOTE Confidence: 0.806041135

01:08:00.630 --> 01:08:01.750 confounder as you mentioned,
NOTE Confidence: 0.806041135

01:08:01.750 --> 01:08:03.780 since that those institutions are
NOTE Confidence: 0.806041135

01:08:03.780 --> 01:08:05.810 enriched for black individuals or
NOTE Confidence: 0.806041135

01:08:05.810 --> 01:08:07.566 individuals help identify as black
NOTE Confidence: 0.806041135

01:08:07.566 --> 01:08:09.809 in terms of why there are not,
NOTE Confidence: 0.806041135

01:08:09.810 --> 01:08:11.635 why there are not significant
NOTE Confidence: 0.806041135

01:08:11.635 --> 01:08:13.095 disparities in Hispanic I.
NOTE Confidence: 0.806041135

01:08:13.100 --> 01:08:14.600 I will have to go back and look at the paper,
NOTE Confidence: 0.806041135

01:08:14.600 --> 01:08:16.994 but I will say that Hispanic
NOTE Confidence: 0.806041135

01:08:16.994 --> 01:08:18.590 representation has been increasing
NOTE Confidence: 0.806041135

01:08:18.655 --> 01:08:20.743 and that is the one subcategory
NOTE Confidence: 0.806041135

01:08:20.743 --> 01:08:23.318 within the URM category that has been
NOTE Confidence: 0.806041135

01:08:23.318 --> 01:08:25.178 increasing at a significant rate,
NOTE Confidence: 0.806041135

01:08:25.180 --> 01:08:27.164 at least in pathology.

NOTE Confidence: 0.806041135

01:08:27.164 --> 01:08:28.570 And then you know,

NOTE Confidence: 0.806041135

01:08:28.570 --> 01:08:29.595 looking at looking at that.

NOTE Confidence: 0.806041135

01:08:29.600 --> 01:08:32.480 So I, I, you wonder,

NOTE Confidence: 0.806041135

01:08:32.480 --> 01:08:35.612 I I'm not sure if again we're

NOTE Confidence: 0.806041135

01:08:35.612 --> 01:08:37.795 looking at aggregated data, right?

NOTE Confidence: 0.806041135

01:08:37.795 --> 01:08:39.720 So I'm not sure if these are.

NOTE Confidence: 0.806041135

01:08:39.720 --> 01:08:41.320 If we're looking at individuals

NOTE Confidence: 0.806041135

01:08:41.320 --> 01:08:44.480 that are also, you know, coming in.

NOTE Confidence: 0.806041135

01:08:44.480 --> 01:08:47.418 Internationally or what type or what exactly?

NOTE Confidence: 0.806041135

01:08:47.420 --> 01:08:47.679 Again,

NOTE Confidence: 0.806041135

01:08:47.679 --> 01:08:49.233 we need to look at disaggregated

NOTE Confidence: 0.806041135

01:08:49.233 --> 01:08:50.010 data you know.

NOTE Confidence: 0.806041135

01:08:50.010 --> 01:08:50.512 Looking at,

NOTE Confidence: 0.806041135

01:08:50.512 --> 01:08:52.269 you know the data for Black or

NOTE Confidence: 0.806041135

01:08:52.269 --> 01:08:53.659 African Americans when we look

NOTE Confidence: 0.806041135

01:08:53.659 --> 01:08:55.285 at the actual number of African
NOTE Confidence: 0.806041135

01:08:55.342 --> 01:08:56.750 American males in isolation,
NOTE Confidence: 0.806041135

01:08:56.750 --> 01:08:57.875 the number of African American
NOTE Confidence: 0.806041135

01:08:57.875 --> 01:08:59.210 males has not changed at all,
NOTE Confidence: 0.806041135

01:08:59.210 --> 01:09:01.436 but the overall number of African of
NOTE Confidence: 0.806041135

01:09:01.436 --> 01:09:03.086 individuals who identify as black
NOTE Confidence: 0.806041135

01:09:03.086 --> 01:09:04.686 or African American have increased
NOTE Confidence: 0.806041135

01:09:04.690 --> 01:09:06.778 the number of black or African
NOTE Confidence: 0.806041135

01:09:06.778 --> 01:09:08.170 American males has increased.
NOTE Confidence: 0.806041135

01:09:08.170 --> 01:09:10.046 When we look at African American males,
NOTE Confidence: 0.806041135

01:09:10.050 --> 01:09:10.920 it has not,
NOTE Confidence: 0.806041135

01:09:10.920 --> 01:09:12.370 and we're looking at African
NOTE Confidence: 0.806041135

01:09:12.370 --> 01:09:14.269 males from the African continent.
NOTE Confidence: 0.806041135

01:09:14.270 --> 01:09:15.286 Those numbers have increased,
NOTE Confidence: 0.806041135

01:09:15.286 --> 01:09:17.610 so again I have to be really careful,
NOTE Confidence: 0.806041135

01:09:17.610 --> 01:09:18.738 and so I agree with you.

NOTE Confidence: 0.806041135

01:09:18.740 --> 01:09:20.132 I I will go back and look more

NOTE Confidence: 0.806041135

01:09:20.132 --> 01:09:20.730 carefully at that,

NOTE Confidence: 0.806041135

01:09:20.730 --> 01:09:23.681 but I think there there have been data

NOTE Confidence: 0.806041135

01:09:23.681 --> 01:09:27.647 suggesting an institutional bias is yes.

NOTE Confidence: 0.806041135

01:09:27.650 --> 01:09:28.100 Thank you.

NOTE Confidence: 0.64294568

01:09:30.220 --> 01:09:31.720 They were really late on time,

NOTE Confidence: 0.64294568

01:09:31.720 --> 01:09:35.910 but I would assume are yeah.

NOTE Confidence: 0.8212369

01:09:35.910 --> 01:09:38.431 Yeah, if we have time, is it OK?

NOTE Confidence: 0.8212369

01:09:38.431 --> 01:09:41.222 Go ahead, go ahead last one so I'm

NOTE Confidence: 0.8212369

01:09:41.222 --> 01:09:45.350 one of the Apqp residents are pgy 3.

NOTE Confidence: 0.8212369

01:09:45.350 --> 01:09:47.204 I just want to say this is so amazing,

NOTE Confidence: 0.8212369

01:09:47.210 --> 01:09:50.356 especially your work in the community and

NOTE Confidence: 0.8212369

01:09:50.356 --> 01:09:52.120 I was wondering if you guys have and I'm

NOTE Confidence: 0.8212369

01:09:52.169 --> 01:09:53.906 sorry if you said this and I missed it.

NOTE Confidence: 0.8212369

01:09:53.910 --> 01:09:55.142 I did have to take a couple

NOTE Confidence: 0.8212369

01:09:55.142 --> 01:09:56.230 calls during your presentation,
NOTE Confidence: 0.8212369

01:09:56.230 --> 01:09:58.318 but do you guys have resident
NOTE Confidence: 0.8212369

01:09:58.318 --> 01:10:00.588 involvement in all of these programs
NOTE Confidence: 0.8212369

01:10:00.588 --> 01:10:02.994 and just how you implement that?
NOTE Confidence: 0.8212369

01:10:03.000 --> 01:10:06.017 Yeah, thanks for asking so when Doctor
NOTE Confidence: 0.8212369

01:10:06.017 --> 01:10:09.638 where was a resident she was involved.
NOTE Confidence: 0.8212369

01:10:09.640 --> 01:10:11.920 I asked residents if they're interested,
NOTE Confidence: 0.8212369

01:10:11.920 --> 01:10:13.486 but of course their work comes
NOTE Confidence: 0.8212369

01:10:13.486 --> 01:10:15.712 first and so I make it explicitly
NOTE Confidence: 0.8212369

01:10:15.712 --> 01:10:17.572 clear that their clinical service
NOTE Confidence: 0.8212369

01:10:17.572 --> 01:10:19.599 and they're studying comes first.
NOTE Confidence: 0.8212369

01:10:19.600 --> 01:10:21.640 We have some residents right now
NOTE Confidence: 0.8212369

01:10:21.640 --> 01:10:23.000 that have expressed interest,
NOTE Confidence: 0.8212369

01:10:23.000 --> 01:10:24.515 particularly first first year in
NOTE Confidence: 0.8212369

01:10:24.515 --> 01:10:26.680 the third year that are interested,
NOTE Confidence: 0.8212369

01:10:26.680 --> 01:10:28.042 but they are waiting until they

NOTE Confidence: 0.8212369

01:10:28.042 --> 01:10:29.734 have a little more time and things

NOTE Confidence: 0.8212369

01:10:29.734 --> 01:10:30.954 have been kind of unpaused.

NOTE Confidence: 0.8212369

01:10:30.960 --> 01:10:33.216 They have met one on one.

NOTE Confidence: 0.8212369

01:10:33.220 --> 01:10:35.999 With some of our students when asked,

NOTE Confidence: 0.8212369

01:10:36.000 --> 01:10:37.360 but those were again small.

NOTE Confidence: 0.8212369

01:10:37.360 --> 01:10:40.568 One on one meetings with one student at Hawk,

NOTE Confidence: 0.8212369

01:10:40.568 --> 01:10:43.000 but not formally in terms of the outreach,

NOTE Confidence: 0.8212369

01:10:43.000 --> 01:10:44.890 but it's mostly been just asking,

NOTE Confidence: 0.8212369

01:10:44.890 --> 01:10:46.619 asking the resident or asking the Chiefs

NOTE Confidence: 0.8212369

01:10:46.619 --> 01:10:48.904 to ask the residents if there's anyone

NOTE Confidence: 0.8212369

01:10:48.904 --> 01:10:51.213 that's interested, and then again,

NOTE Confidence: 0.8212369

01:10:51.213 --> 01:10:53.818 you clinical services come first.

NOTE Confidence: 0.8212369

01:10:53.820 --> 01:10:55.759 But yeah, thank you for your question

NOTE Confidence: 0.8212369

01:10:55.759 --> 01:10:57.458 and thank you for logging in.

NOTE Confidence: 0.8212369

01:10:57.460 --> 01:10:58.640 Yeah, thank you so much.

NOTE Confidence: 0.8212369

01:10:58.640 --> 01:11:00.504 This is also great.
NOTE Confidence: 0.8212369

01:11:00.504 --> 01:11:00.970 Thanks
NOTE Confidence: 0.549914788

01:11:01.600 --> 01:11:03.380 let's altogether thank Doctor. Right
NOTE Confidence: 0.85001778

01:11:03.390 --> 01:11:06.310 again. Thank you, thank you so much and
NOTE Confidence: 0.785291196875

01:11:06.320 --> 01:11:08.055 you're going into a meeting
NOTE Confidence: 0.785291196875

01:11:08.055 --> 01:11:10.600 with our chair, right?
NOTE Confidence: 0.821045924444445

01:11:10.600 --> 01:11:13.129 OK, do I leave this one or stay here.
NOTE Confidence: 0.821045924444445

01:11:13.130 --> 01:11:15.720 I have no idea in from a link
NOTE Confidence: 0.821045924444445

01:11:15.720 --> 01:11:19.558 I will come to the link again.
NOTE Confidence: 0.821045924444445

01:11:19.558 --> 01:11:21.670 Thank you. Thanks everybody.
NOTE Confidence: 0.821045924444445

01:11:21.670 --> 01:11:22.560 Thank you so much Tina,
NOTE Confidence: 0.821045924444445

01:11:22.560 --> 01:11:23.930 I really appreciate it. It's
NOTE Confidence: 0.7369408

01:11:23.940 --> 01:11:24.908 a pleasure. Thank you.
NOTE Confidence: 0.551033722

01:11:26.260 --> 01:11:28.000 Right, you know, thank you.