

WEBVTT

NOTE duration: "00:55:35.480"

NOTE Confidence: 0.98700273

00:00:00.080 --> 00:00:01.620 This has been awful. So

NOTE Confidence: 0.95050806

00:00:02.240 --> 00:00:04.080 in case I just bug

NOTE Confidence: 0.95050806

00:00:04.080 --> 00:00:05.059 out, then,

NOTE Confidence: 0.99660707

00:00:05.519 --> 00:00:06.019 Katie,

NOTE Confidence: 0.9966153

00:00:06.399 --> 00:00:08.100 feel free to jump in.

NOTE Confidence: 0.9953912

00:00:08.960 --> 00:00:10.240 So it really is my

NOTE Confidence: 0.9953912

00:00:10.240 --> 00:00:11.860 pleasure to welcome Katie.

NOTE Confidence: 0.9643997

00:00:14.125 --> 00:00:14.625 Katie

NOTE Confidence: 0.99266016

00:00:15.165 --> 00:00:16.445 was really, I have to

NOTE Confidence: 0.99266016

00:00:16.445 --> 00:00:17.744 say, one of our stars,

NOTE Confidence: 0.96234566

00:00:18.204 --> 00:00:19.564 clinically and one of our

NOTE Confidence: 0.96234566

00:00:19.564 --> 00:00:20.064 stars,

NOTE Confidence: 0.84329224

00:00:20.445 --> 00:00:22.704 from the respective medical education.

NOTE Confidence: 0.970782

00:00:24.045 --> 00:00:25.265 Katie was a

NOTE Confidence: 0.82166797

00:00:25.699 --> 00:00:27.060 resident, an intern and a
NOTE Confidence: 0.82166797

00:00:27.060 --> 00:00:29.640 resident here in med ped.
NOTE Confidence: 0.9988027

00:00:30.739 --> 00:00:32.920 Katie also did her
NOTE Confidence: 0.75268877

00:00:33.460 --> 00:00:34.120 a fellowship
NOTE Confidence: 0.995335

00:00:35.220 --> 00:00:36.040 in internal
NOTE Confidence: 0.89137554

00:00:36.500 --> 00:00:37.780 medicine and at the same
NOTE Confidence: 0.89137554

00:00:37.780 --> 00:00:39.239 time got her MHS,
NOTE Confidence: 0.7818411

00:00:39.540 --> 00:00:40.040 MED.
NOTE Confidence: 0.99096066

00:00:41.445 --> 00:00:43.365 She then became the assistant
NOTE Confidence: 0.99096066

00:00:43.365 --> 00:00:43.865 professor
NOTE Confidence: 0.97679806

00:00:45.045 --> 00:00:46.645 in both doing medicine and
NOTE Confidence: 0.97679806

00:00:46.645 --> 00:00:48.665 pediatrics and was really instrumental
NOTE Confidence: 0.97679806

00:00:48.725 --> 00:00:49.925 in terms of the COVID
NOTE Confidence: 0.97679806

00:00:49.925 --> 00:00:50.425 pandemic
NOTE Confidence: 0.55888444

00:00:50.805 --> 00:00:51.305 in
NOTE Confidence: 0.97193146

00:00:51.925 --> 00:00:52.425 just

NOTE Confidence: 0.9760838
00:00:54.490 --> 00:00:56.330 in just adapting and helping
NOTE Confidence: 0.9760838
00:00:56.330 --> 00:00:57.870 all of us to adapt
NOTE Confidence: 0.9760838
00:00:57.930 --> 00:00:59.230 to a virtual,
NOTE Confidence: 0.9950033
00:01:00.410 --> 00:01:01.550 teaching platform.
NOTE Confidence: 0.99418414
00:01:03.210 --> 00:01:04.910 We were so sad
NOTE Confidence: 0.9667733
00:01:05.290 --> 00:01:06.569 a little over a year
NOTE Confidence: 0.9667733
00:01:06.569 --> 00:01:07.069 ago,
NOTE Confidence: 0.99895966
00:01:07.610 --> 00:01:08.110 when
NOTE Confidence: 0.9922577
00:01:08.625 --> 00:01:09.125 Katie
NOTE Confidence: 0.999445
00:01:10.065 --> 00:01:10.565 elected
NOTE Confidence: 0.97380126
00:01:10.865 --> 00:01:12.785 to go to Emory to
NOTE Confidence: 0.97380126
00:01:12.785 --> 00:01:14.725 actually be the program director
NOTE Confidence: 0.97380126
00:01:14.785 --> 00:01:16.565 of their med peds program,
NOTE Confidence: 0.9912165
00:01:18.065 --> 00:01:20.185 which was which really is,
NOTE Confidence: 0.9902737
00:01:20.625 --> 00:01:22.645 something that they're so lucky
NOTE Confidence: 0.9902737

00:01:22.705 --> 00:01:23.525 to have her.
NOTE Confidence: 0.98414004

00:01:23.880 --> 00:01:25.159 But it definitely was a
NOTE Confidence: 0.98414004

00:01:25.159 --> 00:01:26.280 loss for us in terms
NOTE Confidence: 0.98414004

00:01:26.280 --> 00:01:27.560 of just having a medical
NOTE Confidence: 0.98414004

00:01:27.560 --> 00:01:29.420 education leader in that department.
NOTE Confidence: 0.94490546

00:01:29.800 --> 00:01:31.340 Katie's been really instrumental
NOTE Confidence: 0.9984258

00:01:31.880 --> 00:01:33.100 in terms of,
NOTE Confidence: 0.9990775

00:01:34.040 --> 00:01:35.340 her research focuses
NOTE Confidence: 0.9959676

00:01:35.800 --> 00:01:36.619 on EPAs.
NOTE Confidence: 0.9946057

00:01:38.040 --> 00:01:38.540 She
NOTE Confidence: 0.99986684

00:01:38.875 --> 00:01:39.375 actually
NOTE Confidence: 0.74269783

00:01:39.994 --> 00:01:40.494 really,
NOTE Confidence: 0.99316674

00:01:40.875 --> 00:01:42.475 I think, taught many of
NOTE Confidence: 0.99316674

00:01:42.475 --> 00:01:43.935 us the nuances
NOTE Confidence: 0.97284794

00:01:44.475 --> 00:01:45.134 of it,
NOTE Confidence: 0.9810587

00:01:45.515 --> 00:01:46.795 even though many of us

NOTE Confidence: 0.9810587
00:01:46.795 --> 00:01:48.234 actually work in that area,
NOTE Confidence: 0.9810587
00:01:48.234 --> 00:01:49.375 but I Katie's
NOTE Confidence: 0.990407
00:01:49.835 --> 00:01:51.134 grasp of it,
NOTE Confidence: 0.99975336
00:01:51.674 --> 00:01:52.975 was just so deep.
NOTE Confidence: 0.9940979
00:01:53.690 --> 00:01:54.890 Other things that Katie,
NOTE Confidence: 0.9791835
00:01:55.290 --> 00:01:56.510 has been working on,
NOTE Confidence: 0.94796443
00:01:57.290 --> 00:01:59.130 certainly, she is very, very
NOTE Confidence: 0.94796443
00:01:59.130 --> 00:02:01.290 productive in terms of her
NOTE Confidence: 0.94796443
00:02:01.290 --> 00:02:01.790 scholarship,
NOTE Confidence: 0.9943437
00:02:02.570 --> 00:02:04.650 in terms of her invited
NOTE Confidence: 0.9943437
00:02:04.650 --> 00:02:05.150 presentations.
NOTE Confidence: 0.9995836
00:02:06.090 --> 00:02:06.910 She's worked
NOTE Confidence: 0.9982375
00:02:07.210 --> 00:02:09.465 on medical education research,
NOTE Confidence: 0.999814
00:02:10.005 --> 00:02:10.505 qualitative
NOTE Confidence: 0.9196254
00:02:10.805 --> 00:02:12.425 research in medical education,
NOTE Confidence: 0.8743909

00:02:13.445 --> 00:02:14.505 bias in assessment,
NOTE Confidence: 0.99741983

00:02:16.165 --> 00:02:16.665 and
NOTE Confidence: 0.8791527

00:02:17.044 --> 00:02:18.345 certainly the EPAs.
NOTE Confidence: 0.9491003

00:02:18.805 --> 00:02:19.305 And,
NOTE Confidence: 0.98450863

00:02:19.780 --> 00:02:22.180 Katie, it is absolutely my
NOTE Confidence: 0.98450863

00:02:22.180 --> 00:02:23.540 pleasure to have you back,
NOTE Confidence: 0.98450863

00:02:23.540 --> 00:02:25.299 and I will say that
NOTE Confidence: 0.98450863

00:02:25.299 --> 00:02:25.799 Katie,
NOTE Confidence: 0.99895865

00:02:26.099 --> 00:02:26.919 has had
NOTE Confidence: 0.9566238

00:02:27.780 --> 00:02:28.840 a bit of laryngitis,
NOTE Confidence: 0.99865973

00:02:30.500 --> 00:02:31.000 but
NOTE Confidence: 0.97613496

00:02:31.540 --> 00:02:33.405 she is audible, so we
NOTE Confidence: 0.97613496

00:02:33.405 --> 00:02:34.865 didn't wanna miss this opportunity.
NOTE Confidence: 0.9900791

00:02:35.325 --> 00:02:36.764 So, again, Katie, thank you
NOTE Confidence: 0.9900791

00:02:36.764 --> 00:02:37.665 so much for
NOTE Confidence: 0.99962133

00:02:38.045 --> 00:02:38.865 coming back.

NOTE Confidence: 0.97922856

00:02:39.565 --> 00:02:41.165 Yes. Thank you so much,

NOTE Confidence: 0.97922856

00:02:41.165 --> 00:02:41.665 Penina.

NOTE Confidence: 0.97371066

00:02:42.525 --> 00:02:43.965 And, yes, for those of

NOTE Confidence: 0.97371066

00:02:43.965 --> 00:02:44.845 you who don't know me,

NOTE Confidence: 0.97371066

00:02:44.845 --> 00:02:45.660 this is not what my

NOTE Confidence: 0.97371066

00:02:45.660 --> 00:02:46.540 voice sounds like. I did

NOTE Confidence: 0.97371066

00:02:46.540 --> 00:02:47.660 not spend the last year

NOTE Confidence: 0.97371066

00:02:47.660 --> 00:02:49.040 away from Yale smoking.

NOTE Confidence: 0.9876963

00:02:49.739 --> 00:02:50.880 I just have some laryngitis

NOTE Confidence: 0.9876963

00:02:51.020 --> 00:02:52.080 right now. So,

NOTE Confidence: 0.9907115

00:02:52.700 --> 00:02:53.980 hopefully, you can understand what

NOTE Confidence: 0.9907115

00:02:53.980 --> 00:02:55.099 I'm saying, and I'll I'll

NOTE Confidence: 0.9907115

00:02:55.099 --> 00:02:56.400 try my best to enunciate

NOTE Confidence: 0.9907115

00:02:56.459 --> 00:02:57.440 as I'm talking.

NOTE Confidence: 0.9994778

00:02:57.980 --> 00:02:58.860 And thank you for that

NOTE Confidence: 0.9994778

00:02:58.860 --> 00:02:59.360 generous
NOTE Confidence: 0.9991885

00:03:00.435 --> 00:03:00.935 introduction.
NOTE Confidence: 0.9584404

00:03:02.514 --> 00:03:03.715 It's been quite a year
NOTE Confidence: 0.9584404

00:03:03.715 --> 00:03:04.835 for me. I just got
NOTE Confidence: 0.9584404

00:03:04.835 --> 00:03:06.275 my new med peds program
NOTE Confidence: 0.9584404

00:03:06.275 --> 00:03:07.335 approved, so,
NOTE Confidence: 0.9928303

00:03:08.435 --> 00:03:09.735 very exciting time.
NOTE Confidence: 0.9990148

00:03:10.195 --> 00:03:11.155 But I'm here to talk
NOTE Confidence: 0.9990148

00:03:11.155 --> 00:03:12.675 to you about a topic
NOTE Confidence: 0.9990148

00:03:12.675 --> 00:03:13.735 that I think is
NOTE Confidence: 0.98109376

00:03:14.050 --> 00:03:15.410 really interesting, and I I
NOTE Confidence: 0.98109376

00:03:15.410 --> 00:03:17.030 really do hope will generate
NOTE Confidence: 0.98109376

00:03:17.090 --> 00:03:17.590 some
NOTE Confidence: 0.9996066

00:03:18.290 --> 00:03:19.190 great conversation
NOTE Confidence: 0.9921554

00:03:19.569 --> 00:03:20.790 amongst this group,
NOTE Confidence: 0.9453541

00:03:21.169 --> 00:03:22.530 which is the topic of

NOTE Confidence: 0.9453541
00:03:22.530 --> 00:03:23.669 bias and assessment.
NOTE Confidence: 0.933894
00:03:25.090 --> 00:03:26.310 As Penina mentioned,
NOTE Confidence: 0.9680713
00:03:27.264 --> 00:03:28.805 I work very closely,
NOTE Confidence: 0.9681462
00:03:29.264 --> 00:03:30.725 in the domain of untrustable
NOTE Confidence: 0.9681462
00:03:30.945 --> 00:03:32.005 professional activities.
NOTE Confidence: 0.9996323
00:03:32.705 --> 00:03:34.465 And whenever we're talking about
NOTE Confidence: 0.9996323
00:03:34.465 --> 00:03:34.965 assessment,
NOTE Confidence: 0.9951534
00:03:36.225 --> 00:03:38.145 cognitive biases and any bias
NOTE Confidence: 0.9951534
00:03:38.145 --> 00:03:39.905 at all becomes a really
NOTE Confidence: 0.9951534
00:03:39.905 --> 00:03:41.670 important thing to think about
NOTE Confidence: 0.9951534
00:03:41.750 --> 00:03:43.430 when you're incorporating new assessment
NOTE Confidence: 0.9951534
00:03:43.430 --> 00:03:45.190 paradigms into whatever program you're
NOTE Confidence: 0.9951534
00:03:45.190 --> 00:03:45.690 starting.
NOTE Confidence: 0.9958072
00:03:46.550 --> 00:03:47.370 And so,
NOTE Confidence: 0.9965678
00:03:48.150 --> 00:03:49.510 we'll learn as we talk
NOTE Confidence: 0.9965678

00:03:49.510 --> 00:03:51.270 that biases are just inherent

NOTE Confidence: 0.9965678

00:03:51.270 --> 00:03:52.390 in the assessment that we

NOTE Confidence: 0.9965678

00:03:52.390 --> 00:03:53.590 do, but it's really good

NOTE Confidence: 0.9965678

00:03:53.590 --> 00:03:54.870 to be aware of where

NOTE Confidence: 0.9965678

00:03:54.870 --> 00:03:56.310 they manifest and how they

NOTE Confidence: 0.9965678

00:03:56.310 --> 00:03:56.810 manifest

NOTE Confidence: 0.999879

00:03:57.645 --> 00:03:58.545 in your

NOTE Confidence: 0.9975599

00:04:00.125 --> 00:04:00.625 assessment.

NOTE Confidence: 0.9955536

00:04:01.405 --> 00:04:02.945 So before we start,

NOTE Confidence: 0.9636938

00:04:03.725 --> 00:04:05.105 I'd like you to

NOTE Confidence: 0.88194865

00:04:06.525 --> 00:04:07.345 thank you.

NOTE Confidence: 0.9765383

00:04:07.885 --> 00:04:09.405 Mary Sarah just gave me

NOTE Confidence: 0.9765383

00:04:09.405 --> 00:04:10.145 some tea.

NOTE Confidence: 0.9795314

00:04:12.020 --> 00:04:13.080 Thank you very much.

NOTE Confidence: 0.99322677

00:04:14.020 --> 00:04:15.060 I want you to if

NOTE Confidence: 0.99322677

00:04:15.060 --> 00:04:16.180 you have access to it,

NOTE Confidence: 0.99322677
00:04:16.180 --> 00:04:17.320 if you're near a computer,
NOTE Confidence: 0.96557164
00:04:18.180 --> 00:04:19.779 pull up a recent eval
NOTE Confidence: 0.96557164
00:04:19.779 --> 00:04:21.300 that you did. It could
NOTE Confidence: 0.96557164
00:04:21.300 --> 00:04:23.300 be, MedHub. It could be,
NOTE Confidence: 0.9847193
00:04:24.264 --> 00:04:25.544 some other eval that you
NOTE Confidence: 0.9847193
00:04:25.544 --> 00:04:27.245 did recently on a trainee,
NOTE Confidence: 0.99238795
00:04:27.865 --> 00:04:29.065 and I this will be
NOTE Confidence: 0.99238795
00:04:29.065 --> 00:04:29.724 a reflective,
NOTE Confidence: 0.9780772
00:04:30.345 --> 00:04:30.845 exercise.
NOTE Confidence: 0.95955914
00:04:31.785 --> 00:04:33.065 In in just a second,
NOTE Confidence: 0.95955914
00:04:33.065 --> 00:04:34.264 I'll drop a worksheet in
NOTE Confidence: 0.95955914
00:04:34.264 --> 00:04:35.544 the chat, that we'll be
NOTE Confidence: 0.95955914
00:04:35.544 --> 00:04:36.900 using to kinda think about,
NOTE Confidence: 0.9997886
00:04:38.820 --> 00:04:39.720 this assessment.
NOTE Confidence: 0.9993613
00:04:41.460 --> 00:04:42.900 So I'm gonna start with
NOTE Confidence: 0.9993613

00:04:42.900 --> 00:04:43.620 a little bit of a
NOTE Confidence: 0.9993613

00:04:43.620 --> 00:04:44.120 riddle.
NOTE Confidence: 0.99571705

00:04:44.500 --> 00:04:45.539 Hopefully, not all of you
NOTE Confidence: 0.99571705

00:04:45.539 --> 00:04:46.600 have heard this one.
NOTE Confidence: 0.99276465

00:04:48.660 --> 00:04:49.860 A father and son are
NOTE Confidence: 0.99276465

00:04:49.860 --> 00:04:51.300 in a horrible car crash
NOTE Confidence: 0.99276465

00:04:51.300 --> 00:04:52.600 that kills the father.
NOTE Confidence: 0.9885591

00:04:53.205 --> 00:04:54.245 The son is rushed to
NOTE Confidence: 0.9885591

00:04:54.245 --> 00:04:54.904 the hospital.
NOTE Confidence: 0.98813504

00:04:55.525 --> 00:04:56.565 Just as he's about to
NOTE Confidence: 0.98813504

00:04:56.565 --> 00:04:57.765 go under the knife, the
NOTE Confidence: 0.98813504

00:04:57.765 --> 00:05:00.025 surgeon says, I can't operate.
NOTE Confidence: 0.98813504

00:05:00.245 --> 00:05:01.625 This boy is my son.
NOTE Confidence: 0.9921584

00:05:01.925 --> 00:05:03.065 How could this be?
NOTE Confidence: 0.9547471

00:05:07.310 --> 00:05:08.589 You can drop drop it
NOTE Confidence: 0.9547471

00:05:08.589 --> 00:05:09.389 in the chat or just

NOTE Confidence: 0.9547471
00:05:09.389 --> 00:05:10.349 say out loud what you
NOTE Confidence: 0.9547471
00:05:10.349 --> 00:05:10.849 think.
NOTE Confidence: 0.99449265
00:05:13.949 --> 00:05:15.569 The surgeon is his mom.
NOTE Confidence: 0.9988311
00:05:16.190 --> 00:05:17.470 Thank you for saying that.
NOTE Confidence: 0.9988311
00:05:17.470 --> 00:05:17.970 Yes.
NOTE Confidence: 0.92793024
00:05:19.195 --> 00:05:20.975 So, yes, that's correct, Lindsay.
NOTE Confidence: 0.9895194
00:05:21.915 --> 00:05:23.355 The surgeon could be his
NOTE Confidence: 0.9895194
00:05:23.355 --> 00:05:23.855 mother.
NOTE Confidence: 0.9809894
00:05:24.475 --> 00:05:25.515 But when they asked this
NOTE Confidence: 0.9809894
00:05:25.515 --> 00:05:27.115 riddle of college students a
NOTE Confidence: 0.9809894
00:05:27.115 --> 00:05:28.255 number of years ago,
NOTE Confidence: 0.9978054
00:05:28.555 --> 00:05:30.015 a good number of them,
NOTE Confidence: 0.97554463
00:05:30.635 --> 00:05:31.995 did not guess that. They
NOTE Confidence: 0.97554463
00:05:31.995 --> 00:05:33.055 guessed maybe,
NOTE Confidence: 0.99965155
00:05:33.460 --> 00:05:33.960 perhaps
NOTE Confidence: 0.94728744

00:05:34.339 --> 00:05:36.259 the father was actually a
NOTE Confidence: 0.94728744

00:05:36.259 --> 00:05:37.560 priest in the church,
NOTE Confidence: 0.9990828

00:05:38.180 --> 00:05:39.620 or some other things like
NOTE Confidence: 0.9990828

00:05:39.620 --> 00:05:41.060 that. They didn't assume that
NOTE Confidence: 0.9990828

00:05:41.060 --> 00:05:42.520 the surgeon was a woman,
NOTE Confidence: 0.985721

00:05:43.060 --> 00:05:44.580 which I think points to
NOTE Confidence: 0.985721

00:05:44.580 --> 00:05:46.279 the biases that we have,
NOTE Confidence: 0.999733

00:05:47.460 --> 00:05:48.520 just in society.
NOTE Confidence: 0.98808116

00:05:49.675 --> 00:05:51.595 So our goals today are,
NOTE Confidence: 0.98808116

00:05:51.595 --> 00:05:52.395 by the end of the
NOTE Confidence: 0.98808116

00:05:52.395 --> 00:05:54.315 session, to understand the impact
NOTE Confidence: 0.98808116

00:05:54.315 --> 00:05:55.995 of assessment bias on learners
NOTE Confidence: 0.98808116

00:05:55.995 --> 00:05:56.654 and systems.
NOTE Confidence: 0.99703985

00:05:57.195 --> 00:05:58.395 And I'm gonna be showing
NOTE Confidence: 0.99703985

00:05:58.395 --> 00:05:59.755 a couple of papers that
NOTE Confidence: 0.99703985

00:05:59.755 --> 00:06:00.654 I think exemplify

NOTE Confidence: 0.9880907
00:06:01.354 --> 00:06:02.815 the various ways that bias
NOTE Confidence: 0.9880907
00:06:02.875 --> 00:06:04.175 shows up in our assessment
NOTE Confidence: 0.9880907
00:06:04.315 --> 00:06:04.770 world,
NOTE Confidence: 0.9869137
00:06:05.569 --> 00:06:07.190 to identify types of bias,
NOTE Confidence: 0.97421163
00:06:07.889 --> 00:06:09.490 in assessment and approaches to
NOTE Confidence: 0.97421163
00:06:09.490 --> 00:06:10.389 mitigate them.
NOTE Confidence: 0.9879332
00:06:10.690 --> 00:06:12.289 And then for all of
NOTE Confidence: 0.9879332
00:06:12.289 --> 00:06:13.650 us, and this is something
NOTE Confidence: 0.9879332
00:06:13.650 --> 00:06:15.250 I do constantly to reflect
NOTE Confidence: 0.9879332
00:06:15.250 --> 00:06:16.529 on your practice of assessing
NOTE Confidence: 0.9879332
00:06:16.529 --> 00:06:17.029 learners
NOTE Confidence: 0.9495907
00:06:17.490 --> 00:06:18.690 really in the in the
NOTE Confidence: 0.9495907
00:06:18.690 --> 00:06:20.229 interest of trying to reduce
NOTE Confidence: 0.9495907
00:06:20.345 --> 00:06:21.705 bias and assessment as much
NOTE Confidence: 0.9495907
00:06:21.705 --> 00:06:22.365 as we
NOTE Confidence: 0.99028844

00:06:23.465 --> 00:06:25.645 can. So what is bias?
NOTE Confidence: 0.99028844

00:06:25.705 --> 00:06:27.545 It's what many people refer
NOTE Confidence: 0.99028844

00:06:27.545 --> 00:06:29.145 to as our natural people
NOTE Confidence: 0.99028844

00:06:29.145 --> 00:06:29.645 preferences.
NOTE Confidence: 0.92707753

00:06:30.345 --> 00:06:30.905 You know,
NOTE Confidence: 0.9768616

00:06:31.545 --> 00:06:33.005 what we kind of prefer,
NOTE Confidence: 0.9768616

00:06:33.145 --> 00:06:35.250 the situations, the people, the
NOTE Confidence: 0.9768616

00:06:35.250 --> 00:06:36.529 other types of things in
NOTE Confidence: 0.9768616

00:06:36.529 --> 00:06:37.190 our lives.
NOTE Confidence: 0.99878097

00:06:37.810 --> 00:06:39.650 And it's often not on
NOTE Confidence: 0.99878097

00:06:39.650 --> 00:06:40.150 purpose.
NOTE Confidence: 0.99856013

00:06:41.010 --> 00:06:43.010 Our brain is wired to
NOTE Confidence: 0.99856013

00:06:43.010 --> 00:06:44.150 sift through information
NOTE Confidence: 0.98102796

00:06:44.690 --> 00:06:45.910 and look for patterns.
NOTE Confidence: 0.9989331

00:06:46.370 --> 00:06:47.650 And so a lot of
NOTE Confidence: 0.9989331

00:06:47.650 --> 00:06:49.425 the way that we interpret

NOTE Confidence: 0.9989331

00:06:49.425 --> 00:06:51.444 information in our world is

NOTE Confidence: 0.99461514

00:06:51.745 --> 00:06:53.504 completely below our level of

NOTE Confidence: 0.99461514

00:06:53.504 --> 00:06:55.205 awareness. We may not know

NOTE Confidence: 0.99461514

00:06:55.345 --> 00:06:56.964 that we're sorting through information

NOTE Confidence: 0.99461514

00:06:57.025 --> 00:06:58.064 in that way on a

NOTE Confidence: 0.99461514

00:06:58.064 --> 00:06:59.044 conscious level.

NOTE Confidence: 0.96396685

00:07:00.145 --> 00:07:00.964 But, unfortunately,

NOTE Confidence: 0.98664093

00:07:01.664 --> 00:07:02.865 the way we sift through

NOTE Confidence: 0.98664093

00:07:02.865 --> 00:07:03.764 all this information,

NOTE Confidence: 0.9975975

00:07:05.060 --> 00:07:06.120 affects our perceptions.

NOTE Confidence: 0.97176814

00:07:06.820 --> 00:07:08.339 It affects our perceptions of

NOTE Confidence: 0.97176814

00:07:08.339 --> 00:07:09.960 learners' knowledge, their ability,

NOTE Confidence: 0.9961502

00:07:10.340 --> 00:07:11.780 and their readiness for independent

NOTE Confidence: 0.9961502

00:07:11.780 --> 00:07:12.280 practice.

NOTE Confidence: 0.995779

00:07:12.820 --> 00:07:14.180 So this thing that we

NOTE Confidence: 0.995779

00:07:14.180 --> 00:07:15.460 sort of had as a
NOTE Confidence: 0.995779

00:07:15.460 --> 00:07:15.960 evolutionary
NOTE Confidence: 0.99918324

00:07:16.765 --> 00:07:18.445 thing to help us sort
NOTE Confidence: 0.99918324

00:07:18.445 --> 00:07:20.445 through the millions of data
NOTE Confidence: 0.99918324

00:07:20.445 --> 00:07:21.725 points we have to process
NOTE Confidence: 0.99918324

00:07:21.725 --> 00:07:22.945 on a daily basis
NOTE Confidence: 0.9894992

00:07:23.325 --> 00:07:24.605 can actually make us,
NOTE Confidence: 0.99780416

00:07:25.085 --> 00:07:26.945 perceive information differently,
NOTE Confidence: 0.9918214

00:07:27.805 --> 00:07:29.245 depending on our background and
NOTE Confidence: 0.9918214

00:07:29.245 --> 00:07:30.705 our our prior experiences.
NOTE Confidence: 0.9824925

00:07:33.900 --> 00:07:34.860 And I think this can
NOTE Confidence: 0.9824925

00:07:34.860 --> 00:07:36.060 be a really uncomfortable thing
NOTE Confidence: 0.9824925

00:07:36.060 --> 00:07:37.099 for us to talk about.
NOTE Confidence: 0.9824925

00:07:37.099 --> 00:07:38.720 You know? I I think
NOTE Confidence: 0.9824925

00:07:39.020 --> 00:07:40.880 we all agree as as
NOTE Confidence: 0.9824925

00:07:41.099 --> 00:07:41.599 educators.

NOTE Confidence: 0.9566171
00:07:42.220 --> 00:07:43.840 Our goal is to be
NOTE Confidence: 0.9566171
00:07:44.125 --> 00:07:45.245 free of bias. We're trying
NOTE Confidence: 0.9566171
00:07:45.245 --> 00:07:46.845 to reduce bias. And I
NOTE Confidence: 0.9566171
00:07:46.845 --> 00:07:48.764 think intrinsically, we all believe
NOTE Confidence: 0.9566171
00:07:48.764 --> 00:07:50.225 we're fair. We're unbiased.
NOTE Confidence: 0.96959776
00:07:50.845 --> 00:07:52.365 We treat all trainees the
NOTE Confidence: 0.96959776
00:07:52.365 --> 00:07:52.865 same.
NOTE Confidence: 0.99407536
00:07:54.845 --> 00:07:55.965 And part of that is
NOTE Confidence: 0.99407536
00:07:55.965 --> 00:07:57.725 because of, the way our
NOTE Confidence: 0.99407536
00:07:57.725 --> 00:07:59.665 mind protects itself. You know?
NOTE Confidence: 0.98089033
00:08:00.800 --> 00:08:02.480 It's hard for us to
NOTE Confidence: 0.98089033
00:08:02.480 --> 00:08:04.400 embrace that. In fact, we
NOTE Confidence: 0.98089033
00:08:04.400 --> 00:08:05.780 may have unrecognized
NOTE Confidence: 0.9987824
00:08:06.080 --> 00:08:07.060 beliefs that,
NOTE Confidence: 0.9420152
00:08:09.280 --> 00:08:10.740 like, contribute to bias.
NOTE Confidence: 0.9135736

00:08:11.775 --> 00:08:12.435 And, also,
NOTE Confidence: 0.9952111

00:08:13.294 --> 00:08:14.495 the way that we've been
NOTE Confidence: 0.9952111

00:08:14.495 --> 00:08:15.875 brought up or our cultures
NOTE Confidence: 0.9952111

00:08:16.095 --> 00:08:18.014 can affect our preferences and
NOTE Confidence: 0.9952111

00:08:18.014 --> 00:08:19.235 our beliefs as well.
NOTE Confidence: 0.9969071

00:08:19.615 --> 00:08:21.134 So, it can be really
NOTE Confidence: 0.9969071

00:08:21.134 --> 00:08:22.354 hard for us to,
NOTE Confidence: 0.97328466

00:08:22.975 --> 00:08:24.175 look outside of that because
NOTE Confidence: 0.97328466

00:08:24.175 --> 00:08:25.615 it creates a dissonance, right,
NOTE Confidence: 0.97328466

00:08:25.615 --> 00:08:27.100 where we have this belief
NOTE Confidence: 0.97328466

00:08:27.100 --> 00:08:28.540 that we're unbiased people and
NOTE Confidence: 0.97328466

00:08:28.540 --> 00:08:29.580 we're trying our best to
NOTE Confidence: 0.97328466

00:08:29.580 --> 00:08:30.960 be unbiased, and yet
NOTE Confidence: 0.96064484

00:08:31.340 --> 00:08:32.480 we have these unconscious,
NOTE Confidence: 0.99968946

00:08:32.860 --> 00:08:34.480 ways of interpreting information
NOTE Confidence: 0.9986816

00:08:34.940 --> 00:08:36.700 that affects our assessment in

NOTE Confidence: 0.9986816
00:08:36.700 --> 00:08:37.760 a biased way.
NOTE Confidence: 0.99646413
00:08:40.105 --> 00:08:41.465 And like I mentioned before,
NOTE Confidence: 0.99646413
00:08:41.465 --> 00:08:42.745 this is just the way
NOTE Confidence: 0.99646413
00:08:42.745 --> 00:08:44.285 that our brain has adapted.
NOTE Confidence: 0.9740432
00:08:45.065 --> 00:08:46.585 We have millions and millions
NOTE Confidence: 0.9740432
00:08:46.585 --> 00:08:47.705 of data points that come
NOTE Confidence: 0.9740432
00:08:47.705 --> 00:08:49.145 into our brains at one
NOTE Confidence: 0.9740432
00:08:49.145 --> 00:08:50.525 time, sights, smells,
NOTE Confidence: 0.9815443
00:08:52.260 --> 00:08:54.020 sounds, those types of things.
NOTE Confidence: 0.9815443
00:08:54.020 --> 00:08:56.020 And our brain couldn't process
NOTE Confidence: 0.9815443
00:08:56.020 --> 00:08:57.540 it unless it sorted the
NOTE Confidence: 0.9815443
00:08:57.540 --> 00:08:58.980 information in a way that
NOTE Confidence: 0.9815443
00:08:58.980 --> 00:08:59.640 it could.
NOTE Confidence: 0.9956462
00:09:00.260 --> 00:09:02.179 So the categories that we
NOTE Confidence: 0.9956462
00:09:02.179 --> 00:09:03.380 form in our mind are
NOTE Confidence: 0.9956462

00:09:03.380 --> 00:09:05.080 sort of an intellectual shorthand.

NOTE Confidence: 0.9882927

00:09:05.825 --> 00:09:06.945 And one of the things

NOTE Confidence: 0.9882927

00:09:06.945 --> 00:09:07.825 that we think a lot

NOTE Confidence: 0.9882927

00:09:07.825 --> 00:09:09.904 about in clinical reasoning in

NOTE Confidence: 0.9882927

00:09:09.904 --> 00:09:11.345 in regards to this is

NOTE Confidence: 0.9882927

00:09:11.345 --> 00:09:12.625 what are called system ones

NOTE Confidence: 0.9882927

00:09:12.625 --> 00:09:14.645 and system two thought processes.

NOTE Confidence: 0.9882927

00:09:14.945 --> 00:09:16.565 So system ones are,

NOTE Confidence: 0.9522805

00:09:17.585 --> 00:09:19.585 fast intuitive emotional things where

NOTE Confidence: 0.9522805

00:09:19.585 --> 00:09:20.610 we skip a lot of

NOTE Confidence: 0.9522805

00:09:20.690 --> 00:09:21.730 steps in order to arrive

NOTE Confidence: 0.9522805

00:09:21.730 --> 00:09:23.029 at a at a decision

NOTE Confidence: 0.8239552

00:09:23.649 --> 00:09:25.329 where system two are slow,

NOTE Confidence: 0.8239552

00:09:25.329 --> 00:09:26.550 conscious, and effortful.

NOTE Confidence: 0.9818574

00:09:27.170 --> 00:09:28.390 And I think as physicians,

NOTE Confidence: 0.99152267

00:09:29.730 --> 00:09:30.929 we tend to avoid the

NOTE Confidence: 0.99152267
00:09:30.929 --> 00:09:32.690 system two reasoning unless we
NOTE Confidence: 0.99152267
00:09:32.690 --> 00:09:33.750 unless we really,
NOTE Confidence: 0.8887719
00:09:34.209 --> 00:09:35.970 have to because our work,
NOTE Confidence: 0.9800859
00:09:36.825 --> 00:09:38.105 involves us having to make
NOTE Confidence: 0.9800859
00:09:38.105 --> 00:09:39.385 a lot of decisions really
NOTE Confidence: 0.9800859
00:09:39.385 --> 00:09:39.885 quickly.
NOTE Confidence: 0.98220646
00:09:40.505 --> 00:09:41.465 And so it can be
NOTE Confidence: 0.98220646
00:09:41.465 --> 00:09:42.285 very hard.
NOTE Confidence: 0.95432097
00:09:42.665 --> 00:09:43.385 It could be a really
NOTE Confidence: 0.95432097
00:09:43.385 --> 00:09:44.665 big what we call cognitive
NOTE Confidence: 0.95432097
00:09:44.665 --> 00:09:45.165 burden
NOTE Confidence: 0.99432075
00:09:45.625 --> 00:09:47.065 to, like, actually go through
NOTE Confidence: 0.99432075
00:09:47.065 --> 00:09:48.665 the steps and thinking through
NOTE Confidence: 0.99432075
00:09:48.665 --> 00:09:50.125 in an effortful way
NOTE Confidence: 0.9836011
00:09:50.589 --> 00:09:51.550 about, you know, why is
NOTE Confidence: 0.9836011

00:09:51.550 --> 00:09:52.990 this person performing in this
NOTE Confidence: 0.9836011

00:09:52.990 --> 00:09:54.029 way? Why am I seeing
NOTE Confidence: 0.9836011

00:09:54.029 --> 00:09:55.250 the things I'm seeing?
NOTE Confidence: 0.9825716

00:09:57.390 --> 00:09:59.790 And bias manifests itself many
NOTE Confidence: 0.9825716

00:09:59.790 --> 00:10:01.149 different ways in the learning
NOTE Confidence: 0.9825716

00:10:01.149 --> 00:10:01.649 environment.
NOTE Confidence: 0.9657887

00:10:03.095 --> 00:10:04.375 I definitely, as a med
NOTE Confidence: 0.9657887

00:10:04.375 --> 00:10:05.895 peds person, I'm so biased
NOTE Confidence: 0.9657887

00:10:05.895 --> 00:10:07.255 towards med p people. I'll
NOTE Confidence: 0.9657887

00:10:07.255 --> 00:10:08.535 I'll admit it outright. So
NOTE Confidence: 0.9657887

00:10:08.535 --> 00:10:09.975 I have this affinity bias
NOTE Confidence: 0.9657887

00:10:09.975 --> 00:10:11.175 towards people who are like
NOTE Confidence: 0.9657887

00:10:11.175 --> 00:10:12.455 me. I think we can
NOTE Confidence: 0.9657887

00:10:12.455 --> 00:10:14.075 all think of, you know,
NOTE Confidence: 0.9657887

00:10:14.375 --> 00:10:15.255 those of us who are
NOTE Confidence: 0.9657887

00:10:15.255 --> 00:10:16.775 subspecialists. You know, you may

NOTE Confidence: 0.9657887

00:10:16.775 --> 00:10:17.940 be more have a more

NOTE Confidence: 0.9657887

00:10:17.940 --> 00:10:19.300 affinity to a student who

NOTE Confidence: 0.9657887

00:10:19.300 --> 00:10:20.820 says that they want to

NOTE Confidence: 0.9657887

00:10:20.820 --> 00:10:21.940 do the specialty that you

NOTE Confidence: 0.9657887

00:10:21.940 --> 00:10:22.760 wanna do.

NOTE Confidence: 0.97860557

00:10:23.860 --> 00:10:26.360 Perception biases or of stereotypes

NOTE Confidence: 0.97860557

00:10:26.500 --> 00:10:28.100 or assumptions about groups of

NOTE Confidence: 0.97860557

00:10:28.100 --> 00:10:29.780 people without thinking about the

NOTE Confidence: 0.97860557

00:10:29.780 --> 00:10:31.155 individual in front of you.

NOTE Confidence: 0.9893815

00:10:31.795 --> 00:10:33.315 Halo effect comes up a

NOTE Confidence: 0.9893815

00:10:33.315 --> 00:10:33.815 lot,

NOTE Confidence: 0.9831958

00:10:34.595 --> 00:10:36.755 in medical education where you

NOTE Confidence: 0.9831958

00:10:36.755 --> 00:10:38.215 have this projection

NOTE Confidence: 0.98837876

00:10:38.595 --> 00:10:40.935 of positive qualities onto people

NOTE Confidence: 0.98837876

00:10:41.235 --> 00:10:43.155 without actually looking deeper into

NOTE Confidence: 0.98837876

00:10:43.155 --> 00:10:44.775 the behaviors that they're showing,
NOTE Confidence: 0.98129445

00:10:45.110 --> 00:10:46.310 thinking about, you know, whether
NOTE Confidence: 0.98129445

00:10:46.310 --> 00:10:47.430 or not they're actually showing
NOTE Confidence: 0.98129445

00:10:47.430 --> 00:10:48.630 the behaviors that they need
NOTE Confidence: 0.98129445

00:10:48.630 --> 00:10:50.570 to be a competent physician.
NOTE Confidence: 0.98706836

00:10:51.430 --> 00:10:52.950 And then confirmation bias, which
NOTE Confidence: 0.98706836

00:10:52.950 --> 00:10:54.150 I think those of us
NOTE Confidence: 0.98706836

00:10:54.150 --> 00:10:55.990 who work clinically probably has
NOTE Confidence: 0.98706836

00:10:56.150 --> 00:10:57.285 know what that means, which
NOTE Confidence: 0.98706836

00:10:57.285 --> 00:10:58.565 is, you know, like, we
NOTE Confidence: 0.98706836

00:10:58.565 --> 00:10:59.365 kind of already have a
NOTE Confidence: 0.98706836

00:10:59.365 --> 00:11:01.045 preexisting notion of what is
NOTE Confidence: 0.98706836

00:11:01.045 --> 00:11:02.165 going on, and we we
NOTE Confidence: 0.98706836

00:11:02.165 --> 00:11:03.524 look for confirmation for that
NOTE Confidence: 0.98706836

00:11:03.524 --> 00:11:05.225 and ignore pieces of information
NOTE Confidence: 0.9969974

00:11:05.845 --> 00:11:06.964 that are in conflict with

NOTE Confidence: 0.9969974

00:11:06.964 --> 00:11:07.464 that.

NOTE Confidence: 0.9216167

00:11:10.030 --> 00:11:12.110 And bias manifests itself in

NOTE Confidence: 0.9216167

00:11:12.110 --> 00:11:13.809 training assessment a lot.

NOTE Confidence: 0.98170733

00:11:14.750 --> 00:11:15.790 And you'll see in this

NOTE Confidence: 0.98170733

00:11:15.790 --> 00:11:17.870 pyramid that, like, actual human

NOTE Confidence: 0.98170733

00:11:17.870 --> 00:11:19.470 and cognitive factors are a

NOTE Confidence: 0.98170733

00:11:19.470 --> 00:11:20.690 really big component

NOTE Confidence: 0.91049266

00:11:21.150 --> 00:11:22.350 of bias as it's the,

NOTE Confidence: 0.91049266

00:11:22.350 --> 00:11:23.890 like, base of bias.

NOTE Confidence: 0.7539805

00:11:25.304 --> 00:11:25.804 So,

NOTE Confidence: 0.85899353

00:11:27.225 --> 00:11:29.005 the in the learning environment,

NOTE Confidence: 0.99909663

00:11:30.345 --> 00:11:31.945 if you are teaching in

NOTE Confidence: 0.99909663

00:11:31.945 --> 00:11:32.925 a certain way,

NOTE Confidence: 0.98708636

00:11:33.625 --> 00:11:34.825 you may be teaching in

NOTE Confidence: 0.98708636

00:11:34.825 --> 00:11:35.865 a way, for example, if

NOTE Confidence: 0.98708636

00:11:35.865 --> 00:11:36.845 you're doing preclinical
NOTE Confidence: 0.8763246

00:11:37.304 --> 00:11:37.804 lectures,
NOTE Confidence: 0.95558125

00:11:38.520 --> 00:11:40.120 that's not applicable to people
NOTE Confidence: 0.95558125

00:11:40.120 --> 00:11:42.280 of different backgrounds, or you
NOTE Confidence: 0.95558125

00:11:42.280 --> 00:11:44.540 may have a assessment instrument
NOTE Confidence: 0.95558125

00:11:44.600 --> 00:11:46.280 where bias is built into
NOTE Confidence: 0.95558125

00:11:46.280 --> 00:11:48.280 the instrument itself where the
NOTE Confidence: 0.95558125

00:11:48.280 --> 00:11:49.080 language is,
NOTE Confidence: 0.9559004

00:11:50.535 --> 00:11:52.295 guiding people towards a more
NOTE Confidence: 0.9559004

00:11:52.295 --> 00:11:54.295 biased out view, whereas you're
NOTE Confidence: 0.9559004

00:11:54.295 --> 00:11:55.894 not anchoring things in actual
NOTE Confidence: 0.9559004

00:11:55.894 --> 00:11:57.675 behaviors and objective data.
NOTE Confidence: 0.99724853

00:11:58.295 --> 00:11:59.575 And then there's the implicit
NOTE Confidence: 0.99724853

00:11:59.575 --> 00:12:01.115 bias of clinical supervisors.
NOTE Confidence: 0.89513326

00:12:01.815 --> 00:12:02.695 And one of the things
NOTE Confidence: 0.89513326

00:12:02.695 --> 00:12:03.357 that we know about the

NOTE Confidence: 0.89513326
00:12:03.357 --> 00:12:03.415 type of assessment I do,
NOTE Confidence: 0.89513326
00:12:03.415 --> 00:12:05.020 which is assessment I do,
NOTE Confidence: 0.89513326
00:12:05.020 --> 00:12:06.720 which is entrustable for professional
NOTE Confidence: 0.89513326
00:12:06.940 --> 00:12:08.000 activities is
NOTE Confidence: 0.9785552
00:12:08.540 --> 00:12:10.559 the less objective the assessment,
NOTE Confidence: 0.9888172
00:12:11.260 --> 00:12:12.780 the more prone it is
NOTE Confidence: 0.9888172
00:12:12.780 --> 00:12:14.880 to bias. So things like
NOTE Confidence: 0.9888172
00:12:15.020 --> 00:12:16.320 multiple choice questions,
NOTE Confidence: 0.9891954
00:12:16.955 --> 00:12:17.915 there's actually a little bit
NOTE Confidence: 0.9891954
00:12:17.915 --> 00:12:19.355 of objectivity to that. You
NOTE Confidence: 0.9891954
00:12:19.355 --> 00:12:20.475 know, you can you can
NOTE Confidence: 0.9891954
00:12:20.475 --> 00:12:21.434 build it in a way
NOTE Confidence: 0.9891954
00:12:21.434 --> 00:12:23.135 that there's internal validity
NOTE Confidence: 0.9987762
00:12:23.675 --> 00:12:24.415 and reliability
NOTE Confidence: 0.9933302
00:12:25.115 --> 00:12:26.315 on how people respond to
NOTE Confidence: 0.9933302

00:12:26.315 --> 00:12:27.054 those questions.
NOTE Confidence: 0.9722751

00:12:27.595 --> 00:12:28.875 Whereas in the real clinical
NOTE Confidence: 0.9722751

00:12:28.875 --> 00:12:30.440 workplace, when you have an
NOTE Confidence: 0.9722751

00:12:30.440 --> 00:12:32.360 assessor looking at somebody doing
NOTE Confidence: 0.9722751

00:12:32.360 --> 00:12:34.120 clinical work and deciding how
NOTE Confidence: 0.9722751

00:12:34.120 --> 00:12:36.040 much supervision they need, that
NOTE Confidence: 0.9722751

00:12:36.040 --> 00:12:37.900 is a very subjective process,
NOTE Confidence: 0.9988732

00:12:38.360 --> 00:12:39.980 and that is really vulnerable
NOTE Confidence: 0.9988732

00:12:40.120 --> 00:12:42.700 to, clinical supervision bias
NOTE Confidence: 0.96497977

00:12:43.345 --> 00:12:44.705 because we each have our
NOTE Confidence: 0.96497977

00:12:44.705 --> 00:12:46.165 own world perceptions
NOTE Confidence: 0.9760242

00:12:46.465 --> 00:12:47.665 of what is the proper
NOTE Confidence: 0.9760242

00:12:47.665 --> 00:12:48.725 way to do things,
NOTE Confidence: 0.9949736

00:12:49.105 --> 00:12:50.385 and we can sometimes bring
NOTE Confidence: 0.9949736

00:12:50.385 --> 00:12:51.365 that to the table.
NOTE Confidence: 0.9959335

00:12:53.345 --> 00:12:54.705 Any questions before I move

NOTE Confidence: 0.9959335
00:12:54.705 --> 00:12:55.425 on to some of the
NOTE Confidence: 0.9959335
00:12:55.425 --> 00:12:56.565 evidence in the literature?
NOTE Confidence: 0.6816539
00:12:59.550 --> 00:13:00.850 Also using an excuse
NOTE Confidence: 0.8842243
00:13:01.230 --> 00:13:02.210 to have some tea.
NOTE Confidence: 0.9984642
00:13:09.070 --> 00:13:09.890 Okay. Great.
NOTE Confidence: 0.9872448
00:13:11.755 --> 00:13:13.195 So I'm just gonna go
NOTE Confidence: 0.9872448
00:13:13.195 --> 00:13:14.395 through a couple papers that
NOTE Confidence: 0.9872448
00:13:14.395 --> 00:13:16.815 I just found incredibly intriguing
NOTE Confidence: 0.9872448
00:13:17.035 --> 00:13:17.934 and illustrative
NOTE Confidence: 0.9969695
00:13:18.315 --> 00:13:19.775 of the bias that exists
NOTE Confidence: 0.9438839
00:13:20.155 --> 00:13:21.515 in assessment in,
NOTE Confidence: 0.9889712
00:13:22.155 --> 00:13:23.390 various domains.
NOTE Confidence: 0.99429464
00:13:24.010 --> 00:13:24.490 So,
NOTE Confidence: 0.951601
00:13:24.890 --> 00:13:26.090 this one, I thought was
NOTE Confidence: 0.951601
00:13:26.090 --> 00:13:27.930 a really fascinating paper. It
NOTE Confidence: 0.951601

00:13:27.930 --> 00:13:29.450 came out about a year
NOTE Confidence: 0.951601

00:13:29.450 --> 00:13:30.270 and a half ago,
NOTE Confidence: 0.9508999

00:13:31.130 --> 00:13:33.150 in the family medicine literature
NOTE Confidence: 0.9508999

00:13:33.290 --> 00:13:34.990 in, academic medicine.
NOTE Confidence: 0.989513

00:13:36.014 --> 00:13:37.454 And, essentially, they did a
NOTE Confidence: 0.989513

00:13:37.454 --> 00:13:38.754 very simple experiment.
NOTE Confidence: 0.9967032

00:13:39.774 --> 00:13:40.175 They,
NOTE Confidence: 0.9759647

00:13:40.815 --> 00:13:43.394 filmed two patient encounter videos,
NOTE Confidence: 0.9976624

00:13:43.774 --> 00:13:45.154 one with a male trainee,
NOTE Confidence: 0.9976624

00:13:45.454 --> 00:13:46.915 one with a female trainee.
NOTE Confidence: 0.9081372

00:13:47.375 --> 00:13:49.054 They were scripted videos, so
NOTE Confidence: 0.9081372

00:13:49.054 --> 00:13:49.714 the trainees
NOTE Confidence: 0.9699476

00:13:50.160 --> 00:13:51.940 said the exact same thing,
NOTE Confidence: 0.9699476

00:13:52.079 --> 00:13:53.279 and the patients said the
NOTE Confidence: 0.9699476

00:13:53.279 --> 00:13:54.399 exact same thing in both
NOTE Confidence: 0.9699476

00:13:54.399 --> 00:13:54.899 videos.

NOTE Confidence: 0.9900437
00:13:55.839 --> 00:13:56.559 And then they
NOTE Confidence: 0.98396564
00:13:57.120 --> 00:13:58.240 for each of those videos,
NOTE Confidence: 0.98396564
00:13:58.240 --> 00:13:59.519 they split them into two
NOTE Confidence: 0.98396564
00:13:59.519 --> 00:14:00.019 versions.
NOTE Confidence: 0.9862409
00:14:01.040 --> 00:14:02.500 They were exact same video,
NOTE Confidence: 0.9862409
00:14:02.639 --> 00:14:04.559 but one version said, this
NOTE Confidence: 0.9862409
00:14:04.559 --> 00:14:06.345 is a video to assess
NOTE Confidence: 0.9862409
00:14:06.345 --> 00:14:07.785 a learner who is above
NOTE Confidence: 0.9862409
00:14:07.785 --> 00:14:08.285 average,
NOTE Confidence: 0.9662595
00:14:08.985 --> 00:14:10.365 or this is a video
NOTE Confidence: 0.9662595
00:14:10.665 --> 00:14:11.865 who to assess a learner
NOTE Confidence: 0.9662595
00:14:11.865 --> 00:14:13.084 who is below average.
NOTE Confidence: 0.81382835
00:14:13.464 --> 00:14:15.084 So total four videos,
NOTE Confidence: 0.9935817
00:14:15.545 --> 00:14:16.845 two male, two female,
NOTE Confidence: 0.99331284
00:14:17.304 --> 00:14:18.825 one above, one below, one
NOTE Confidence: 0.99331284

00:14:18.825 --> 00:14:19.964 above, one below.
NOTE Confidence: 0.99769753

00:14:21.820 --> 00:14:23.180 And then they had seventy
NOTE Confidence: 0.99769753

00:14:23.180 --> 00:14:24.240 faculty observers,
NOTE Confidence: 0.89150214

00:14:25.260 --> 00:14:26.620 who are randomized to one
NOTE Confidence: 0.89150214

00:14:26.620 --> 00:14:27.520 of four videos.
NOTE Confidence: 0.96452564

00:14:27.980 --> 00:14:29.840 So they saw the prompt.
NOTE Confidence: 0.96452564

00:14:30.060 --> 00:14:31.340 This is to assess somebody
NOTE Confidence: 0.96452564

00:14:31.340 --> 00:14:32.640 who is up above,
NOTE Confidence: 0.9582424

00:14:33.165 --> 00:14:34.605 average, and then they watch
NOTE Confidence: 0.9582424

00:14:34.605 --> 00:14:35.885 the male or female video,
NOTE Confidence: 0.9582424

00:14:35.885 --> 00:14:36.625 for example.
NOTE Confidence: 0.9879057

00:14:38.205 --> 00:14:40.145 And what they found was,
NOTE Confidence: 0.9729673

00:14:41.165 --> 00:14:42.525 when they use the word
NOTE Confidence: 0.9729673

00:14:42.525 --> 00:14:44.305 below average as a prompt,
NOTE Confidence: 0.96134335

00:14:45.020 --> 00:14:45.520 the,
NOTE Confidence: 0.9980011

00:14:45.900 --> 00:14:48.300 faculty raters significantly rated those

NOTE Confidence: 0.9980011
00:14:48.300 --> 00:14:49.280 people below
NOTE Confidence: 0.99372154
00:14:49.660 --> 00:14:51.500 people who had above average
NOTE Confidence: 0.99372154
00:14:51.500 --> 00:14:52.240 as a prompt.
NOTE Confidence: 0.93543106
00:14:53.260 --> 00:14:54.640 And this isn't a really
NOTE Confidence: 0.93543106
00:14:54.780 --> 00:14:56.380 good example of what's called
NOTE Confidence: 0.93543106
00:14:56.380 --> 00:14:57.820 the halo and her horn
NOTE Confidence: 0.93543106
00:14:57.820 --> 00:14:58.320 effect,
NOTE Confidence: 0.99694234
00:14:59.315 --> 00:15:00.755 where if somebody is labeled
NOTE Confidence: 0.99694234
00:15:00.755 --> 00:15:01.495 with something,
NOTE Confidence: 0.98611736
00:15:02.275 --> 00:15:03.875 this is a difficult learner,
NOTE Confidence: 0.98611736
00:15:03.875 --> 00:15:05.555 or this this resident is
NOTE Confidence: 0.98611736
00:15:05.555 --> 00:15:06.055 stellar.
NOTE Confidence: 0.998436
00:15:06.595 --> 00:15:08.675 It biases the viewpoint of
NOTE Confidence: 0.998436
00:15:08.675 --> 00:15:10.615 the assessor to believe that
NOTE Confidence: 0.998436
00:15:10.675 --> 00:15:11.795 they are already at that
NOTE Confidence: 0.998436

00:15:11.795 --> 00:15:12.295 baseline.
NOTE Confidence: 0.967817

00:15:14.040 --> 00:15:15.720 And what they conclude from
NOTE Confidence: 0.967817

00:15:15.720 --> 00:15:17.080 this paper is that a
NOTE Confidence: 0.967817

00:15:17.080 --> 00:15:19.240 single evaluative word above or
NOTE Confidence: 0.967817

00:15:19.240 --> 00:15:19.740 below
NOTE Confidence: 0.92809665

00:15:20.120 --> 00:15:22.220 was associated with systemic differences
NOTE Confidence: 0.92809665

00:15:22.440 --> 00:15:23.500 assessment score.
NOTE Confidence: 0.9995987

00:15:23.960 --> 00:15:24.840 And I think we can
NOTE Confidence: 0.9995987

00:15:24.840 --> 00:15:26.220 all think of a situation
NOTE Confidence: 0.9995987

00:15:26.360 --> 00:15:27.500 in which we have
NOTE Confidence: 0.9215187

00:15:28.185 --> 00:15:29.785 inherited a learner who's already
NOTE Confidence: 0.9215187

00:15:29.785 --> 00:15:31.225 been labeled with something like
NOTE Confidence: 0.9215187

00:15:31.225 --> 00:15:32.685 this is somebody who's struggling.
NOTE Confidence: 0.9851106

00:15:33.225 --> 00:15:34.765 This is somebody who's stellar,
NOTE Confidence: 0.97219414

00:15:35.545 --> 00:15:36.985 and how that might affect
NOTE Confidence: 0.97219414

00:15:36.985 --> 00:15:37.945 the way that we think

NOTE Confidence: 0.97219414
00:15:37.945 --> 00:15:39.785 about them without really looking
NOTE Confidence: 0.97219414
00:15:39.785 --> 00:15:41.199 at the objective because because
NOTE Confidence: 0.97219414
00:15:41.199 --> 00:15:42.560 there was nothing different about
NOTE Confidence: 0.97219414
00:15:42.560 --> 00:15:43.300 these videos.
NOTE Confidence: 0.9082864
00:15:43.759 --> 00:15:45.060 When they did sub analysis
NOTE Confidence: 0.9082864
00:15:45.120 --> 00:15:46.480 on male versus female, they
NOTE Confidence: 0.9082864
00:15:46.480 --> 00:15:47.779 did not find any differences
NOTE Confidence: 0.9082864
00:15:47.839 --> 00:15:49.120 in case you're curious about
NOTE Confidence: 0.9082864
00:15:49.120 --> 00:15:50.079 that. But don't worry. If
NOTE Confidence: 0.9082864
00:15:50.079 --> 00:15:51.440 I get, you know to
NOTE Confidence: 0.9082864
00:15:51.440 --> 00:15:52.820 male, female pretty soon.
NOTE Confidence: 0.7625135
00:15:54.025 --> 00:15:55.085 Alright. I'm
NOTE Confidence: 0.9052882
00:15:56.745 --> 00:15:57.805 gonna mute you.
NOTE Confidence: 0.92929834
00:15:59.545 --> 00:16:00.925 Like, hopefully, I can.
NOTE Confidence: 0.99391574
00:16:01.705 --> 00:16:02.925 Okay. There we go.
NOTE Confidence: 0.98974836

00:16:03.785 --> 00:16:05.245 So let's look at gender.
NOTE Confidence: 0.9921773

00:16:05.780 --> 00:16:06.900 So this was a paper
NOTE Confidence: 0.9921773

00:16:06.900 --> 00:16:08.260 that came out in emergency
NOTE Confidence: 0.9921773

00:16:08.260 --> 00:16:09.240 medicine literature,
NOTE Confidence: 0.9920649

00:16:10.340 --> 00:16:11.640 and they were really curious
NOTE Confidence: 0.9920649

00:16:11.700 --> 00:16:12.820 about the effect of gender
NOTE Confidence: 0.9920649

00:16:12.820 --> 00:16:14.980 on assessment. So they looked
NOTE Confidence: 0.9920649

00:16:14.980 --> 00:16:16.660 at a lot a lot
NOTE Confidence: 0.9920649

00:16:16.660 --> 00:16:17.715 of data. They did a
NOTE Confidence: 0.9920649

00:16:17.875 --> 00:16:18.375 qualitative
NOTE Confidence: 0.99877185

00:16:18.675 --> 00:16:19.895 analysis of comments
NOTE Confidence: 0.9285812

00:16:20.355 --> 00:16:22.195 across the five programs. So
NOTE Confidence: 0.9285812

00:16:22.195 --> 00:16:22.855 that was
NOTE Confidence: 0.9823586

00:16:23.235 --> 00:16:24.435 over, you know, almost three
NOTE Confidence: 0.9823586

00:16:24.435 --> 00:16:26.695 hundred residents, ten thousand comments.
NOTE Confidence: 0.98804814

00:16:28.515 --> 00:16:30.055 And, they found,

NOTE Confidence: 0.97366685
00:16:30.360 --> 00:16:31.240 when they were able to
NOTE Confidence: 0.97366685
00:16:31.240 --> 00:16:33.240 categorize things that men were
NOTE Confidence: 0.97366685
00:16:33.240 --> 00:16:35.339 more likely to receive specific
NOTE Confidence: 0.97366685
00:16:35.400 --> 00:16:36.760 feedback, so things that they
NOTE Confidence: 0.97366685
00:16:36.760 --> 00:16:38.140 could actually act on,
NOTE Confidence: 0.97271967
00:16:39.000 --> 00:16:40.940 receive competency based feedback.
NOTE Confidence: 0.95334524
00:16:41.800 --> 00:16:43.160 So rather than talking about
NOTE Confidence: 0.95334524
00:16:43.160 --> 00:16:44.760 their character, they were their
NOTE Confidence: 0.95334524
00:16:44.760 --> 00:16:46.095 competency was commented
NOTE Confidence: 0.97424525
00:16:46.814 --> 00:16:47.935 on and were more likely
NOTE Confidence: 0.97424525
00:16:47.935 --> 00:16:49.375 to be rated at above
NOTE Confidence: 0.97424525
00:16:49.375 --> 00:16:50.514 expected performance
NOTE Confidence: 0.9047414
00:16:51.375 --> 00:16:53.555 irrespective of the faculty's gender.
NOTE Confidence: 0.9292161
00:16:55.055 --> 00:16:56.115 In women residents,
NOTE Confidence: 0.9991042
00:16:56.495 --> 00:16:58.350 comments about low skill level
NOTE Confidence: 0.96603644

00:16:58.829 --> 00:16:59.810 were very,
NOTE Confidence: 0.99540937

00:17:00.269 --> 00:17:02.269 commonly associated with comments about
NOTE Confidence: 0.99540937

00:17:02.269 --> 00:17:03.089 their confidence,
NOTE Confidence: 0.99263686

00:17:04.510 --> 00:17:05.710 which I think we for
NOTE Confidence: 0.99263686

00:17:05.710 --> 00:17:06.429 those of us who are
NOTE Confidence: 0.99263686

00:17:06.429 --> 00:17:08.109 female physicians, that sounds very
NOTE Confidence: 0.99263686

00:17:08.109 --> 00:17:08.609 familiar,
NOTE Confidence: 0.9178931

00:17:09.309 --> 00:17:10.990 and, is not really a
NOTE Confidence: 0.9178931

00:17:10.990 --> 00:17:11.490 competency,
NOTE Confidence: 0.9984614

00:17:12.215 --> 00:17:13.415 comment. It's not really a
NOTE Confidence: 0.9984614

00:17:13.415 --> 00:17:14.555 commentary on
NOTE Confidence: 0.99522674

00:17:14.935 --> 00:17:16.535 how somebody can do something
NOTE Confidence: 0.99522674

00:17:16.535 --> 00:17:17.355 as a physician,
NOTE Confidence: 0.9983779

00:17:18.295 --> 00:17:19.355 versus men
NOTE Confidence: 0.8903706

00:17:19.734 --> 00:17:22.215 who received comments when those
NOTE Confidence: 0.8903706

00:17:22.215 --> 00:17:23.175 who were at a low

NOTE Confidence: 0.8903706

00:17:23.175 --> 00:17:25.835 skill level received comments including

NOTE Confidence: 0.8903706

00:17:26.055 --> 00:17:27.115 actionable items.

NOTE Confidence: 0.98851824

00:17:29.200 --> 00:17:30.100 And then lastly,

NOTE Confidence: 0.99825984

00:17:30.559 --> 00:17:32.320 interestingly, they found that women

NOTE Confidence: 0.99825984

00:17:32.320 --> 00:17:32.820 faculty

NOTE Confidence: 0.9850189

00:17:33.359 --> 00:17:34.640 were more likely to rate

NOTE Confidence: 0.9850189

00:17:34.640 --> 00:17:36.980 residents as performing low levels.

NOTE Confidence: 0.9817802

00:17:37.359 --> 00:17:39.299 So women were harsher graders

NOTE Confidence: 0.99497855

00:17:39.760 --> 00:17:40.580 than men,

NOTE Confidence: 0.99866784

00:17:41.359 --> 00:17:42.179 as faculty.

NOTE Confidence: 0.99279475

00:17:44.225 --> 00:17:45.744 So this shows the same

NOTE Confidence: 0.99279475

00:17:45.744 --> 00:17:46.244 data,

NOTE Confidence: 0.925007

00:17:46.705 --> 00:17:47.205 visually,

NOTE Confidence: 0.99003315

00:17:48.065 --> 00:17:49.744 but you'll see, like, the

NOTE Confidence: 0.99003315

00:17:49.744 --> 00:17:51.605 gender biases in either direction.

NOTE Confidence: 0.9797709

00:17:52.144 --> 00:17:53.984 So men were more likely
NOTE Confidence: 0.9797709

00:17:53.984 --> 00:17:55.524 to be rated, above,
NOTE Confidence: 0.96370274

00:17:56.859 --> 00:17:58.539 performance level, whereas women were
NOTE Confidence: 0.96370274

00:17:58.539 --> 00:17:59.659 more likely to be related
NOTE Confidence: 0.96370274

00:17:59.659 --> 00:18:00.159 below.
NOTE Confidence: 0.99562615

00:18:00.619 --> 00:18:02.320 And things like adaptability,
NOTE Confidence: 0.9837937

00:18:02.779 --> 00:18:05.100 confidence, and assertiveness with treatment
NOTE Confidence: 0.9837937

00:18:05.100 --> 00:18:07.519 were commonly women, oriented
NOTE Confidence: 0.99958813

00:18:08.299 --> 00:18:08.799 comments.
NOTE Confidence: 0.9475213

00:18:11.095 --> 00:18:12.775 Here's another paper that came
NOTE Confidence: 0.9475213

00:18:12.775 --> 00:18:14.135 out in JGIM, which is
NOTE Confidence: 0.9475213

00:18:14.135 --> 00:18:15.415 the journal of general internal
NOTE Confidence: 0.9475213

00:18:15.415 --> 00:18:16.795 medicine in twenty nineteen,
NOTE Confidence: 0.9822308

00:18:17.335 --> 00:18:19.195 and they looked at, clerkship,
NOTE Confidence: 0.9985202

00:18:19.734 --> 00:18:20.234 comments
NOTE Confidence: 0.8432138

00:18:20.934 --> 00:18:21.415 and,

NOTE Confidence: 0.9603733
00:18:22.150 --> 00:18:24.550 separated them by, URAM versus
NOTE Confidence: 0.9603733
00:18:24.550 --> 00:18:25.690 not and gender.
NOTE Confidence: 0.98904175
00:18:26.470 --> 00:18:27.830 So here's how they separated
NOTE Confidence: 0.98904175
00:18:27.830 --> 00:18:28.330 out,
NOTE Confidence: 0.9443118
00:18:29.190 --> 00:18:30.950 women and men looking at
NOTE Confidence: 0.9443118
00:18:30.950 --> 00:18:32.730 honors versus past grades.
NOTE Confidence: 0.99935436
00:18:33.350 --> 00:18:34.809 And they found that
NOTE Confidence: 0.9924976
00:18:35.695 --> 00:18:37.855 women who received honors grades
NOTE Confidence: 0.9924976
00:18:37.855 --> 00:18:39.135 were more likely to get,
NOTE Confidence: 0.90649796
00:18:39.535 --> 00:18:41.635 character comments, like wonderful,
NOTE Confidence: 0.99957514
00:18:42.415 --> 00:18:42.915 empathetic,
NOTE Confidence: 0.7979632
00:18:43.455 --> 00:18:43.955 fabulous,
NOTE Confidence: 0.96797353
00:18:44.734 --> 00:18:46.355 whereas men were more likely
NOTE Confidence: 0.96797353
00:18:46.415 --> 00:18:47.715 to get relevant,
NOTE Confidence: 0.99585533
00:18:49.399 --> 00:18:49.899 modest,
NOTE Confidence: 0.9833513

00:18:50.200 --> 00:18:50.700 humble,
NOTE Confidence: 0.99337035

00:18:51.159 --> 00:18:52.679 those types of comments, which
NOTE Confidence: 0.99337035

00:18:52.679 --> 00:18:53.340 is interesting.
NOTE Confidence: 0.9193643

00:18:55.159 --> 00:18:56.779 And similarly, when they separated
NOTE Confidence: 0.9193643

00:18:56.840 --> 00:18:59.340 out URIM versus nonURM comments,
NOTE Confidence: 0.9746173

00:19:00.600 --> 00:19:02.119 people who received honors who
NOTE Confidence: 0.9746173

00:19:02.119 --> 00:19:02.779 are nonURM,
NOTE Confidence: 0.9079912

00:19:03.960 --> 00:19:06.304 got top stellar excellent.
NOTE Confidence: 0.96233547

00:19:06.924 --> 00:19:08.544 Whereas people who received,
NOTE Confidence: 0.9753891

00:19:09.405 --> 00:19:10.845 not many people received honors
NOTE Confidence: 0.9753891

00:19:10.845 --> 00:19:12.125 who are URM, but which
NOTE Confidence: 0.9753891

00:19:12.125 --> 00:19:13.005 we'll get to in a
NOTE Confidence: 0.9753891

00:19:13.005 --> 00:19:13.825 second too,
NOTE Confidence: 0.95866144

00:19:14.605 --> 00:19:16.625 got things like native Spanish
NOTE Confidence: 0.95469415

00:19:17.244 --> 00:19:17.744 cultural,
NOTE Confidence: 0.99549794

00:19:18.525 --> 00:19:19.424 in their comments,

NOTE Confidence: 0.9991862
00:19:20.210 --> 00:19:21.170 which I think is really
NOTE Confidence: 0.9991862
00:19:21.170 --> 00:19:21.670 interesting.
NOTE Confidence: 0.9825715
00:19:24.210 --> 00:19:26.210 Lastly, I'll go through, the
NOTE Confidence: 0.9825715
00:19:26.210 --> 00:19:27.830 paper that really got me
NOTE Confidence: 0.9825715
00:19:27.890 --> 00:19:29.590 quite interested in assessment,
NOTE Confidence: 0.9791887
00:19:30.130 --> 00:19:32.130 thinking about, like, what are
NOTE Confidence: 0.9791887
00:19:32.130 --> 00:19:34.785 the downstream effects of bias
NOTE Confidence: 0.9791887
00:19:34.845 --> 00:19:35.585 in assessment?
NOTE Confidence: 0.9927883
00:19:35.885 --> 00:19:37.244 Like, how is this actually
NOTE Confidence: 0.9927883
00:19:37.244 --> 00:19:38.225 impacting learners,
NOTE Confidence: 0.9966471
00:19:39.005 --> 00:19:40.285 in a way that affects
NOTE Confidence: 0.9966471
00:19:40.285 --> 00:19:41.425 their career development?
NOTE Confidence: 0.997262
00:19:41.965 --> 00:19:43.005 So I think this was
NOTE Confidence: 0.997262
00:19:43.005 --> 00:19:44.125 one of the most seminal
NOTE Confidence: 0.997262
00:19:44.125 --> 00:19:45.425 papers on the topic,
NOTE Confidence: 0.9701165

00:19:45.805 --> 00:19:46.765 and I encourage you guys
NOTE Confidence: 0.9701165

00:19:46.765 --> 00:19:47.645 to check it out because,
NOTE Confidence: 0.9701165

00:19:48.140 --> 00:19:49.500 it I think it was
NOTE Confidence: 0.9701165

00:19:49.500 --> 00:19:51.260 an exercise in humility for
NOTE Confidence: 0.9701165

00:19:51.260 --> 00:19:52.480 this medical school.
NOTE Confidence: 0.99640405

00:19:52.940 --> 00:19:54.720 This was published by UCSF
NOTE Confidence: 0.9519758

00:19:55.980 --> 00:19:56.880 twenty eighteen,
NOTE Confidence: 0.96235013

00:19:57.580 --> 00:19:58.060 and,
NOTE Confidence: 0.9051598

00:19:58.700 --> 00:20:00.060 their paper is titled how
NOTE Confidence: 0.9051598

00:20:00.060 --> 00:20:01.740 small differences in assess clinical
NOTE Confidence: 0.9051598

00:20:01.740 --> 00:20:03.465 performance amplify to large differences.
NOTE Confidence: 0.94503456

00:20:05.225 --> 00:20:06.904 So what they noticed as
NOTE Confidence: 0.94503456

00:20:06.904 --> 00:20:07.965 medical school
NOTE Confidence: 0.96668017

00:20:08.505 --> 00:20:09.145 was that,
NOTE Confidence: 0.99972796

00:20:09.865 --> 00:20:11.005 despite recruiting
NOTE Confidence: 0.99084914

00:20:11.625 --> 00:20:12.445 more underrepresented

NOTE Confidence: 0.7372079
00:20:12.984 --> 00:20:14.205 minorities in medicine,
NOTE Confidence: 0.99778885
00:20:14.744 --> 00:20:16.184 they were not finding that
NOTE Confidence: 0.99778885
00:20:16.184 --> 00:20:16.924 their URMs
NOTE Confidence: 0.937391
00:20:17.784 --> 00:20:18.605 were receiving,
NOTE Confidence: 0.9899943
00:20:19.380 --> 00:20:20.100 as many,
NOTE Confidence: 0.97911566
00:20:20.500 --> 00:20:21.560 honors and awards,
NOTE Confidence: 0.99954194
00:20:21.940 --> 00:20:22.820 and they were not getting
NOTE Confidence: 0.99954194
00:20:22.820 --> 00:20:23.640 into competitive
NOTE Confidence: 0.99943215
00:20:24.020 --> 00:20:24.520 specialties
NOTE Confidence: 0.9782745
00:20:24.980 --> 00:20:26.280 at the rate that their
NOTE Confidence: 0.9782745
00:20:26.500 --> 00:20:27.000 white,
NOTE Confidence: 0.9322143
00:20:28.020 --> 00:20:29.000 students were.
NOTE Confidence: 0.9995212
00:20:29.300 --> 00:20:30.280 And they they
NOTE Confidence: 0.9797759
00:20:30.660 --> 00:20:32.115 they were very surprised by
NOTE Confidence: 0.9797759
00:20:32.115 --> 00:20:33.635 this because they assumed if
NOTE Confidence: 0.9797759

00:20:33.635 --> 00:20:35.075 they increase the proportion of
NOTE Confidence: 0.9797759

00:20:35.075 --> 00:20:36.994 URMs, the proportion of URMs
NOTE Confidence: 0.9797759

00:20:36.994 --> 00:20:39.075 going into competitive specialties would
NOTE Confidence: 0.9797759

00:20:39.075 --> 00:20:40.055 likewise increase.
NOTE Confidence: 0.9984053

00:20:40.515 --> 00:20:41.475 So they took a really
NOTE Confidence: 0.9984053

00:20:41.475 --> 00:20:43.395 honest look at their grading
NOTE Confidence: 0.9984053

00:20:43.395 --> 00:20:43.895 policies
NOTE Confidence: 0.99922955

00:20:44.435 --> 00:20:45.715 to try to understand why
NOTE Confidence: 0.99922955

00:20:45.715 --> 00:20:46.615 that was happening.
NOTE Confidence: 0.9966956

00:20:47.580 --> 00:20:48.940 So they did a study
NOTE Confidence: 0.9966956

00:20:48.940 --> 00:20:49.900 on med students at a
NOTE Confidence: 0.9966956

00:20:49.900 --> 00:20:50.720 single institution,
NOTE Confidence: 0.9994006

00:20:51.740 --> 00:20:53.840 and they found that grading
NOTE Confidence: 0.9442164

00:20:54.619 --> 00:20:56.960 consistently favored non students.
NOTE Confidence: 0.98810434

00:20:58.780 --> 00:20:59.900 And when they looked,
NOTE Confidence: 0.9994663

00:21:00.539 --> 00:21:01.039 deeper,

NOTE Confidence: 0.9812473

00:21:01.945 --> 00:21:03.705 they realized that the size

NOTE Confidence: 0.9812473

00:21:03.705 --> 00:21:05.325 and magnitude of the differences

NOTE Confidence: 0.9812473

00:21:05.465 --> 00:21:06.925 were incredibly small,

NOTE Confidence: 0.98903626

00:21:07.545 --> 00:21:08.505 but they made a big

NOTE Confidence: 0.98903626

00:21:08.505 --> 00:21:10.905 difference. So, for example, in

NOTE Confidence: 0.98903626

00:21:10.905 --> 00:21:12.605 order to receive an honors

NOTE Confidence: 0.98903626

00:21:12.744 --> 00:21:14.125 on a particular rotation,

NOTE Confidence: 0.99647415

00:21:14.905 --> 00:21:16.425 they might need to receive

NOTE Confidence: 0.99647415

00:21:16.425 --> 00:21:17.950 a certain average score on

NOTE Confidence: 0.99647415

00:21:17.950 --> 00:21:19.330 their assessment forms.

NOTE Confidence: 0.99971753

00:21:19.630 --> 00:21:20.850 And the difference between

NOTE Confidence: 0.93854934

00:21:21.230 --> 00:21:23.230 the, you know, whites non

NOTE Confidence: 0.93854934

00:21:23.230 --> 00:21:24.210 URM students

NOTE Confidence: 0.9483911

00:21:24.909 --> 00:21:26.750 and the URM students on

NOTE Confidence: 0.9483911

00:21:26.750 --> 00:21:28.369 average was, like, something like

NOTE Confidence: 0.9483911

00:21:28.509 --> 00:21:29.789 point two on a five
NOTE Confidence: 0.9483911

00:21:29.789 --> 00:21:30.690 point scale.
NOTE Confidence: 0.96110046

00:21:31.135 --> 00:21:32.415 But because of their grading
NOTE Confidence: 0.96110046

00:21:32.415 --> 00:21:34.255 policies of this proportion of
NOTE Confidence: 0.96110046

00:21:34.255 --> 00:21:35.475 the class gets honors,
NOTE Confidence: 0.99567115

00:21:36.494 --> 00:21:38.115 they were very explicitly,
NOTE Confidence: 0.95378935

00:21:39.135 --> 00:21:41.155 excluding students from getting honors
NOTE Confidence: 0.95378935

00:21:41.375 --> 00:21:42.674 who were only at, like,
NOTE Confidence: 0.95378935

00:21:42.815 --> 00:21:44.674 two or one points away
NOTE Confidence: 0.95378935

00:21:44.895 --> 00:21:46.195 on an average scale.
NOTE Confidence: 0.9449808

00:21:47.010 --> 00:21:48.290 So the size and magnitude
NOTE Confidence: 0.9449808

00:21:48.290 --> 00:21:50.310 of this, differences were incredibly
NOTE Confidence: 0.9449808

00:21:50.450 --> 00:21:50.950 small,
NOTE Confidence: 0.9750491

00:21:51.410 --> 00:21:52.930 but what it resulted in
NOTE Confidence: 0.9750491

00:21:52.930 --> 00:21:54.690 is that URMs received half
NOTE Confidence: 0.9750491

00:21:54.690 --> 00:21:55.990 as many honors grades,

NOTE Confidence: 0.907922
00:21:56.290 --> 00:21:57.730 and URMs were three times
NOTE Confidence: 0.907922
00:21:57.730 --> 00:21:58.669 less likely to be selected
NOTE Confidence: 0.907922
00:21:58.669 --> 00:21:59.600 for honor society. And for
NOTE Confidence: 0.9421287
00:22:00.255 --> 00:22:01.295 society. And for any of
NOTE Confidence: 0.9421287
00:22:01.295 --> 00:22:02.835 us who are in residency
NOTE Confidence: 0.9421287
00:22:02.975 --> 00:22:03.475 recruitment,
NOTE Confidence: 0.99838233
00:22:03.855 --> 00:22:04.975 those things make a really
NOTE Confidence: 0.99838233
00:22:04.975 --> 00:22:06.494 big difference in helping an
NOTE Confidence: 0.99838233
00:22:06.494 --> 00:22:08.335 applicant really stand out when
NOTE Confidence: 0.99838233
00:22:08.335 --> 00:22:09.535 you're considering them for your
NOTE Confidence: 0.99838233
00:22:09.535 --> 00:22:10.675 residency program.
NOTE Confidence: 0.92973864
00:22:11.855 --> 00:22:13.215 And so they entitled this
NOTE Confidence: 0.92973864
00:22:13.215 --> 00:22:13.875 the amplification
NOTE Confidence: 0.9564759
00:22:14.175 --> 00:22:14.675 cascade.
NOTE Confidence: 0.9802902
00:22:15.059 --> 00:22:16.600 These tiny, tiny differences
NOTE Confidence: 0.90600145

00:22:17.380 --> 00:22:19.399 accrued over time in space
NOTE Confidence: 0.9793212

00:22:20.019 --> 00:22:21.619 to actually lead to larger
NOTE Confidence: 0.9793212

00:22:21.619 --> 00:22:23.460 differences in grades and selections
NOTE Confidence: 0.9793212

00:22:23.460 --> 00:22:24.519 for awards.
NOTE Confidence: 0.99879724

00:22:25.380 --> 00:22:26.500 And it allowed them to
NOTE Confidence: 0.99879724

00:22:26.500 --> 00:22:28.200 really look at the systems
NOTE Confidence: 0.99879724

00:22:28.259 --> 00:22:29.220 they had in place for
NOTE Confidence: 0.99879724

00:22:29.220 --> 00:22:29.720 grading
NOTE Confidence: 0.9851114

00:22:30.265 --> 00:22:31.625 and think about, like, what
NOTE Confidence: 0.9851114

00:22:31.625 --> 00:22:33.304 are the sources of bias
NOTE Confidence: 0.9851114

00:22:33.304 --> 00:22:35.225 that are happening here? What
NOTE Confidence: 0.9851114

00:22:35.225 --> 00:22:36.905 systems things have we created
NOTE Confidence: 0.9851114

00:22:36.905 --> 00:22:37.304 to,
NOTE Confidence: 0.9599108

00:22:38.105 --> 00:22:39.625 cause this bias? Do we
NOTE Confidence: 0.9599108

00:22:39.625 --> 00:22:41.645 have any cultural structural things?
NOTE Confidence: 0.9599108

00:22:41.865 --> 00:22:43.085 And what are our assessors

NOTE Confidence: 0.9599108
00:22:43.145 --> 00:22:44.984 at the frontline really looking
NOTE Confidence: 0.9599108
00:22:44.984 --> 00:22:46.240 at? Can we make more
NOTE Confidence: 0.9599108
00:22:46.240 --> 00:22:46.740 objective?
NOTE Confidence: 0.95594716
00:22:47.520 --> 00:22:48.640 So this was a really,
NOTE Confidence: 0.95594716
00:22:48.960 --> 00:22:50.340 I think, a really thought
NOTE Confidence: 0.95594716
00:22:50.480 --> 00:22:51.760 thought provoking paper for a
NOTE Confidence: 0.95594716
00:22:51.760 --> 00:22:52.659 lot of us.
NOTE Confidence: 0.98883003
00:22:53.039 --> 00:22:54.400 Really forced us to think
NOTE Confidence: 0.98883003
00:22:54.400 --> 00:22:56.320 honestly about what the impact
NOTE Confidence: 0.98883003
00:22:56.320 --> 00:22:57.700 of our assessment was.
NOTE Confidence: 0.9988516
00:22:59.494 --> 00:22:59.994 Okay.
NOTE Confidence: 0.9996932
00:23:00.534 --> 00:23:01.575 I see something in the
NOTE Confidence: 0.9996932
00:23:01.575 --> 00:23:02.075 chat.
NOTE Confidence: 0.7768311
00:23:04.534 --> 00:23:05.034 Okay.
NOTE Confidence: 0.96718913
00:23:05.654 --> 00:23:06.635 CME code.
NOTE Confidence: 0.99283993

00:23:07.494 --> 00:23:07.994 So
NOTE Confidence: 0.9254441

00:23:08.455 --> 00:23:09.515 I'm kinda curious.
NOTE Confidence: 0.95860183

00:23:11.095 --> 00:23:11.595 And,
NOTE Confidence: 0.9820458

00:23:12.480 --> 00:23:13.700 this can be actually
NOTE Confidence: 0.9896269

00:23:14.160 --> 00:23:14.900 to yourself.
NOTE Confidence: 0.9174877

00:23:15.440 --> 00:23:17.280 Have you seen bias bias
NOTE Confidence: 0.9174877

00:23:17.280 --> 00:23:18.960 manifest in the assessment of,
NOTE Confidence: 0.9174877

00:23:19.200 --> 00:23:20.320 learners where you work or
NOTE Confidence: 0.9174877

00:23:20.320 --> 00:23:20.820 teach?
NOTE Confidence: 0.99933296

00:23:21.840 --> 00:23:22.800 And how have you seen
NOTE Confidence: 0.99933296

00:23:22.800 --> 00:23:23.119 it?
NOTE Confidence: 0.97951865

00:23:23.680 --> 00:23:24.880 Actually, do do you guys
NOTE Confidence: 0.97951865

00:23:24.880 --> 00:23:26.320 feel comfortable talking about it?
NOTE Confidence: 0.97951865

00:23:26.320 --> 00:23:27.765 Have you guys seen bias
NOTE Confidence: 0.97951865

00:23:27.925 --> 00:23:28.425 manifest?
NOTE Confidence: 0.98977727

00:23:29.525 --> 00:23:31.145 I'd be kinda curious about

NOTE Confidence: 0.9994825
00:23:31.445 --> 00:23:32.645 the ways in which you
NOTE Confidence: 0.9994825
00:23:32.645 --> 00:23:33.865 have encountered it.
NOTE Confidence: 0.98258835
00:23:38.244 --> 00:23:39.765 I definitely agree with you,
NOTE Confidence: 0.98258835
00:23:39.765 --> 00:23:41.445 Katie, on the the horn
NOTE Confidence: 0.98258835
00:23:41.445 --> 00:23:41.945 effect.
NOTE Confidence: 0.96710354
00:23:43.220 --> 00:23:44.660 I feel like when we
NOTE Confidence: 0.96710354
00:23:44.660 --> 00:23:46.500 have trainees who are labeled
NOTE Confidence: 0.96710354
00:23:46.500 --> 00:23:48.200 as struggling or labeled as,
NOTE Confidence: 0.9985407
00:23:48.660 --> 00:23:49.940 not performing to the level
NOTE Confidence: 0.9985407
00:23:49.940 --> 00:23:51.060 of their peers, things that
NOTE Confidence: 0.9985407
00:23:51.060 --> 00:23:51.720 they do
NOTE Confidence: 0.9946381
00:23:52.100 --> 00:23:53.460 are looked through that lens.
NOTE Confidence: 0.9946381
00:23:53.460 --> 00:23:54.580 And I feel like somebody
NOTE Confidence: 0.9946381
00:23:54.580 --> 00:23:55.540 who has a label of
NOTE Confidence: 0.9946381
00:23:55.540 --> 00:23:56.280 being excellent,
NOTE Confidence: 0.99616295

00:23:56.684 --> 00:23:57.804 people are more likely to
NOTE Confidence: 0.99616295

00:23:57.804 --> 00:23:58.924 give them a pass for
NOTE Confidence: 0.99616295

00:23:58.924 --> 00:24:00.044 that and not focus in
NOTE Confidence: 0.99616295

00:24:00.044 --> 00:24:01.404 on it. So everything you
NOTE Confidence: 0.99616295

00:24:01.404 --> 00:24:02.524 do is more under a
NOTE Confidence: 0.99616295

00:24:02.524 --> 00:24:03.644 microscope, and then I think
NOTE Confidence: 0.99616295

00:24:03.644 --> 00:24:05.244 it's really hard to change
NOTE Confidence: 0.99616295

00:24:05.244 --> 00:24:06.144 that perception.
NOTE Confidence: 0.9929636

00:24:06.605 --> 00:24:08.065 So they're sort of,
NOTE Confidence: 0.9720591

00:24:08.924 --> 00:24:10.365 behind the eight ball for
NOTE Confidence: 0.9720591

00:24:10.524 --> 00:24:12.160 Yeah. For a long time
NOTE Confidence: 0.9720591

00:24:12.160 --> 00:24:14.160 and a really difficult situation
NOTE Confidence: 0.9720591

00:24:14.160 --> 00:24:15.140 to get out of.
NOTE Confidence: 0.9607877

00:24:15.520 --> 00:24:16.720 In my experience with those
NOTE Confidence: 0.9607877

00:24:16.720 --> 00:24:17.760 folks is they feel a
NOTE Confidence: 0.9607877

00:24:17.760 --> 00:24:18.580 little persecuted.

NOTE Confidence: 0.9574457
00:24:19.520 --> 00:24:20.560 They feel like they're under
NOTE Confidence: 0.9574457
00:24:20.560 --> 00:24:21.220 a microscope,
NOTE Confidence: 0.99884224
00:24:21.840 --> 00:24:23.760 and, it it's really hard
NOTE Confidence: 0.99884224
00:24:23.760 --> 00:24:25.744 to build trust with them
NOTE Confidence: 0.9967884
00:24:26.205 --> 00:24:27.565 again after they've gotten that
NOTE Confidence: 0.9967884
00:24:27.565 --> 00:24:29.185 label of being the struggling
NOTE Confidence: 0.9967884
00:24:29.244 --> 00:24:29.744 learner.
NOTE Confidence: 0.799255
00:24:30.605 --> 00:24:31.105 Yeah.
NOTE Confidence: 0.990105
00:24:31.725 --> 00:24:32.785 Any other thoughts?
NOTE Confidence: 0.9185425
00:24:35.244 --> 00:24:36.605 Katie, I I would just
NOTE Confidence: 0.9185425
00:24:36.605 --> 00:24:37.265 add that,
NOTE Confidence: 0.9980397
00:24:38.285 --> 00:24:39.185 one of the
NOTE Confidence: 0.973264
00:24:40.210 --> 00:24:41.889 one of the issues is
NOTE Confidence: 0.973264
00:24:41.889 --> 00:24:43.009 that we have a very
NOTE Confidence: 0.973264
00:24:43.009 --> 00:24:45.269 short exposure to these, trainees.
NOTE Confidence: 0.973264

00:24:45.490 --> 00:24:47.409 So, yes, that that makes
NOTE Confidence: 0.973264

00:24:47.409 --> 00:24:48.309 this horn
NOTE Confidence: 0.9608075

00:24:48.769 --> 00:24:49.750 and hollow effect,
NOTE Confidence: 0.9881017

00:24:50.369 --> 00:24:51.350 truly amplify.
NOTE Confidence: 0.9711343

00:24:52.155 --> 00:24:53.515 In in my program, which
NOTE Confidence: 0.9711343

00:24:53.515 --> 00:24:54.715 is a small program and
NOTE Confidence: 0.9711343

00:24:54.715 --> 00:24:56.155 we work with them closely
NOTE Confidence: 0.9711343

00:24:56.155 --> 00:24:57.135 for two years,
NOTE Confidence: 0.99892175

00:24:58.234 --> 00:24:59.375 I think that helps
NOTE Confidence: 0.9486855

00:24:59.994 --> 00:25:01.755 mitigate mitigating that kind of
NOTE Confidence: 0.9486855

00:25:01.755 --> 00:25:02.955 a bias because you you
NOTE Confidence: 0.9486855

00:25:02.955 --> 00:25:04.075 do have the chance to
NOTE Confidence: 0.9486855

00:25:04.075 --> 00:25:06.234 readjust and reappraise these residents
NOTE Confidence: 0.9486855

00:25:06.234 --> 00:25:07.890 over long period of times.
NOTE Confidence: 0.9486855

00:25:08.130 --> 00:25:09.330 But I agree when you
NOTE Confidence: 0.9486855

00:25:09.330 --> 00:25:10.210 work with them for a

NOTE Confidence: 0.9486855
00:25:10.210 --> 00:25:10.609 week,
NOTE Confidence: 0.999564
00:25:11.010 --> 00:25:12.150 it's hard not
NOTE Confidence: 0.95387745
00:25:12.690 --> 00:25:14.150 to fall into the trap.
NOTE Confidence: 0.8441605
00:25:15.250 --> 00:25:15.750 Yeah.
NOTE Confidence: 0.9945068
00:25:17.410 --> 00:25:18.609 And I think, you know,
NOTE Confidence: 0.9945068
00:25:18.609 --> 00:25:20.369 an argue argument can be
NOTE Confidence: 0.9945068
00:25:20.369 --> 00:25:21.190 made for
NOTE Confidence: 0.9896242
00:25:22.415 --> 00:25:23.775 when you're working with people
NOTE Confidence: 0.9896242
00:25:23.775 --> 00:25:24.815 for a short period of
NOTE Confidence: 0.9896242
00:25:24.815 --> 00:25:25.315 time.
NOTE Confidence: 0.9716986
00:25:25.695 --> 00:25:27.135 Like, is it useful to
NOTE Confidence: 0.9716986
00:25:27.135 --> 00:25:28.815 pass along information about what
NOTE Confidence: 0.9716986
00:25:28.815 --> 00:25:30.335 they're working on so that
NOTE Confidence: 0.9716986
00:25:30.335 --> 00:25:31.054 even though you have a
NOTE Confidence: 0.9716986
00:25:31.054 --> 00:25:32.095 short period of time, you
NOTE Confidence: 0.9716986

00:25:32.095 --> 00:25:33.295 can continue the work of
NOTE Confidence: 0.9716986

00:25:33.295 --> 00:25:34.895 the previous faculty who is
NOTE Confidence: 0.9716986

00:25:34.895 --> 00:25:35.875 working with them?
NOTE Confidence: 0.9759165

00:25:36.520 --> 00:25:37.559 And it's a double edged
NOTE Confidence: 0.9759165

00:25:37.559 --> 00:25:38.460 sword. Like,
NOTE Confidence: 0.9990508

00:25:38.920 --> 00:25:39.980 by good communication
NOTE Confidence: 0.9770234

00:25:40.280 --> 00:25:42.119 and clear clearness of goals,
NOTE Confidence: 0.9770234

00:25:42.119 --> 00:25:43.240 you can actually share with
NOTE Confidence: 0.9770234

00:25:43.240 --> 00:25:44.840 them things that you're working
NOTE Confidence: 0.9770234

00:25:44.840 --> 00:25:46.359 on together so they could
NOTE Confidence: 0.9770234

00:25:46.359 --> 00:25:47.960 continue to grow. But it
NOTE Confidence: 0.9770234

00:25:47.960 --> 00:25:49.685 also sort of sets them
NOTE Confidence: 0.9770234

00:25:49.685 --> 00:25:51.285 up for bias of this
NOTE Confidence: 0.9770234

00:25:51.285 --> 00:25:52.725 label of, like, hey. They're
NOTE Confidence: 0.9770234

00:25:52.725 --> 00:25:53.225 struggling.
NOTE Confidence: 0.9944738

00:25:53.845 --> 00:25:55.525 So when I do do

NOTE Confidence: 0.9944738

00:25:55.525 --> 00:25:56.965 educational handoffs, I try to

NOTE Confidence: 0.9944738

00:25:56.965 --> 00:25:58.665 be intentional about being objective,

NOTE Confidence: 0.9717837

00:25:59.685 --> 00:26:01.300 about the specific goals that

NOTE Confidence: 0.9717837

00:26:01.300 --> 00:26:02.340 we're working on and the

NOTE Confidence: 0.9717837

00:26:02.340 --> 00:26:02.840 domains

NOTE Confidence: 0.9826525

00:26:03.300 --> 00:26:04.820 that we're working on with

NOTE Confidence: 0.9826525

00:26:04.820 --> 00:26:06.580 the understanding that, like, you

NOTE Confidence: 0.9826525

00:26:06.580 --> 00:26:07.460 know, it doesn't make them

NOTE Confidence: 0.9826525

00:26:07.460 --> 00:26:08.660 a bad learner. They're just

NOTE Confidence: 0.9826525

00:26:08.660 --> 00:26:09.560 working on something.

NOTE Confidence: 0.99949116

00:26:11.460 --> 00:26:12.520 Any other thoughts?

NOTE Confidence: 0.9812694

00:26:13.475 --> 00:26:14.515 I'm just well, I'm not

NOTE Confidence: 0.9812694

00:26:14.515 --> 00:26:16.115 answering your question, but I'm

NOTE Confidence: 0.9812694

00:26:16.115 --> 00:26:17.895 wondering if that sort of

NOTE Confidence: 0.93241364

00:26:18.355 --> 00:26:20.035 opens up the question of

NOTE Confidence: 0.93241364

00:26:20.035 --> 00:26:20.775 is there
NOTE Confidence: 0.96020776

00:26:21.315 --> 00:26:22.835 destructive bias, and is there
NOTE Confidence: 0.96020776

00:26:22.835 --> 00:26:23.895 productive bias?
NOTE Confidence: 0.882893

00:26:24.515 --> 00:26:25.015 Yeah.
NOTE Confidence: 0.9987381

00:26:26.390 --> 00:26:27.750 Great question. What do you
NOTE Confidence: 0.9987381

00:26:27.750 --> 00:26:28.250 think?
NOTE Confidence: 0.9076839

00:26:29.429 --> 00:26:30.869 Yeah. Gary, I I was
NOTE Confidence: 0.9076839

00:26:30.869 --> 00:26:31.910 gonna I'm gonna tag on
NOTE Confidence: 0.9076839

00:26:31.910 --> 00:26:32.710 to that because I do
NOTE Confidence: 0.9076839

00:26:32.710 --> 00:26:33.770 think when we have
NOTE Confidence: 0.99745506

00:26:34.630 --> 00:26:35.910 people that we are either
NOTE Confidence: 0.99745506

00:26:35.910 --> 00:26:37.770 formally or informally remediating,
NOTE Confidence: 0.92699915

00:26:39.544 --> 00:26:41.145 Could that be constructive, Gary?
NOTE Confidence: 0.92699915

00:26:41.145 --> 00:26:42.345 And and how do we
NOTE Confidence: 0.92699915

00:26:42.345 --> 00:26:42.845 benefit
NOTE Confidence: 0.95629305

00:26:43.625 --> 00:26:44.984 from the attention and the

NOTE Confidence: 0.95629305

00:26:44.984 --> 00:26:46.265 work we wanna do while

NOTE Confidence: 0.95629305

00:26:46.265 --> 00:26:47.804 not having them feel persecuted?

NOTE Confidence: 0.95629305

00:26:47.865 --> 00:26:48.984 I feel like that is

NOTE Confidence: 0.95629305

00:26:48.984 --> 00:26:50.265 been a real challenge because

NOTE Confidence: 0.95629305

00:26:50.265 --> 00:26:51.544 we're I I think my

NOTE Confidence: 0.95629305

00:26:51.544 --> 00:26:52.744 frame is we're providing more

NOTE Confidence: 0.95629305

00:26:52.744 --> 00:26:54.780 resources. Our program's trying to

NOTE Confidence: 0.95629305

00:26:55.020 --> 00:26:55.520 support

NOTE Confidence: 0.9652147

00:26:55.980 --> 00:26:57.340 them. Their frame may be

NOTE Confidence: 0.9652147

00:26:57.340 --> 00:26:58.940 one of persecution. That that's

NOTE Confidence: 0.9652147

00:26:58.940 --> 00:26:59.820 really interesting. I don't know,

NOTE Confidence: 0.9652147

00:26:59.820 --> 00:27:00.780 Gary, if you have ways

NOTE Confidence: 0.9652147

00:27:00.780 --> 00:27:01.580 that you've dealt with it,

NOTE Confidence: 0.9652147

00:27:01.580 --> 00:27:02.300 but I think it can

NOTE Confidence: 0.9652147

00:27:02.300 --> 00:27:03.580 be really challenging because other

NOTE Confidence: 0.9652147

00:27:03.580 --> 00:27:04.859 people here within the system,
NOTE Confidence: 0.9652147

00:27:04.859 --> 00:27:05.740 right, they're like, oh, that's
NOTE Confidence: 0.9652147

00:27:05.740 --> 00:27:07.340 the resident that's, you know,
NOTE Confidence: 0.9652147

00:27:07.340 --> 00:27:09.100 getting remediated or that's been
NOTE Confidence: 0.9652147

00:27:09.100 --> 00:27:09.680 a problem.
NOTE Confidence: 0.94724995

00:27:12.915 --> 00:27:13.975 Yeah. I mean, I think
NOTE Confidence: 0.94724995

00:27:14.035 --> 00:27:15.475 that for me in in
NOTE Confidence: 0.94724995

00:27:15.475 --> 00:27:16.915 in the residency program, I
NOTE Confidence: 0.94724995

00:27:16.915 --> 00:27:18.615 think controlling the conversation
NOTE Confidence: 0.9390142

00:27:18.915 --> 00:27:20.355 in the most productive way
NOTE Confidence: 0.9390142

00:27:20.355 --> 00:27:21.875 is is the best approach
NOTE Confidence: 0.9390142

00:27:21.875 --> 00:27:22.915 because I I think if
NOTE Confidence: 0.9390142

00:27:22.915 --> 00:27:23.415 you
NOTE Confidence: 0.9991311

00:27:23.750 --> 00:27:25.430 ignore these things, they become
NOTE Confidence: 0.9991311

00:27:25.430 --> 00:27:27.050 gossip, which is not productive
NOTE Confidence: 0.98982805

00:27:27.350 --> 00:27:28.310 in any way. And we

NOTE Confidence: 0.98982805
00:27:28.310 --> 00:27:29.750 we know ultimately there are
NOTE Confidence: 0.98982805
00:27:29.750 --> 00:27:31.369 going to be learners that
NOTE Confidence: 0.94165915
00:27:31.910 --> 00:27:33.530 that have struggles.
NOTE Confidence: 0.98676014
00:27:34.070 --> 00:27:34.810 And and
NOTE Confidence: 0.9811538
00:27:35.590 --> 00:27:36.390 I think we have to
NOTE Confidence: 0.9811538
00:27:36.390 --> 00:27:37.670 confront it and be honest
NOTE Confidence: 0.9811538
00:27:37.670 --> 00:27:39.110 about it in order to
NOTE Confidence: 0.9811538
00:27:39.110 --> 00:27:40.175 to to make them better
NOTE Confidence: 0.9811538
00:27:40.175 --> 00:27:41.535 off. I think also, you
NOTE Confidence: 0.9811538
00:27:41.535 --> 00:27:42.595 know, with, with
NOTE Confidence: 0.9960349
00:27:43.055 --> 00:27:43.555 residents
NOTE Confidence: 0.87448215
00:27:44.015 --> 00:27:45.295 who are, you are IMs
NOTE Confidence: 0.87448215
00:27:45.295 --> 00:27:46.255 just by calling them, you
NOTE Confidence: 0.87448215
00:27:46.255 --> 00:27:47.955 are IMs we're biasing.
NOTE Confidence: 0.8271096
00:27:48.655 --> 00:27:49.155 Yeah.
NOTE Confidence: 0.9091532

00:27:50.095 --> 00:27:51.535 And, and that has, that
NOTE Confidence: 0.9091532

00:27:51.535 --> 00:27:52.835 has again, protect,
NOTE Confidence: 0.96914613

00:27:53.215 --> 00:27:55.155 you know, productive and, and
NOTE Confidence: 0.96671665

00:27:55.760 --> 00:27:58.260 potentially destructive qualities as well.
NOTE Confidence: 0.96671665

00:27:58.559 --> 00:27:59.919 And trying to navigate that
NOTE Confidence: 0.96671665

00:27:59.919 --> 00:28:02.080 whole conversation too is is
NOTE Confidence: 0.96671665

00:28:02.080 --> 00:28:03.460 is a challenging one,
NOTE Confidence: 0.9930716

00:28:04.399 --> 00:28:05.779 because there are realistic,
NOTE Confidence: 0.999648

00:28:06.720 --> 00:28:08.799 very important issues that we
NOTE Confidence: 0.999648

00:28:08.799 --> 00:28:09.859 have to deal with
NOTE Confidence: 0.9721674

00:28:10.435 --> 00:28:11.875 that that create that that
NOTE Confidence: 0.9721674

00:28:11.875 --> 00:28:12.935 paradigm, but
NOTE Confidence: 0.97159123

00:28:14.115 --> 00:28:15.075 but there there can be
NOTE Confidence: 0.97159123

00:28:15.075 --> 00:28:16.915 destructive components as well. That's
NOTE Confidence: 0.97159123

00:28:16.915 --> 00:28:18.435 that's all. Katie, while we
NOTE Confidence: 0.97159123

00:28:18.435 --> 00:28:19.234 talk about that, I'd be

NOTE Confidence: 0.97159123

00:28:19.234 --> 00:28:20.195 really interested if you have

NOTE Confidence: 0.97159123

00:28:20.195 --> 00:28:21.635 any comments on foreign medical

NOTE Confidence: 0.97159123

00:28:21.635 --> 00:28:22.595 graduates as well, because I

NOTE Confidence: 0.97159123

00:28:22.595 --> 00:28:23.795 think that's another one Lindsay

NOTE Confidence: 0.97159123

00:28:23.795 --> 00:28:24.675 and I and some others

NOTE Confidence: 0.97159123

00:28:24.675 --> 00:28:25.635 have sort of tried to

NOTE Confidence: 0.97159123

00:28:25.635 --> 00:28:27.730 navigate through different cultures, different

NOTE Confidence: 0.97159123

00:28:27.730 --> 00:28:28.869 backgrounds in their training.

NOTE Confidence: 0.94422835

00:28:29.170 --> 00:28:30.869 Yeah. I mean, I think,

NOTE Confidence: 0.90385836

00:28:31.810 --> 00:28:33.250 sometimes it can it can

NOTE Confidence: 0.90385836

00:28:33.250 --> 00:28:34.770 be hard too if there's,

NOTE Confidence: 0.90385836

00:28:34.770 --> 00:28:35.270 like,

NOTE Confidence: 0.99974835

00:28:35.810 --> 00:28:37.750 multiple domains of competency

NOTE Confidence: 0.9737276

00:28:38.610 --> 00:28:39.090 affected,

NOTE Confidence: 0.9957402

00:28:39.675 --> 00:28:40.975 and you're trying to honestly

NOTE Confidence: 0.9957402

00:28:41.115 --> 00:28:41.615 assess.
NOTE Confidence: 0.99838144

00:28:42.075 --> 00:28:42.975 So I'm actually
NOTE Confidence: 0.98224056

00:28:43.355 --> 00:28:44.315 the reason why I'm I'm
NOTE Confidence: 0.98224056

00:28:44.315 --> 00:28:45.915 actually physically in New Haven
NOTE Confidence: 0.98224056

00:28:45.915 --> 00:28:46.875 right now, by the way,
NOTE Confidence: 0.98224056

00:28:46.875 --> 00:28:47.375 guys.
NOTE Confidence: 0.9598336

00:28:47.995 --> 00:28:48.795 The reason why I'm here
NOTE Confidence: 0.9598336

00:28:48.795 --> 00:28:50.315 is I'm I'm co teaching
NOTE Confidence: 0.9598336

00:28:50.315 --> 00:28:51.055 the ACGME,
NOTE Confidence: 0.96458775

00:28:51.995 --> 00:28:53.855 developing competencies and assessment
NOTE Confidence: 0.9296571

00:28:54.480 --> 00:28:55.840 course. And we are talking
NOTE Confidence: 0.9296571

00:28:55.840 --> 00:28:56.740 a lot about,
NOTE Confidence: 0.98435795

00:28:57.120 --> 00:28:59.060 like, really setting firm objective
NOTE Confidence: 0.9776525

00:28:59.600 --> 00:29:01.760 goals and, like, outcomes that
NOTE Confidence: 0.9776525

00:29:01.760 --> 00:29:02.960 you're trying to achieve with
NOTE Confidence: 0.9776525

00:29:02.960 --> 00:29:04.740 learners. Because the more objective

NOTE Confidence: 0.9776525
00:29:04.800 --> 00:29:06.020 you are, the more competency
NOTE Confidence: 0.9776525
00:29:06.160 --> 00:29:07.360 based you are, the less
NOTE Confidence: 0.9776525
00:29:07.360 --> 00:29:08.455 prone to bias you're going
NOTE Confidence: 0.9776525
00:29:08.455 --> 00:29:09.735 to be. You know, like,
NOTE Confidence: 0.9776525
00:29:09.735 --> 00:29:10.935 how like, is this thing
NOTE Confidence: 0.9776525
00:29:10.935 --> 00:29:12.375 observable that you're trying to
NOTE Confidence: 0.9776525
00:29:12.375 --> 00:29:13.815 achieve? Is it something that
NOTE Confidence: 0.9776525
00:29:13.815 --> 00:29:15.115 you could actually measure?
NOTE Confidence: 0.9990107
00:29:15.655 --> 00:29:16.695 Because that will help to
NOTE Confidence: 0.9990107
00:29:16.695 --> 00:29:17.675 reduce bias.
NOTE Confidence: 0.99688566
00:29:18.215 --> 00:29:19.095 The thing I would just
NOTE Confidence: 0.99688566
00:29:19.095 --> 00:29:20.315 emphasize is that,
NOTE Confidence: 0.9269486
00:29:22.440 --> 00:29:22.940 unfortunately,
NOTE Confidence: 0.9989491
00:29:23.400 --> 00:29:24.679 because of the nature of
NOTE Confidence: 0.9989491
00:29:24.679 --> 00:29:25.559 the work we do and
NOTE Confidence: 0.9989491

00:29:25.559 --> 00:29:26.220 the subjectivity
NOTE Confidence: 0.9862058

00:29:26.600 --> 00:29:27.480 of the work that we
NOTE Confidence: 0.9862058

00:29:27.480 --> 00:29:29.419 do, bias is a reality
NOTE Confidence: 0.9862058

00:29:29.640 --> 00:29:31.000 of assessment. It is just
NOTE Confidence: 0.9862058

00:29:31.000 --> 00:29:32.040 going to be part of
NOTE Confidence: 0.9862058

00:29:32.040 --> 00:29:33.100 assessment always.
NOTE Confidence: 0.8853363

00:29:33.720 --> 00:29:34.200 And,
NOTE Confidence: 0.99722344

00:29:34.995 --> 00:29:36.695 part of our jobs as
NOTE Confidence: 0.99722344

00:29:36.755 --> 00:29:38.695 people who process that assessment
NOTE Confidence: 0.99722344

00:29:38.755 --> 00:29:39.255 information
NOTE Confidence: 0.99853927

00:29:39.795 --> 00:29:41.095 is that we need to
NOTE Confidence: 0.99853927

00:29:41.235 --> 00:29:42.695 recognize that it exists
NOTE Confidence: 0.9285227

00:29:43.475 --> 00:29:45.475 and really think if if
NOTE Confidence: 0.9285227

00:29:45.475 --> 00:29:47.075 if a bias is affecting
NOTE Confidence: 0.9285227

00:29:47.075 --> 00:29:48.195 what we're seeing in front
NOTE Confidence: 0.9285227

00:29:48.195 --> 00:29:48.630 of us,

NOTE Confidence: 0.99215317
00:29:49.590 --> 00:29:50.550 because we will never be
NOTE Confidence: 0.99215317
00:29:50.550 --> 00:29:51.270 able to get rid of
NOTE Confidence: 0.99215317
00:29:51.270 --> 00:29:52.870 it. There's always gonna be
NOTE Confidence: 0.99215317
00:29:52.870 --> 00:29:54.150 that attending who's a harsh
NOTE Confidence: 0.99215317
00:29:54.150 --> 00:29:54.650 grader.
NOTE Confidence: 0.9674107
00:29:55.590 --> 00:29:56.390 But if you know they're
NOTE Confidence: 0.9674107
00:29:56.390 --> 00:29:57.590 a harsh grader, you can
NOTE Confidence: 0.9674107
00:29:57.590 --> 00:29:58.630 kind of take that into
NOTE Confidence: 0.9674107
00:29:58.630 --> 00:30:00.550 stride, or there's always gonna
NOTE Confidence: 0.9674107
00:30:00.550 --> 00:30:02.550 be residents who struggle. You
NOTE Confidence: 0.9674107
00:30:02.550 --> 00:30:03.050 know?
NOTE Confidence: 0.94464695
00:30:03.965 --> 00:30:04.445 But,
NOTE Confidence: 0.96520627
00:30:04.765 --> 00:30:06.285 like, you can control the
NOTE Confidence: 0.96520627
00:30:06.285 --> 00:30:08.045 language of which by which
NOTE Confidence: 0.96520627
00:30:08.045 --> 00:30:09.645 you describe that individual in
NOTE Confidence: 0.96520627

00:30:09.645 --> 00:30:10.785 your training program.
NOTE Confidence: 0.99663454

00:30:11.165 --> 00:30:12.285 So there's a lot of
NOTE Confidence: 0.99663454

00:30:12.285 --> 00:30:13.325 things that you can do
NOTE Confidence: 0.99663454

00:30:13.325 --> 00:30:14.465 to try to mitigate,
NOTE Confidence: 0.9996045

00:30:15.325 --> 00:30:15.825 bias.
NOTE Confidence: 0.96957797

00:30:16.460 --> 00:30:17.680 I don't think I talked,
NOTE Confidence: 0.9983078

00:30:18.140 --> 00:30:19.420 answered your question about,
NOTE Confidence: 0.9601489

00:30:20.380 --> 00:30:21.900 like, foreign medical grads. Was
NOTE Confidence: 0.9601489

00:30:21.900 --> 00:30:23.580 there something specific you were
NOTE Confidence: 0.9601489

00:30:23.580 --> 00:30:24.880 asking about, Mark?
NOTE Confidence: 0.9572154

00:30:26.380 --> 00:30:27.980 I guess I'll I'll I'll
NOTE Confidence: 0.9572154

00:30:28.220 --> 00:30:29.020 Lindsay and I had done
NOTE Confidence: 0.9572154

00:30:29.020 --> 00:30:30.380 a workshop on this way
NOTE Confidence: 0.9572154

00:30:30.380 --> 00:30:31.425 back when, but just, like,
NOTE Confidence: 0.9572154

00:30:31.425 --> 00:30:33.505 when they're from a diff
NOTE Confidence: 0.9572154

00:30:33.665 --> 00:30:34.805 like, our milestones

NOTE Confidence: 0.90131664

00:30:35.185 --> 00:30:35.685 maybe

NOTE Confidence: 0.99755406

00:30:35.985 --> 00:30:36.725 might not

NOTE Confidence: 0.9674142

00:30:37.345 --> 00:30:39.105 meet where their culture is

NOTE Confidence: 0.9674142

00:30:39.105 --> 00:30:41.045 in terms of interprofessional education,

NOTE Confidence: 0.9674142

00:30:41.185 --> 00:30:41.905 in terms of some of

NOTE Confidence: 0.9674142

00:30:41.905 --> 00:30:43.285 those things. So it's like,

NOTE Confidence: 0.9674142

00:30:43.519 --> 00:30:44.259 you know, again, there's

NOTE Confidence: 0.94339913

00:30:44.799 --> 00:30:46.000 a bias, but I think

NOTE Confidence: 0.94339913

00:30:46.000 --> 00:30:47.360 what Gary was hitting on,

NOTE Confidence: 0.94339913

00:30:47.360 --> 00:30:48.179 it might be

NOTE Confidence: 0.9989035

00:30:48.480 --> 00:30:49.919 reasonable to just flag that

NOTE Confidence: 0.9989035

00:30:49.919 --> 00:30:51.039 bias and say that that

NOTE Confidence: 0.9989035

00:30:51.039 --> 00:30:52.399 bias is probably something we

NOTE Confidence: 0.9989035

00:30:52.399 --> 00:30:53.139 need to

NOTE Confidence: 0.95295167

00:30:53.519 --> 00:30:54.559 explore further.

NOTE Confidence: 0.9766937

00:30:55.039 --> 00:30:56.320 You know, power dynamics with
NOTE Confidence: 0.9766937

00:30:56.320 --> 00:30:57.200 nursing, I guess, is the
NOTE Confidence: 0.9766937

00:30:57.200 --> 00:30:58.080 point the one that I'll
NOTE Confidence: 0.9766937

00:30:58.080 --> 00:30:58.875 put out there that is
NOTE Confidence: 0.9766937

00:30:58.955 --> 00:30:59.435 quite different
NOTE Confidence: 0.9866678

00:30:59.915 --> 00:31:00.575 other countries.
NOTE Confidence: 0.99950475

00:31:01.195 --> 00:31:01.695 Yeah.
NOTE Confidence: 0.9881252

00:31:02.075 --> 00:31:02.955 But I would say if
NOTE Confidence: 0.9881252

00:31:02.955 --> 00:31:04.155 they're hoping to practice in
NOTE Confidence: 0.9881252

00:31:04.155 --> 00:31:05.195 the US, they will need
NOTE Confidence: 0.9881252

00:31:05.195 --> 00:31:05.855 to learn
NOTE Confidence: 0.9950876

00:31:06.155 --> 00:31:06.975 how to navigate
NOTE Confidence: 0.971985

00:31:07.355 --> 00:31:09.195 those relationships. So always going
NOTE Confidence: 0.971985

00:31:09.195 --> 00:31:10.175 back to your,
NOTE Confidence: 0.92644054

00:31:11.290 --> 00:31:13.230 you know, your residency milestones
NOTE Confidence: 0.9821479

00:31:13.770 --> 00:31:14.590 as a, like,

NOTE Confidence: 0.9421352

00:31:14.970 --> 00:31:16.650 homing point of, like, where

NOTE Confidence: 0.9421352

00:31:16.650 --> 00:31:18.350 you're trying to achieve because,

NOTE Confidence: 0.9975505

00:31:18.970 --> 00:31:20.410 understandably, they might not have

NOTE Confidence: 0.9975505

00:31:20.410 --> 00:31:21.290 been brought up in that

NOTE Confidence: 0.9975505

00:31:21.290 --> 00:31:22.010 culture of,

NOTE Confidence: 0.9990325

00:31:22.730 --> 00:31:24.330 this is the collaborative way

NOTE Confidence: 0.9990325

00:31:24.330 --> 00:31:25.210 in which we work with

NOTE Confidence: 0.9990325

00:31:25.210 --> 00:31:26.490 our nursing staff in the

NOTE Confidence: 0.9990325

00:31:26.490 --> 00:31:26.865 US.

NOTE Confidence: 0.9350698

00:31:27.345 --> 00:31:28.225 So, yeah,

NOTE Confidence: 0.9960162

00:31:28.865 --> 00:31:30.625 learning learning opportunity there, but

NOTE Confidence: 0.9960162

00:31:30.625 --> 00:31:31.925 I hear what you're saying.

NOTE Confidence: 0.9993179

00:31:33.585 --> 00:31:34.085 Okay.

NOTE Confidence: 0.9993796

00:31:34.785 --> 00:31:35.825 So how can we move

NOTE Confidence: 0.9993796

00:31:35.825 --> 00:31:36.325 forward?

NOTE Confidence: 0.9996971

00:31:36.705 --> 00:31:38.005 This is a hard thing.
NOTE Confidence: 0.977816

00:31:38.785 --> 00:31:40.005 You know, I think,
NOTE Confidence: 0.9802749

00:31:40.970 --> 00:31:42.090 whenever we hear the word
NOTE Confidence: 0.9802749

00:31:42.090 --> 00:31:43.530 bias, like, you immediately kind
NOTE Confidence: 0.9802749

00:31:43.530 --> 00:31:44.730 of like, oh, I'm not
NOTE Confidence: 0.9802749

00:31:44.730 --> 00:31:46.010 bad. I promise I'm not,
NOTE Confidence: 0.9802749

00:31:46.010 --> 00:31:46.990 like, a bad person.
NOTE Confidence: 0.9759129

00:31:47.850 --> 00:31:49.130 It was always thought about,
NOTE Confidence: 0.9759129

00:31:49.130 --> 00:31:50.910 like, as aberrant or
NOTE Confidence: 0.9683318

00:31:51.210 --> 00:31:52.650 intentional, like, you were trying
NOTE Confidence: 0.9683318

00:31:52.650 --> 00:31:54.090 to hurt someone by being
NOTE Confidence: 0.9683318

00:31:54.090 --> 00:31:55.975 biased, but it's sort of
NOTE Confidence: 0.9683318

00:31:55.975 --> 00:31:58.635 normative, unconscious, and largely unintentional.
NOTE Confidence: 0.98789614

00:32:01.095 --> 00:32:02.075 So, you know,
NOTE Confidence: 0.9289431

00:32:02.615 --> 00:32:04.534 social cognitive theory theory kind
NOTE Confidence: 0.9289431

00:32:04.534 --> 00:32:05.575 of dictates that,

NOTE Confidence: 0.92359763

00:32:06.534 --> 00:32:09.255 personal experiences become hardwired into

NOTE Confidence: 0.92359763

00:32:09.255 --> 00:32:10.810 cognitive function. So we have

NOTE Confidence: 0.92359763

00:32:10.810 --> 00:32:11.550 our intentions,

NOTE Confidence: 0.97419333

00:32:12.410 --> 00:32:13.710 our wiring kind

NOTE Confidence: 0.9853016

00:32:14.330 --> 00:32:16.410 of re rejiggers everything, and

NOTE Confidence: 0.9853016

00:32:16.410 --> 00:32:18.090 then we translate that into

NOTE Confidence: 0.9853016

00:32:18.090 --> 00:32:18.590 actions.

NOTE Confidence: 0.99497974

00:32:20.330 --> 00:32:21.530 And it can be really,

NOTE Confidence: 0.99497974

00:32:21.530 --> 00:32:23.230 really hard, I think, to

NOTE Confidence: 0.983336

00:32:23.690 --> 00:32:25.130 change the way we see

NOTE Confidence: 0.983336

00:32:25.130 --> 00:32:27.105 things because it's so hardwired

NOTE Confidence: 0.983336

00:32:27.105 --> 00:32:28.485 into our brain. So

NOTE Confidence: 0.9975351

00:32:28.945 --> 00:32:30.625 how many people think that

NOTE Confidence: 0.9975351

00:32:30.625 --> 00:32:32.565 a is darker than b?

NOTE Confidence: 0.93390644

00:32:35.745 --> 00:32:37.025 I see a is darker

NOTE Confidence: 0.93390644

00:32:37.025 --> 00:32:37.905 than b. I know you
NOTE Confidence: 0.93390644

00:32:37.905 --> 00:32:38.705 know the I know you
NOTE Confidence: 0.93390644

00:32:38.705 --> 00:32:39.665 know this is a trick
NOTE Confidence: 0.93390644

00:32:39.665 --> 00:32:40.165 question.
NOTE Confidence: 0.9855743

00:32:41.029 --> 00:32:41.990 But when you line them
NOTE Confidence: 0.9855743

00:32:41.990 --> 00:32:43.210 up with pars,
NOTE Confidence: 0.99976385

00:32:43.669 --> 00:32:45.289 they're the exact same color.
NOTE Confidence: 0.9946963

00:32:46.309 --> 00:32:47.269 I still have a hard
NOTE Confidence: 0.9946963

00:32:47.269 --> 00:32:48.889 time seeing that b is
NOTE Confidence: 0.9728542

00:32:49.190 --> 00:32:51.110 lighter than a. My brain
NOTE Confidence: 0.9728542

00:32:51.110 --> 00:32:52.309 is so wired to see
NOTE Confidence: 0.9728542

00:32:52.309 --> 00:32:53.130 that shadow
NOTE Confidence: 0.97552145

00:32:53.524 --> 00:32:54.885 that I actually see them
NOTE Confidence: 0.97552145

00:32:54.885 --> 00:32:56.164 as this as a different
NOTE Confidence: 0.97552145

00:32:56.164 --> 00:32:57.125 color even though I know
NOTE Confidence: 0.97552145

00:32:57.125 --> 00:32:58.605 they're the same color. So

NOTE Confidence: 0.97552145
00:32:58.605 --> 00:32:59.524 it can be really hard
NOTE Confidence: 0.97552145
00:32:59.524 --> 00:33:00.825 to rewire our brain.
NOTE Confidence: 0.94218254
00:33:02.085 --> 00:33:02.585 And,
NOTE Confidence: 0.9969928
00:33:02.885 --> 00:33:03.385 unfortunately,
NOTE Confidence: 0.9602882
00:33:03.765 --> 00:33:04.745 we as physicians
NOTE Confidence: 0.9714141
00:33:05.205 --> 00:33:06.904 and we as academic clinicians,
NOTE Confidence: 0.99144864
00:33:07.684 --> 00:33:09.470 we have all the stresses
NOTE Confidence: 0.99144864
00:33:09.610 --> 00:33:10.730 that make us much more
NOTE Confidence: 0.99144864
00:33:10.730 --> 00:33:12.570 prone to bias. So things
NOTE Confidence: 0.99144864
00:33:12.570 --> 00:33:14.090 that make people more prone
NOTE Confidence: 0.99144864
00:33:14.090 --> 00:33:15.870 to bias are stress, multitasking,
NOTE Confidence: 0.9992683
00:33:17.210 --> 00:33:18.030 time constraints,
NOTE Confidence: 0.9819498
00:33:18.410 --> 00:33:19.770 need for closure, which I
NOTE Confidence: 0.9819498
00:33:19.770 --> 00:33:21.050 have a lot of, and
NOTE Confidence: 0.9819498
00:33:21.050 --> 00:33:22.410 fatigue. Like, this is all
NOTE Confidence: 0.9819498

00:33:22.410 --> 00:33:23.390 things that I,
NOTE Confidence: 0.98015785

00:33:24.245 --> 00:33:25.365 still have in my daily
NOTE Confidence: 0.98015785

00:33:25.365 --> 00:33:25.865 life,
NOTE Confidence: 0.98060364

00:33:26.725 --> 00:33:28.345 now many years post residency.
NOTE Confidence: 0.98060364

00:33:28.485 --> 00:33:30.325 So very much still have
NOTE Confidence: 0.98060364

00:33:30.325 --> 00:33:31.685 all those stressors that make
NOTE Confidence: 0.98060364

00:33:31.685 --> 00:33:33.205 me wanna make those cognitive
NOTE Confidence: 0.98060364

00:33:33.205 --> 00:33:35.125 leaps and just close-up that
NOTE Confidence: 0.98060364

00:33:35.125 --> 00:33:36.825 encounter or close-up that evaluation
NOTE Confidence: 0.98060364

00:33:36.965 --> 00:33:38.425 form as quickly as possible
NOTE Confidence: 0.98060364

00:33:38.550 --> 00:33:39.270 so I can move on
NOTE Confidence: 0.98060364

00:33:39.270 --> 00:33:40.230 with other things that I
NOTE Confidence: 0.98060364

00:33:40.230 --> 00:33:40.890 have to do.
NOTE Confidence: 0.95758694

00:33:42.870 --> 00:33:44.890 So like I said, I
NOTE Confidence: 0.95758694

00:33:45.030 --> 00:33:46.070 I have come to the
NOTE Confidence: 0.95758694

00:33:46.070 --> 00:33:47.670 conclusion myself as somebody who

NOTE Confidence: 0.95758694
00:33:47.670 --> 00:33:49.110 does assessment on a daily
NOTE Confidence: 0.95758694
00:33:49.110 --> 00:33:49.610 basis.
NOTE Confidence: 0.91460055
00:33:50.725 --> 00:33:52.745 We can't eliminate bias completely,
NOTE Confidence: 0.98976946
00:33:53.764 --> 00:33:55.524 but we can reshape our
NOTE Confidence: 0.98976946
00:33:55.524 --> 00:33:57.924 implicit attitudes and try our
NOTE Confidence: 0.98976946
00:33:57.924 --> 00:33:59.684 best in various ways to
NOTE Confidence: 0.98976946
00:33:59.684 --> 00:34:00.884 curb their effects on our
NOTE Confidence: 0.98976946
00:34:00.884 --> 00:34:01.384 assessments.
NOTE Confidence: 0.92847353
00:34:02.404 --> 00:34:03.144 And objectivity,
NOTE Confidence: 0.99374866
00:34:03.445 --> 00:34:05.524 self reflection, and external feedback
NOTE Confidence: 0.99374866
00:34:05.524 --> 00:34:06.264 can help.
NOTE Confidence: 0.9763339
00:34:08.300 --> 00:34:09.820 So couple things to think
NOTE Confidence: 0.9763339
00:34:09.820 --> 00:34:11.260 about in your own programs
NOTE Confidence: 0.9763339
00:34:11.260 --> 00:34:13.020 or in, whatever locus of
NOTE Confidence: 0.9763339
00:34:13.020 --> 00:34:14.560 control you guys have is,
NOTE Confidence: 0.99843276

00:34:15.580 --> 00:34:17.120 learn to recognize inferences.
NOTE Confidence: 0.9643272

00:34:17.580 --> 00:34:18.620 Right now, we're doing the
NOTE Confidence: 0.9643272

00:34:18.620 --> 00:34:20.380 ACGME course, and there have
NOTE Confidence: 0.9643272

00:34:20.380 --> 00:34:21.440 been a lot of instances
NOTE Confidence: 0.9643272

00:34:21.660 --> 00:34:22.914 where I'm like, why do
NOTE Confidence: 0.9643272

00:34:22.914 --> 00:34:24.035 you think that person is
NOTE Confidence: 0.9643272

00:34:24.035 --> 00:34:24.934 not confident?
NOTE Confidence: 0.9630635

00:34:25.474 --> 00:34:26.434 You know, like, what why
NOTE Confidence: 0.9630635

00:34:26.434 --> 00:34:27.815 are we making those inferences
NOTE Confidence: 0.9630635

00:34:27.954 --> 00:34:28.934 about that person?
NOTE Confidence: 0.99947053

00:34:29.635 --> 00:34:31.075 And call them out when
NOTE Confidence: 0.99947053

00:34:31.075 --> 00:34:31.815 they're happening
NOTE Confidence: 0.9164343

00:34:32.114 --> 00:34:33.815 and really try to transform,
NOTE Confidence: 0.9944401

00:34:34.755 --> 00:34:36.035 the language that we're using
NOTE Confidence: 0.9944401

00:34:36.035 --> 00:34:37.875 to describe learners into behaviors
NOTE Confidence: 0.9944401

00:34:37.875 --> 00:34:39.059 as much as possible,

NOTE Confidence: 0.99688876

00:34:39.839 --> 00:34:42.099 and avoid describing their personality.

NOTE Confidence: 0.9806895

00:34:42.640 --> 00:34:43.839 It's all well and good

NOTE Confidence: 0.9806895

00:34:43.839 --> 00:34:45.839 that that physician seems sweet

NOTE Confidence: 0.9806895

00:34:45.839 --> 00:34:47.440 or nice, but, like, what

NOTE Confidence: 0.9806895

00:34:47.440 --> 00:34:48.960 are the behaviors we're seeing

NOTE Confidence: 0.9806895

00:34:48.960 --> 00:34:50.319 that make us feel like

NOTE Confidence: 0.9806895

00:34:50.319 --> 00:34:51.520 they're able to form a

NOTE Confidence: 0.9806895

00:34:51.520 --> 00:34:53.299 good relationship with patients?

NOTE Confidence: 0.89771605

00:34:56.455 --> 00:34:57.255 And for,

NOTE Confidence: 0.99646264

00:34:57.655 --> 00:34:58.795 assessment instruments,

NOTE Confidence: 0.9876198

00:34:59.415 --> 00:35:01.015 really thinking about what language

NOTE Confidence: 0.9876198

00:35:01.015 --> 00:35:02.055 are we using to guide

NOTE Confidence: 0.9876198

00:35:02.055 --> 00:35:02.795 our assessors,

NOTE Confidence: 0.9980238

00:35:03.255 --> 00:35:04.315 you know, prioritize

NOTE Confidence: 0.98992294

00:35:04.775 --> 00:35:05.275 observation,

NOTE Confidence: 0.9181283

00:35:05.975 --> 00:35:07.355 use criterion referenced,
NOTE Confidence: 0.7935788

00:35:08.695 --> 00:35:09.180 scales.
NOTE Confidence: 0.9597513

00:35:09.579 --> 00:35:11.500 So really describing the behaviors
NOTE Confidence: 0.9597513

00:35:11.500 --> 00:35:13.099 that we're looking for and
NOTE Confidence: 0.9597513

00:35:13.099 --> 00:35:15.359 using competency based tools or
NOTE Confidence: 0.9597513

00:35:15.420 --> 00:35:17.420 even checklists. Like, behavioral checklists
NOTE Confidence: 0.9597513

00:35:17.420 --> 00:35:18.619 can be a really objective
NOTE Confidence: 0.9597513

00:35:18.619 --> 00:35:20.400 way to assess learners.
NOTE Confidence: 0.9938603

00:35:22.355 --> 00:35:23.474 I have found in my
NOTE Confidence: 0.9938603

00:35:23.474 --> 00:35:24.375 EPA work,
NOTE Confidence: 0.98254114

00:35:25.234 --> 00:35:26.114 one of the things we
NOTE Confidence: 0.98254114

00:35:26.114 --> 00:35:27.155 look at a lot with
NOTE Confidence: 0.98254114

00:35:27.155 --> 00:35:28.295 EPAs is reliability.
NOTE Confidence: 0.97143686

00:35:29.395 --> 00:35:31.075 And we have found in
NOTE Confidence: 0.97143686

00:35:31.075 --> 00:35:32.355 order for us to achieve
NOTE Confidence: 0.97143686

00:35:32.355 --> 00:35:32.855 reliability,

NOTE Confidence: 0.9970724
00:35:33.315 --> 00:35:35.239 that validity that we're looking
NOTE Confidence: 0.9970724
00:35:35.239 --> 00:35:35.739 for
NOTE Confidence: 0.9444211
00:35:36.119 --> 00:35:37.739 to reduce the interrelator
NOTE Confidence: 0.9985453
00:35:38.040 --> 00:35:38.540 reliability
NOTE Confidence: 0.930547
00:35:38.840 --> 00:35:39.500 of assessors,
NOTE Confidence: 0.98993367
00:35:40.520 --> 00:35:41.719 one of the things that
NOTE Confidence: 0.98993367
00:35:41.719 --> 00:35:42.119 we,
NOTE Confidence: 0.9970526
00:35:42.680 --> 00:35:44.200 do is just increase the
NOTE Confidence: 0.9970526
00:35:44.200 --> 00:35:45.260 number of observations.
NOTE Confidence: 0.9946163
00:35:46.215 --> 00:35:48.075 So, it might be that,
NOTE Confidence: 0.9946163
00:35:48.135 --> 00:35:49.835 you know, like, two observations
NOTE Confidence: 0.9834732
00:35:50.295 --> 00:35:52.055 isn't enough to reduce bias
NOTE Confidence: 0.9834732
00:35:52.055 --> 00:35:52.855 to a point where you
NOTE Confidence: 0.9834732
00:35:52.855 --> 00:35:54.535 feel assured what you're seeing
NOTE Confidence: 0.9834732
00:35:54.535 --> 00:35:56.295 is actually what's happening. You
NOTE Confidence: 0.9834732

00:35:56.295 --> 00:35:57.515 may need to double it.
NOTE Confidence: 0.9834732

00:35:57.655 --> 00:35:58.614 You may need to look
NOTE Confidence: 0.9834732

00:35:58.614 --> 00:35:59.114 more,
NOTE Confidence: 0.94101024

00:35:59.495 --> 00:36:00.155 from different
NOTE Confidence: 0.93844426

00:36:00.579 --> 00:36:02.099 perspectives to truly understand what's
NOTE Confidence: 0.93844426

00:36:02.099 --> 00:36:02.839 going on.
NOTE Confidence: 0.9752787

00:36:05.140 --> 00:36:06.500 We have our own role
NOTE Confidence: 0.9752787

00:36:06.500 --> 00:36:07.160 to play.
NOTE Confidence: 0.99723256

00:36:07.940 --> 00:36:09.460 So recognizing that we all
NOTE Confidence: 0.99723256

00:36:09.460 --> 00:36:10.200 have biases,
NOTE Confidence: 0.94428337

00:36:11.460 --> 00:36:13.059 in various ways due to
NOTE Confidence: 0.94428337

00:36:13.059 --> 00:36:14.760 our training or life circumstances,
NOTE Confidence: 0.96944636

00:36:15.575 --> 00:36:17.835 many other things. And
NOTE Confidence: 0.96311027

00:36:18.295 --> 00:36:19.255 I I have found it
NOTE Confidence: 0.96311027

00:36:19.255 --> 00:36:20.875 personally helpful to get feedback.
NOTE Confidence: 0.961287

00:36:22.055 --> 00:36:22.535 So,

NOTE Confidence: 0.99959034
00:36:23.175 --> 00:36:24.055 one of the things I
NOTE Confidence: 0.99959034
00:36:24.055 --> 00:36:25.195 did as an exercise
NOTE Confidence: 0.99672985
00:36:25.495 --> 00:36:26.455 last year is I had
NOTE Confidence: 0.99672985
00:36:26.455 --> 00:36:27.815 somebody else read my letters
NOTE Confidence: 0.99672985
00:36:27.815 --> 00:36:28.475 of recommendation,
NOTE Confidence: 0.97754467
00:36:29.735 --> 00:36:31.500 for trainees that I've written
NOTE Confidence: 0.97754467
00:36:31.500 --> 00:36:32.860 in the past, give me
NOTE Confidence: 0.97754467
00:36:32.860 --> 00:36:33.980 feedback on whether or not
NOTE Confidence: 0.97754467
00:36:33.980 --> 00:36:34.940 they seem like they were
NOTE Confidence: 0.97754467
00:36:34.940 --> 00:36:35.440 biased.
NOTE Confidence: 0.9969761
00:36:36.060 --> 00:36:37.440 And that was really illuminating
NOTE Confidence: 0.9969761
00:36:37.500 --> 00:36:39.020 to me. I didn't realize
NOTE Confidence: 0.9969761
00:36:39.020 --> 00:36:40.860 I was using certain language
NOTE Confidence: 0.9969761
00:36:40.860 --> 00:36:42.480 to describe female trainees
NOTE Confidence: 0.9488159
00:36:42.860 --> 00:36:43.900 that was different from my
NOTE Confidence: 0.9488159

00:36:43.900 --> 00:36:44.640 male trainees.
NOTE Confidence: 0.95944285

00:36:46.355 --> 00:36:48.435 Reviewing your assessments can also
NOTE Confidence: 0.95944285

00:36:48.435 --> 00:36:50.435 be really helpful or asking
NOTE Confidence: 0.95944285

00:36:50.435 --> 00:36:51.575 a trusted colleague,
NOTE Confidence: 0.9030999

00:36:52.035 --> 00:36:52.515 to,
NOTE Confidence: 0.9612301

00:36:52.835 --> 00:36:54.755 review them or using tools,
NOTE Confidence: 0.9612301

00:36:54.755 --> 00:36:56.035 which we'll do as a
NOTE Confidence: 0.9612301

00:36:56.035 --> 00:36:57.094 exercise later.
NOTE Confidence: 0.97250307

00:36:59.180 --> 00:37:01.599 And practice constructive uncertainty. So
NOTE Confidence: 0.97250307

00:37:01.819 --> 00:37:03.420 observe yourself in action and
NOTE Confidence: 0.97250307

00:37:03.420 --> 00:37:05.500 more thoughtfully consider your perspectives,
NOTE Confidence: 0.97250307

00:37:05.500 --> 00:37:06.460 which I'll talk about in
NOTE Confidence: 0.97250307

00:37:06.460 --> 00:37:07.359 the next slide.
NOTE Confidence: 0.9743832

00:37:08.460 --> 00:37:10.460 Inhabit that awkwardness and discomfort
NOTE Confidence: 0.9743832

00:37:10.460 --> 00:37:11.775 because I think talking about
NOTE Confidence: 0.9743832

00:37:11.775 --> 00:37:13.454 these things explicitly can be

NOTE Confidence: 0.9743832

00:37:13.454 --> 00:37:14.194 really hard.

NOTE Confidence: 0.9990245

00:37:14.734 --> 00:37:16.175 But I think acknowledging that

NOTE Confidence: 0.9990245

00:37:16.175 --> 00:37:17.614 we have biases is actually

NOTE Confidence: 0.9990245

00:37:17.614 --> 00:37:19.315 really reassuring to our trainees

NOTE Confidence: 0.9519091

00:37:19.694 --> 00:37:20.655 that they know that we're

NOTE Confidence: 0.9519091

00:37:20.655 --> 00:37:21.795 thinking about that,

NOTE Confidence: 0.98616654

00:37:22.415 --> 00:37:23.614 and we're taking that into

NOTE Confidence: 0.98616654

00:37:23.614 --> 00:37:24.974 account when we're talking with

NOTE Confidence: 0.98616654

00:37:24.974 --> 00:37:25.474 them.

NOTE Confidence: 0.96802294

00:37:26.840 --> 00:37:28.440 And, you know, engage people

NOTE Confidence: 0.96802294

00:37:28.440 --> 00:37:29.400 who are different, which I

NOTE Confidence: 0.96802294

00:37:29.400 --> 00:37:31.400 think this pediatrics department does

NOTE Confidence: 0.96802294

00:37:31.400 --> 00:37:33.000 a really good job thinking

NOTE Confidence: 0.96802294

00:37:33.000 --> 00:37:34.600 about bias and equity and

NOTE Confidence: 0.96802294

00:37:34.600 --> 00:37:35.739 those types of things,

NOTE Confidence: 0.998586

00:37:36.600 --> 00:37:38.460 and, like, be really appreciative
NOTE Confidence: 0.998586

00:37:38.600 --> 00:37:39.980 of those different viewpoints.
NOTE Confidence: 0.95482033

00:37:42.295 --> 00:37:43.335 This is a framework that
NOTE Confidence: 0.95482033

00:37:43.335 --> 00:37:44.635 I found pretty helpful.
NOTE Confidence: 0.92739487

00:37:45.495 --> 00:37:46.555 It's called pause.
NOTE Confidence: 0.9730644

00:37:47.495 --> 00:37:49.094 So paying attention to what
NOTE Confidence: 0.9730644

00:37:49.094 --> 00:37:50.555 you're assessing in the moment,
NOTE Confidence: 0.9730644

00:37:50.855 --> 00:37:52.135 really thinking about what are
NOTE Confidence: 0.9730644

00:37:52.135 --> 00:37:53.495 the behaviors of the things
NOTE Confidence: 0.9730644

00:37:53.495 --> 00:37:54.635 that I'm looking at.
NOTE Confidence: 0.96402794

00:37:55.150 --> 00:37:56.830 Acknowledge your own reactions or
NOTE Confidence: 0.96402794

00:37:56.830 --> 00:37:58.670 judgments. Just because somebody's doing
NOTE Confidence: 0.96402794

00:37:58.670 --> 00:38:00.290 something differently than you would
NOTE Confidence: 0.96402794

00:38:00.430 --> 00:38:02.110 doesn't necessarily mean they're doing
NOTE Confidence: 0.96402794

00:38:02.110 --> 00:38:03.630 something that's bad for patients
NOTE Confidence: 0.96402794

00:38:03.630 --> 00:38:04.770 or for patient care.

NOTE Confidence: 0.98430073

00:38:05.630 --> 00:38:06.130 Understanding,

NOTE Confidence: 0.9882028

00:38:06.750 --> 00:38:07.489 other viewpoints,

NOTE Confidence: 0.9912384

00:38:08.830 --> 00:38:10.435 and trying to be as

NOTE Confidence: 0.9912384

00:38:10.435 --> 00:38:12.275 objective as possible to frame

NOTE Confidence: 0.9912384

00:38:12.275 --> 00:38:13.015 your assessment.

NOTE Confidence: 0.9804984

00:38:13.555 --> 00:38:14.515 You know, what are the

NOTE Confidence: 0.9804984

00:38:14.515 --> 00:38:16.435 behaviors I'm looking for? I

NOTE Confidence: 0.9804984

00:38:16.435 --> 00:38:17.795 understand that I feel like

NOTE Confidence: 0.9804984

00:38:17.795 --> 00:38:19.494 this person's not showing confidence,

NOTE Confidence: 0.9804984

00:38:19.714 --> 00:38:20.515 but how can I sit

NOTE Confidence: 0.9804984

00:38:20.515 --> 00:38:21.635 in front of this person

NOTE Confidence: 0.9804984

00:38:21.635 --> 00:38:22.755 and tell them that in

NOTE Confidence: 0.9804984

00:38:22.755 --> 00:38:23.974 an objective way

NOTE Confidence: 0.9377978

00:38:24.275 --> 00:38:25.290 so that they can

NOTE Confidence: 0.83911115

00:38:27.690 --> 00:38:29.550 execute an assessment that minimizes

NOTE Confidence: 0.83911115

00:38:29.770 --> 00:38:30.510 bias? So
NOTE Confidence: 0.9853327

00:38:32.250 --> 00:38:34.250 one exercise I've done too
NOTE Confidence: 0.9853327

00:38:34.250 --> 00:38:35.710 is looking for,
NOTE Confidence: 0.9075633

00:38:36.810 --> 00:38:38.350 gender bias and by assessments.
NOTE Confidence: 0.97335076

00:38:40.005 --> 00:38:41.224 So this is an assessment
NOTE Confidence: 0.97335076

00:38:41.364 --> 00:38:42.964 I wrote many years ago
NOTE Confidence: 0.97335076

00:38:42.964 --> 00:38:43.924 on a learner who has
NOTE Confidence: 0.97335076

00:38:43.924 --> 00:38:45.065 long since graduated.
NOTE Confidence: 0.9996145

00:38:45.525 --> 00:38:46.025 So
NOTE Confidence: 0.99754995

00:38:46.484 --> 00:38:47.704 and has been altered
NOTE Confidence: 0.99247706

00:38:48.005 --> 00:38:49.605 to not reveal anything about
NOTE Confidence: 0.99247706

00:38:49.605 --> 00:38:50.344 this individual.
NOTE Confidence: 0.98722476

00:38:51.605 --> 00:38:53.285 But I wrote this and,
NOTE Confidence: 0.98722476

00:38:53.684 --> 00:38:54.789 decided to see if I
NOTE Confidence: 0.98722476

00:38:54.789 --> 00:38:56.150 could find evidence of bias
NOTE Confidence: 0.98722476

00:38:56.150 --> 00:38:57.670 in it. So I very

NOTE Confidence: 0.98722476

00:38:57.670 --> 00:38:59.349 much liked working with them.

NOTE Confidence: 0.98722476

00:38:59.349 --> 00:39:00.489 They worked hard.

NOTE Confidence: 0.9852454

00:39:01.670 --> 00:39:02.630 They were a great team

NOTE Confidence: 0.9852454

00:39:02.630 --> 00:39:03.130 player.

NOTE Confidence: 0.97429866

00:39:03.430 --> 00:39:04.789 Appreciate the effort they went

NOTE Confidence: 0.97429866

00:39:04.789 --> 00:39:06.329 into caring for their patients.

NOTE Confidence: 0.99875736

00:39:06.805 --> 00:39:08.105 They're very open to feedback.

NOTE Confidence: 0.99381375

00:39:08.565 --> 00:39:09.605 They also worked hard on

NOTE Confidence: 0.99381375

00:39:09.605 --> 00:39:11.385 improving the cardiac exam.

NOTE Confidence: 0.9201361

00:39:12.885 --> 00:39:14.405 Often their differentials are based

NOTE Confidence: 0.9201361

00:39:14.405 --> 00:39:16.405 on previously established diagnoses or

NOTE Confidence: 0.9201361

00:39:16.405 --> 00:39:17.525 a limited list of other

NOTE Confidence: 0.9201361

00:39:17.525 --> 00:39:18.025 possibility

NOTE Confidence: 0.9985576

00:39:18.405 --> 00:39:19.305 possible alternatives.

NOTE Confidence: 0.96479994

00:39:22.509 --> 00:39:23.549 So I put it into

NOTE Confidence: 0.96479994

00:39:23.549 --> 00:39:25.230 this gender bias calculator just
NOTE Confidence: 0.96479994

00:39:25.230 --> 00:39:26.450 to see what would happen,
NOTE Confidence: 0.94974464

00:39:26.989 --> 00:39:27.950 which we'll do as an
NOTE Confidence: 0.94974464

00:39:27.950 --> 00:39:29.390 exercise in just a moment
NOTE Confidence: 0.94974464

00:39:29.390 --> 00:39:30.769 so we still have time.
NOTE Confidence: 0.9285456

00:39:32.109 --> 00:39:33.869 And I realized that I
NOTE Confidence: 0.9285456

00:39:33.869 --> 00:39:35.469 used hard worker and worked
NOTE Confidence: 0.9285456

00:39:35.469 --> 00:39:36.450 a lot to
NOTE Confidence: 0.9971935

00:39:37.594 --> 00:39:39.214 associate with a trainee.
NOTE Confidence: 0.971474

00:39:39.515 --> 00:39:40.795 Do you guys think that,
NOTE Confidence: 0.78425187

00:39:41.914 --> 00:39:42.714 this, like,
NOTE Confidence: 0.8331808

00:39:43.114 --> 00:39:44.714 or sorry, was associated with
NOTE Confidence: 0.8331808

00:39:44.714 --> 00:39:46.174 female female characteristics?
NOTE Confidence: 0.99004334

00:39:47.194 --> 00:39:48.234 And I didn't realize I
NOTE Confidence: 0.99004334

00:39:48.234 --> 00:39:49.674 said hard worker so much
NOTE Confidence: 0.99004334

00:39:49.674 --> 00:39:50.895 in relation to

NOTE Confidence: 0.96921057

00:39:51.369 --> 00:39:52.650 female trainees, but when I

NOTE Confidence: 0.96921057

00:39:52.650 --> 00:39:53.770 looked back at my other

NOTE Confidence: 0.96921057

00:39:53.770 --> 00:39:55.130 assessments, I said that a

NOTE Confidence: 0.96921057

00:39:55.130 --> 00:39:56.730 lot. And I didn't say

NOTE Confidence: 0.96921057

00:39:56.730 --> 00:39:58.650 that males, trainees were hard

NOTE Confidence: 0.96921057

00:39:58.650 --> 00:40:00.089 workers at nearly the same

NOTE Confidence: 0.96921057

00:40:00.089 --> 00:40:01.770 rate. It made me think

NOTE Confidence: 0.96921057

00:40:01.770 --> 00:40:03.450 about, like, why why do

NOTE Confidence: 0.96921057

00:40:03.450 --> 00:40:04.730 I think this person like,

NOTE Confidence: 0.96921057

00:40:04.730 --> 00:40:05.770 why do I think women

NOTE Confidence: 0.96921057

00:40:05.770 --> 00:40:06.975 are more likely to be

NOTE Confidence: 0.96921057

00:40:06.975 --> 00:40:08.355 labeled as a hard worker?

NOTE Confidence: 0.98059314

00:40:09.135 --> 00:40:10.095 And it sort of just

NOTE Confidence: 0.98059314

00:40:10.095 --> 00:40:11.375 made me be more thoughtful

NOTE Confidence: 0.98059314

00:40:11.375 --> 00:40:12.335 about the words I was

NOTE Confidence: 0.98059314

00:40:12.335 --> 00:40:13.614 using in my assessment, which

NOTE Confidence: 0.98059314

00:40:13.614 --> 00:40:14.335 I found to be a

NOTE Confidence: 0.98059314

00:40:14.335 --> 00:40:15.875 helpful exercise for myself.

NOTE Confidence: 0.9811019

00:40:17.455 --> 00:40:19.135 So I dropped a worksheet

NOTE Confidence: 0.9811019

00:40:19.135 --> 00:40:20.035 in the chat,

NOTE Confidence: 0.91938937

00:40:20.975 --> 00:40:22.000 and I want you guys

NOTE Confidence: 0.91938937

00:40:22.000 --> 00:40:23.360 to try if you can.

NOTE Confidence: 0.91938937

00:40:23.360 --> 00:40:24.580 If you're at a computer,

NOTE Confidence: 0.99919844

00:40:26.000 --> 00:40:27.300 I'll drop it in again.

NOTE Confidence: 0.9619777

00:40:28.160 --> 00:40:29.380 I put in the

NOTE Confidence: 0.8353014

00:40:30.800 --> 00:40:31.860 link to,

NOTE Confidence: 0.99740547

00:40:33.200 --> 00:40:33.700 the

NOTE Confidence: 0.9880893

00:40:35.065 --> 00:40:36.205 gender calculator,

NOTE Confidence: 0.973376

00:40:36.985 --> 00:40:37.885 in the worksheet.

NOTE Confidence: 0.97484624

00:40:39.065 --> 00:40:40.344 Just pull up an old

NOTE Confidence: 0.97484624

00:40:40.344 --> 00:40:42.105 eval that you had in

NOTE Confidence: 0.97484624
00:40:42.105 --> 00:40:42.605 MedHub.
NOTE Confidence: 0.9574836
00:40:43.065 --> 00:40:44.585 Could be something recent, could
NOTE Confidence: 0.9574836
00:40:44.585 --> 00:40:46.045 be from several years ago,
NOTE Confidence: 0.9737587
00:40:46.425 --> 00:40:47.465 and pop it in there.
NOTE Confidence: 0.9737587
00:40:47.465 --> 00:40:48.505 And just see if you
NOTE Confidence: 0.9737587
00:40:48.505 --> 00:40:49.245 have any
NOTE Confidence: 0.9855353
00:40:50.130 --> 00:40:51.809 more female or male biased
NOTE Confidence: 0.9855353
00:40:51.809 --> 00:40:52.309 words,
NOTE Confidence: 0.9992219
00:40:53.089 --> 00:40:54.309 just as an exercise.
NOTE Confidence: 0.96876985
00:40:54.609 --> 00:40:55.329 So I'll give you a
NOTE Confidence: 0.96876985
00:40:55.329 --> 00:40:56.789 couple minutes to do that.
NOTE Confidence: 0.8165426
00:40:58.530 --> 00:40:59.430 Thanks, Lindsay.
NOTE Confidence: 0.9759762
00:41:00.210 --> 00:41:01.329 And after that, we'll just
NOTE Confidence: 0.9759762
00:41:01.329 --> 00:41:02.450 do a couple of minutes
NOTE Confidence: 0.9759762
00:41:02.450 --> 00:41:03.190 for reflection.
NOTE Confidence: 0.7215743

00:42:30.535 --> 00:42:31.035 Folks
NOTE Confidence: 0.98378265

00:42:31.495 --> 00:42:32.614 doing? You need a little
NOTE Confidence: 0.98378265

00:42:32.614 --> 00:42:33.515 bit more time?
NOTE Confidence: 0.8966327

00:42:36.055 --> 00:42:37.755 Little bit more. K.
NOTE Confidence: 0.8440612

00:42:41.049 --> 00:42:42.270 Hello, doctor Johnson.
NOTE Confidence: 0.9456115

00:42:45.369 --> 00:42:46.910 Hi. Sorry I was late.
NOTE Confidence: 0.93074715

00:43:20.089 --> 00:43:21.450 Katie, I'm gonna I'm gonna
NOTE Confidence: 0.93074715

00:43:21.450 --> 00:43:22.250 need to jump off in
NOTE Confidence: 0.93074715

00:43:22.250 --> 00:43:23.130 a moment, but I I
NOTE Confidence: 0.93074715

00:43:23.130 --> 00:43:24.029 just was curious,
NOTE Confidence: 0.9735957

00:43:24.344 --> 00:43:25.305 not on my question on
NOTE Confidence: 0.9735957

00:43:25.305 --> 00:43:26.265 the chat. We can discuss
NOTE Confidence: 0.9735957

00:43:26.265 --> 00:43:28.105 that later maybe. But, in
NOTE Confidence: 0.9735957

00:43:28.105 --> 00:43:29.244 terms of the calculator,
NOTE Confidence: 0.9894251

00:43:29.785 --> 00:43:31.145 like, if we're seeing even
NOTE Confidence: 0.9894251

00:43:31.145 --> 00:43:33.065 numbers of items in each

NOTE Confidence: 0.9894251
00:43:33.065 --> 00:43:34.105 of those words, if I
NOTE Confidence: 0.9894251
00:43:34.105 --> 00:43:34.925 post a
NOTE Confidence: 0.9522459
00:43:35.225 --> 00:43:36.665 a recent letter, is that
NOTE Confidence: 0.9522459
00:43:37.065 --> 00:43:38.525 that's good? Or
NOTE Confidence: 0.95641446
00:43:39.390 --> 00:43:40.750 I I I've I def
NOTE Confidence: 0.95641446
00:43:40.910 --> 00:43:42.030 this question has come up
NOTE Confidence: 0.95641446
00:43:42.030 --> 00:43:42.910 a number of times when
NOTE Confidence: 0.95641446
00:43:42.910 --> 00:43:44.349 I've taught this session. I
NOTE Confidence: 0.95641446
00:43:44.349 --> 00:43:45.309 don't think the goal is
NOTE Confidence: 0.95641446
00:43:45.309 --> 00:43:45.809 necessarily,
NOTE Confidence: 0.99593854
00:43:46.109 --> 00:43:48.030 like, an even number or,
NOTE Confidence: 0.99593854
00:43:48.030 --> 00:43:49.869 like, not using any gender
NOTE Confidence: 0.99593854
00:43:49.869 --> 00:43:50.369 terms.
NOTE Confidence: 0.97575873
00:43:50.829 --> 00:43:51.869 I think, really, the goal
NOTE Confidence: 0.97575873
00:43:51.869 --> 00:43:53.309 is just just reflect on
NOTE Confidence: 0.97575873

00:43:53.309 --> 00:43:54.690 the words that you're using
NOTE Confidence: 0.99885803

00:43:55.135 --> 00:43:56.415 and see if there's any
NOTE Confidence: 0.99885803

00:43:56.415 --> 00:43:57.855 patterns that are emerging in
NOTE Confidence: 0.99885803

00:43:57.855 --> 00:43:58.915 the way that you,
NOTE Confidence: 0.9982525

00:43:59.614 --> 00:44:01.075 use those words for assessment.
NOTE Confidence: 0.8639525

00:44:01.614 --> 00:44:02.114 Okay.
NOTE Confidence: 0.9312325

00:44:02.415 --> 00:44:03.455 And and do you agree
NOTE Confidence: 0.9312325

00:44:03.455 --> 00:44:04.735 with the wording? Because I
NOTE Confidence: 0.9312325

00:44:04.895 --> 00:44:06.175 I'm really surprised to me
NOTE Confidence: 0.9312325

00:44:06.175 --> 00:44:07.055 in in one of my
NOTE Confidence: 0.9312325

00:44:07.055 --> 00:44:08.035 letters, mentor,
NOTE Confidence: 0.98021793

00:44:08.559 --> 00:44:09.680 was, like, the word that
NOTE Confidence: 0.98021793

00:44:09.680 --> 00:44:11.700 I kept getting female associated
NOTE Confidence: 0.98021793

00:44:11.760 --> 00:44:13.039 words for, which I Oh,
NOTE Confidence: 0.98021793

00:44:13.039 --> 00:44:13.539 interesting.
NOTE Confidence: 0.98682195

00:44:13.920 --> 00:44:15.440 Didn't really frame mentor as

NOTE Confidence: 0.98682195
00:44:15.440 --> 00:44:17.299 being a gender biased word.
NOTE Confidence: 0.9918696
00:44:18.160 --> 00:44:19.539 Yeah. I don't know. Like,
NOTE Confidence: 0.65791976
00:44:20.799 --> 00:44:21.299 like,
NOTE Confidence: 0.9972654
00:44:21.844 --> 00:44:23.444 I I wonder if leader
NOTE Confidence: 0.9972654
00:44:23.444 --> 00:44:24.724 would be a word that
NOTE Confidence: 0.9972654
00:44:24.724 --> 00:44:26.344 would be more male gendered.
NOTE Confidence: 0.9440375
00:44:28.484 --> 00:44:29.605 I think they use this
NOTE Confidence: 0.9440375
00:44:29.605 --> 00:44:30.484 from a whole bunch of
NOTE Confidence: 0.9440375
00:44:30.484 --> 00:44:31.924 different datasets, and they've gone
NOTE Confidence: 0.9440375
00:44:31.924 --> 00:44:33.525 through several different versions of
NOTE Confidence: 0.9440375
00:44:33.525 --> 00:44:34.825 this gender bias calculator,
NOTE Confidence: 0.9781124
00:44:35.684 --> 00:44:36.565 based on a whole bunch
NOTE Confidence: 0.9781124
00:44:36.565 --> 00:44:37.320 of data inputs.
NOTE Confidence: 0.98283744
00:44:37.719 --> 00:44:38.440 But I don't think it's
NOTE Confidence: 0.98283744
00:44:38.440 --> 00:44:40.780 been titrated to, like, academic
NOTE Confidence: 0.98283744

00:44:40.840 --> 00:44:41.340 medicine.
NOTE Confidence: 0.99648035

00:44:41.880 --> 00:44:43.320 So it may be that,
NOTE Confidence: 0.99867064

00:44:43.800 --> 00:44:45.960 mentor in different domains means
NOTE Confidence: 0.99867064

00:44:45.960 --> 00:44:47.080 something different from the way
NOTE Confidence: 0.99867064

00:44:47.080 --> 00:44:48.300 that we interpret it.
NOTE Confidence: 0.9929217

00:44:49.960 --> 00:44:50.920 I'm curious about your
NOTE Confidence: 0.99530697

00:44:52.905 --> 00:44:54.665 oh, yes. So for the
NOTE Confidence: 0.99530697

00:44:54.665 --> 00:44:56.205 validity evidence stuff,
NOTE Confidence: 0.9241036

00:44:56.745 --> 00:44:57.245 having,
NOTE Confidence: 0.95517707

00:44:58.025 --> 00:44:59.465 when you look across validity
NOTE Confidence: 0.95517707

00:44:59.465 --> 00:45:00.925 evidence studies and EPAs,
NOTE Confidence: 0.9711027

00:45:02.185 --> 00:45:03.945 having more assessors is a
NOTE Confidence: 0.9711027

00:45:03.945 --> 00:45:05.785 double edged sword because the
NOTE Confidence: 0.9711027

00:45:05.785 --> 00:45:06.985 greatest source of,
NOTE Confidence: 0.9726543

00:45:07.839 --> 00:45:09.839 variability in assessment almost all
NOTE Confidence: 0.9726543

00:45:09.839 --> 00:45:10.900 come from assessors,

NOTE Confidence: 0.9989155
00:45:11.680 --> 00:45:13.140 rather than the learner themselves,
NOTE Confidence: 0.9989155
00:45:13.200 --> 00:45:14.239 which is not what we're
NOTE Confidence: 0.9989155
00:45:14.239 --> 00:45:15.059 going for.
NOTE Confidence: 0.9765117
00:45:15.440 --> 00:45:15.920 So,
NOTE Confidence: 0.95653105
00:45:16.559 --> 00:45:17.920 having a lot of different
NOTE Confidence: 0.95653105
00:45:17.920 --> 00:45:18.420 assessors,
NOTE Confidence: 0.95519346
00:45:19.040 --> 00:45:20.480 but actually just having more
NOTE Confidence: 0.95519346
00:45:20.480 --> 00:45:20.980 assessments
NOTE Confidence: 0.99944353
00:45:21.744 --> 00:45:23.285 tends to be quite helpful.
NOTE Confidence: 0.9761777
00:45:24.145 --> 00:45:25.105 We just put out a
NOTE Confidence: 0.9761777
00:45:25.105 --> 00:45:26.464 paper about a year ago
NOTE Confidence: 0.9761777
00:45:26.464 --> 00:45:27.905 on, like, the kind of
NOTE Confidence: 0.9761777
00:45:27.905 --> 00:45:28.964 a conglomeration
NOTE Confidence: 0.9851461
00:45:29.344 --> 00:45:30.945 study of all the core
NOTE Confidence: 0.9851461
00:45:30.945 --> 00:45:32.405 EPA for entering residency,
NOTE Confidence: 0.9606596

00:45:33.344 --> 00:45:35.339 pilot data. And even at
NOTE Confidence: 0.9606596

00:45:35.339 --> 00:45:37.019 at, schools where they had,
NOTE Confidence: 0.9606596

00:45:37.019 --> 00:45:39.099 like, dedicated coaches who were
NOTE Confidence: 0.9606596

00:45:39.099 --> 00:45:39.599 trained
NOTE Confidence: 0.99777424

00:45:39.980 --> 00:45:41.039 on how to assess,
NOTE Confidence: 0.99836385

00:45:41.420 --> 00:45:43.039 they still did not achieve
NOTE Confidence: 0.99836385

00:45:43.099 --> 00:45:43.839 really good,
NOTE Confidence: 0.924136

00:45:44.380 --> 00:45:45.599 inter rater reliability.
NOTE Confidence: 0.9988859

00:45:46.805 --> 00:45:48.965 So I I personally believe
NOTE Confidence: 0.9988859

00:45:48.965 --> 00:45:49.465 that,
NOTE Confidence: 0.9857093

00:45:50.405 --> 00:45:50.905 like,
NOTE Confidence: 0.96308607

00:45:51.364 --> 00:45:52.965 having many inputs from many
NOTE Confidence: 0.96308607

00:45:52.965 --> 00:45:55.125 assessors is always good, gives
NOTE Confidence: 0.96308607

00:45:55.125 --> 00:45:56.245 you lots of viewpoints on
NOTE Confidence: 0.96308607

00:45:56.245 --> 00:45:56.905 the learner.
NOTE Confidence: 0.9794451

00:45:57.205 --> 00:45:57.685 But,

NOTE Confidence: 0.9972735

00:45:58.885 --> 00:46:00.570 just recognize that there's probably

NOTE Confidence: 0.9972735

00:46:00.570 --> 00:46:01.370 gonna be a lot of

NOTE Confidence: 0.9972735

00:46:01.370 --> 00:46:02.910 variability between assessors.

NOTE Confidence: 0.9158832

00:46:03.370 --> 00:46:04.989 Hopefully, that answers your question.

NOTE Confidence: 0.9746787

00:46:09.530 --> 00:46:11.290 Alright. I'll open it

NOTE Confidence: 0.9746787

00:46:11.290 --> 00:46:12.250 up to the greater group.

NOTE Confidence: 0.9746787

00:46:12.250 --> 00:46:13.550 Thanks for joining, Mark.

NOTE Confidence: 0.9903501

00:46:14.805 --> 00:46:16.325 Any thoughts or reflections from

NOTE Confidence: 0.9903501

00:46:16.325 --> 00:46:17.065 that exercise?

NOTE Confidence: 0.973704

00:46:24.724 --> 00:46:26.244 Recognizing that talking about this

NOTE Confidence: 0.973704

00:46:26.244 --> 00:46:27.045 stuff can be a little

NOTE Confidence: 0.973704

00:46:27.045 --> 00:46:27.545 awkward.

NOTE Confidence: 0.94109684

00:46:35.380 --> 00:46:36.739 So, Katie, I had the

NOTE Confidence: 0.94109684

00:46:36.739 --> 00:46:38.420 same issue as Mark is

NOTE Confidence: 0.94109684

00:46:38.420 --> 00:46:40.260 that there were, like, twenty

NOTE Confidence: 0.94109684

00:46:40.260 --> 00:46:41.239 thing twenty
NOTE Confidence: 0.9970819

00:46:41.540 --> 00:46:43.060 or twenty five words that
NOTE Confidence: 0.9970819

00:46:43.060 --> 00:46:45.415 were listed as female oriented
NOTE Confidence: 0.92254895

00:46:45.715 --> 00:46:46.855 or female gender,
NOTE Confidence: 0.9486078

00:46:47.315 --> 00:46:47.715 and,
NOTE Confidence: 0.9757963

00:46:49.475 --> 00:46:50.535 ten of them were
NOTE Confidence: 0.94740385

00:46:51.075 --> 00:46:51.575 educator,
NOTE Confidence: 0.9817038

00:46:51.955 --> 00:46:52.455 education,
NOTE Confidence: 0.9777006

00:46:52.915 --> 00:46:53.734 or trainee.
NOTE Confidence: 0.9826647

00:46:54.114 --> 00:46:55.094 And so
NOTE Confidence: 0.9951674

00:46:55.635 --> 00:46:56.135 yeah.
NOTE Confidence: 0.9776748

00:46:57.860 --> 00:46:59.140 It must be in reference
NOTE Confidence: 0.9776748

00:46:59.140 --> 00:47:00.580 to, like, being a teacher,
NOTE Confidence: 0.9776748

00:47:00.580 --> 00:47:02.440 which is Right. Exactly.
NOTE Confidence: 0.99820334

00:47:02.900 --> 00:47:03.400 Yes.
NOTE Confidence: 0.95898885

00:47:05.620 --> 00:47:06.739 But one of the things

NOTE Confidence: 0.95898885
00:47:06.739 --> 00:47:07.700 that I found in my
NOTE Confidence: 0.95898885
00:47:07.700 --> 00:47:08.980 own letter review, like, I
NOTE Confidence: 0.95898885
00:47:08.980 --> 00:47:09.940 had I had a peer
NOTE Confidence: 0.95898885
00:47:09.940 --> 00:47:11.145 review my one of a
NOTE Confidence: 0.95898885
00:47:11.145 --> 00:47:12.605 couple letters of recommendation,
NOTE Confidence: 0.8960761
00:47:13.625 --> 00:47:14.025 and,
NOTE Confidence: 0.99379504
00:47:15.545 --> 00:47:17.145 I kept on alluding to
NOTE Confidence: 0.99379504
00:47:17.145 --> 00:47:19.325 this person being really wonderful.
NOTE Confidence: 0.9876754
00:47:20.025 --> 00:47:20.505 And,
NOTE Confidence: 0.97566605
00:47:21.065 --> 00:47:22.344 the person who reviewed my
NOTE Confidence: 0.97566605
00:47:22.344 --> 00:47:24.025 letter said, never in the
NOTE Confidence: 0.97566605
00:47:24.025 --> 00:47:25.305 letter did you actually call
NOTE Confidence: 0.97566605
00:47:25.305 --> 00:47:26.880 this person a leader. Would
NOTE Confidence: 0.97566605
00:47:26.880 --> 00:47:27.760 you call them a leader?
NOTE Confidence: 0.97566605
00:47:27.760 --> 00:47:29.039 And I'm like, absolutely. They're
NOTE Confidence: 0.97566605

00:47:29.039 --> 00:47:30.099 a leader. They're incredible.
NOTE Confidence: 0.9863902

00:47:31.039 --> 00:47:32.079 And I didn't use the
NOTE Confidence: 0.9863902

00:47:32.079 --> 00:47:32.579 word.
NOTE Confidence: 0.99755764

00:47:33.119 --> 00:47:34.319 So it just it made
NOTE Confidence: 0.99755764

00:47:34.319 --> 00:47:35.440 me really think about the
NOTE Confidence: 0.99755764

00:47:35.440 --> 00:47:36.799 language a little bit more
NOTE Confidence: 0.99755764

00:47:36.799 --> 00:47:38.000 carefully, which is what this
NOTE Confidence: 0.99755764

00:47:38.000 --> 00:47:39.059 is really all about.
NOTE Confidence: 0.98867434

00:47:40.535 --> 00:47:42.155 Any other thoughts or afflictions?
NOTE Confidence: 0.9942403

00:47:45.255 --> 00:47:45.755 I'm
NOTE Confidence: 0.946057

00:47:46.135 --> 00:47:47.275 I'm kinda curious.
NOTE Confidence: 0.972867

00:47:48.135 --> 00:47:49.255 What are the low hanging
NOTE Confidence: 0.972867

00:47:49.255 --> 00:47:50.935 fruits here? Because it's just,
NOTE Confidence: 0.972867

00:47:50.935 --> 00:47:52.055 you know, there's, like, big
NOTE Confidence: 0.972867

00:47:52.055 --> 00:47:53.675 systemic issues, obviously.
NOTE Confidence: 0.9824019

00:47:54.120 --> 00:47:55.580 There's a lot of nuance.

NOTE Confidence: 0.9824019

00:47:55.720 --> 00:47:56.680 Like, to you, what are

NOTE Confidence: 0.9824019

00:47:56.680 --> 00:47:58.780 the the the smallest adjustments

NOTE Confidence: 0.99950254

00:47:59.640 --> 00:48:01.100 that that we can make

NOTE Confidence: 0.99487144

00:48:01.640 --> 00:48:02.600 apart from, like, you know,

NOTE Confidence: 0.99487144

00:48:02.600 --> 00:48:03.880 putting our our letters in

NOTE Confidence: 0.99487144

00:48:03.880 --> 00:48:05.340 these in these things

NOTE Confidence: 0.88944477

00:48:06.505 --> 00:48:07.645 to be better serve

NOTE Confidence: 0.9929654

00:48:08.025 --> 00:48:09.165 serving the trainees.

NOTE Confidence: 0.9184257

00:48:09.545 --> 00:48:10.505 And I did I I

NOTE Confidence: 0.9184257

00:48:10.505 --> 00:48:11.385 I also wanna make a

NOTE Confidence: 0.9184257

00:48:11.385 --> 00:48:12.505 point. I did think about,

NOTE Confidence: 0.9184257

00:48:12.505 --> 00:48:13.965 like, bias versus

NOTE Confidence: 0.9542934

00:48:15.145 --> 00:48:16.744 that other aspect, like, constructive

NOTE Confidence: 0.97223145

00:48:17.065 --> 00:48:18.665 I think, ultimately, bias is

NOTE Confidence: 0.97223145

00:48:18.665 --> 00:48:20.510 about intent. Right? Like, it's

NOTE Confidence: 0.97223145

00:48:20.510 --> 00:48:21.710 about a lack of intent,
NOTE Confidence: 0.97223145

00:48:21.710 --> 00:48:23.070 really. It's like you're not
NOTE Confidence: 0.97223145

00:48:23.070 --> 00:48:23.570 trying
NOTE Confidence: 0.977856

00:48:24.190 --> 00:48:26.050 to be productive or destructive.
NOTE Confidence: 0.977856

00:48:26.109 --> 00:48:27.410 You're it just exists.
NOTE Confidence: 0.8967963

00:48:27.869 --> 00:48:29.150 But what are the low
NOTE Confidence: 0.8967963

00:48:29.150 --> 00:48:30.290 hanging fruits here?
NOTE Confidence: 0.95778257

00:48:31.150 --> 00:48:32.690 To me, I think really,
NOTE Confidence: 0.9673191

00:48:33.665 --> 00:48:35.265 in either your own personal
NOTE Confidence: 0.9673191

00:48:35.265 --> 00:48:36.864 life or if you are
NOTE Confidence: 0.9673191

00:48:36.864 --> 00:48:38.145 in charge of any faculty
NOTE Confidence: 0.9673191

00:48:38.145 --> 00:48:39.925 development or assessment forms,
NOTE Confidence: 0.9979935

00:48:40.945 --> 00:48:42.484 keeping things as objective
NOTE Confidence: 0.90263474

00:48:43.105 --> 00:48:43.844 as possible.
NOTE Confidence: 0.9991398

00:48:44.705 --> 00:48:45.765 And that that
NOTE Confidence: 0.99314004

00:48:46.065 --> 00:48:47.765 forces us as

NOTE Confidence: 0.9979782
00:48:48.440 --> 00:48:49.820 educators, as supervisors
NOTE Confidence: 0.97342163
00:48:50.360 --> 00:48:51.960 to actually form words around
NOTE Confidence: 0.97342163
00:48:51.960 --> 00:48:53.160 the things that we're looking
NOTE Confidence: 0.97342163
00:48:53.160 --> 00:48:54.940 for objectively in the workplace,
NOTE Confidence: 0.98812175
00:48:56.600 --> 00:48:57.800 of what we expect of
NOTE Confidence: 0.98812175
00:48:57.800 --> 00:48:59.320 trainees and what we're looking
NOTE Confidence: 0.98812175
00:48:59.320 --> 00:48:59.820 for.
NOTE Confidence: 0.9953368
00:49:00.520 --> 00:49:01.900 Because I think where
NOTE Confidence: 0.99633014
00:49:02.265 --> 00:49:04.025 things get, you know, really
NOTE Confidence: 0.99633014
00:49:04.025 --> 00:49:05.385 mushy is when we're not
NOTE Confidence: 0.99633014
00:49:05.385 --> 00:49:07.464 really thinking actively about what
NOTE Confidence: 0.99633014
00:49:07.464 --> 00:49:08.825 are the behaviors that I
NOTE Confidence: 0.99633014
00:49:08.825 --> 00:49:10.184 need to see for this
NOTE Confidence: 0.99633014
00:49:10.184 --> 00:49:11.385 person to actually be a
NOTE Confidence: 0.99633014
00:49:11.385 --> 00:49:12.444 competent physician.
NOTE Confidence: 0.99977916

00:49:13.464 --> 00:49:15.150 We often will point to
NOTE Confidence: 0.99977916

00:49:15.150 --> 00:49:16.369 them being really nice
NOTE Confidence: 0.9311272

00:49:16.670 --> 00:49:18.430 or, wow, I really enjoyed
NOTE Confidence: 0.9311272

00:49:18.430 --> 00:49:20.030 working with them. You know?
NOTE Confidence: 0.9311272

00:49:20.030 --> 00:49:21.950 Like, these things that aren't
NOTE Confidence: 0.9311272

00:49:21.950 --> 00:49:23.390 helping them to actually grow
NOTE Confidence: 0.9311272

00:49:23.390 --> 00:49:24.530 and actually aren't,
NOTE Confidence: 0.8615767

00:49:24.989 --> 00:49:25.489 connecting,
NOTE Confidence: 0.96648556

00:49:26.994 --> 00:49:28.675 with their competence with the
NOTE Confidence: 0.96648556

00:49:28.675 --> 00:49:29.974 behaviors that they're showing.
NOTE Confidence: 0.98980266

00:49:30.515 --> 00:49:32.195 So I I try to
NOTE Confidence: 0.98980266

00:49:32.195 --> 00:49:33.635 be as careful as I
NOTE Confidence: 0.98980266

00:49:33.635 --> 00:49:34.994 can when I'm providing feedback
NOTE Confidence: 0.98980266

00:49:34.994 --> 00:49:36.114 to trainees and when I'm
NOTE Confidence: 0.98980266

00:49:36.114 --> 00:49:37.094 writing my assessments
NOTE Confidence: 0.95993024

00:49:37.635 --> 00:49:39.415 to actually talk about behaviors.

NOTE Confidence: 0.96158195
00:49:41.390 --> 00:49:42.770 And if they're not showing
NOTE Confidence: 0.96158195
00:49:42.989 --> 00:49:44.510 confidence or if they are
NOTE Confidence: 0.96158195
00:49:44.510 --> 00:49:46.750 being nice, like, using actual
NOTE Confidence: 0.96158195
00:49:46.750 --> 00:49:47.250 objective
NOTE Confidence: 0.9950772
00:49:47.710 --> 00:49:48.210 descriptions
NOTE Confidence: 0.9910939
00:49:48.989 --> 00:49:50.590 of what what I saw
NOTE Confidence: 0.9910939
00:49:50.590 --> 00:49:51.870 that made me feel that
NOTE Confidence: 0.9910939
00:49:51.870 --> 00:49:52.370 way.
NOTE Confidence: 0.9609498
00:49:53.535 --> 00:49:55.075 That's helpful for the trainees,
NOTE Confidence: 0.98334926
00:49:55.935 --> 00:49:57.135 because it allows them to
NOTE Confidence: 0.98334926
00:49:57.135 --> 00:49:58.594 wrap their brains around,
NOTE Confidence: 0.9808748
00:49:59.454 --> 00:50:00.815 like, what exactly do I
NOTE Confidence: 0.9808748
00:50:00.815 --> 00:50:01.935 need to do to improve,
NOTE Confidence: 0.9808748
00:50:01.935 --> 00:50:03.135 or what am I actually
NOTE Confidence: 0.9808748
00:50:03.135 --> 00:50:04.194 doing that's good,
NOTE Confidence: 0.9877584

00:50:05.500 --> 00:50:06.540 in a way that is
NOTE Confidence: 0.9877584

00:50:06.540 --> 00:50:08.300 tangible for them. So I
NOTE Confidence: 0.9877584

00:50:08.300 --> 00:50:09.660 think that's probably the lowest
NOTE Confidence: 0.9877584

00:50:09.660 --> 00:50:11.340 hanging fruit. It takes a
NOTE Confidence: 0.9877584

00:50:11.340 --> 00:50:12.860 lot of brain work. I
NOTE Confidence: 0.9877584

00:50:13.020 --> 00:50:13.980 I'm sure you guys have
NOTE Confidence: 0.9877584

00:50:13.980 --> 00:50:15.020 the same feeling as I
NOTE Confidence: 0.9877584

00:50:15.020 --> 00:50:16.220 do. When I sit down
NOTE Confidence: 0.9877584

00:50:16.220 --> 00:50:17.420 to write an assessment, I
NOTE Confidence: 0.9877584

00:50:17.420 --> 00:50:19.100 feel exhausted before I even
NOTE Confidence: 0.9877584

00:50:19.100 --> 00:50:20.000 start typing,
NOTE Confidence: 0.998682

00:50:20.645 --> 00:50:21.605 because it just takes a
NOTE Confidence: 0.998682

00:50:21.605 --> 00:50:23.065 lot of brain space to
NOTE Confidence: 0.9913846

00:50:23.685 --> 00:50:25.545 spend the time thinking about,
NOTE Confidence: 0.9913846

00:50:25.765 --> 00:50:27.285 like, what you observed and
NOTE Confidence: 0.9913846

00:50:27.285 --> 00:50:28.344 how they can improve.

NOTE Confidence: 0.9884784

00:50:29.364 --> 00:50:30.724 But it's usually worth the

NOTE Confidence: 0.9884784

00:50:30.724 --> 00:50:31.765 effort because that could be

NOTE Confidence: 0.9884784

00:50:31.765 --> 00:50:32.964 a really meaningful piece of

NOTE Confidence: 0.9884784

00:50:32.964 --> 00:50:34.265 feedback for that person.

NOTE Confidence: 0.96152246

00:50:35.520 --> 00:50:36.800 Any other thoughts about that?

NOTE Confidence: 0.96152246

00:50:36.800 --> 00:50:37.680 I'd be curious from the

NOTE Confidence: 0.96152246

00:50:37.680 --> 00:50:39.600 group. Other thoughts or things

NOTE Confidence: 0.96152246

00:50:39.600 --> 00:50:40.900 that they found helpful.

NOTE Confidence: 0.97239536

00:50:42.080 --> 00:50:44.239 So I'm curious, Katie. In

NOTE Confidence: 0.97239536

00:50:44.239 --> 00:50:46.000 that letter that you cited,

NOTE Confidence: 0.97239536

00:50:46.000 --> 00:50:47.200 I don't know if you

NOTE Confidence: 0.97239536

00:50:47.200 --> 00:50:47.700 remember.

NOTE Confidence: 0.92381406

00:50:48.585 --> 00:50:50.344 But and, also to me,

NOTE Confidence: 0.92381406

00:50:50.344 --> 00:50:51.885 sometimes letter of recommendations

NOTE Confidence: 0.99571025

00:50:52.984 --> 00:50:53.484 are

NOTE Confidence: 0.99139863

00:50:53.785 --> 00:50:55.864 seem almost higher stakes in
NOTE Confidence: 0.99139863

00:50:55.864 --> 00:50:57.385 some respect than just a
NOTE Confidence: 0.99139863

00:50:57.385 --> 00:50:57.885 straightforward
NOTE Confidence: 0.9813314

00:50:58.185 --> 00:50:58.685 assessment.
NOTE Confidence: 0.99405813

00:50:59.224 --> 00:51:00.765 And so was that individual
NOTE Confidence: 0.99405813

00:51:00.984 --> 00:51:02.344 struggling? There was a lot
NOTE Confidence: 0.99405813

00:51:02.344 --> 00:51:03.805 of time spent on
NOTE Confidence: 0.9004346

00:51:04.110 --> 00:51:06.690 practice based, like, learning improvement
NOTE Confidence: 0.9290125

00:51:07.710 --> 00:51:09.490 and in letters of recommendation.
NOTE Confidence: 0.9290125

00:51:09.790 --> 00:51:11.790 Sometimes when there are issues
NOTE Confidence: 0.9290125

00:51:11.790 --> 00:51:12.450 in terms
NOTE Confidence: 0.98855084

00:51:12.830 --> 00:51:14.690 of competency or performance
NOTE Confidence: 0.9463699

00:51:15.150 --> 00:51:15.650 performance,
NOTE Confidence: 0.99204147

00:51:15.950 --> 00:51:17.470 I almost feel like there's
NOTE Confidence: 0.99517024

00:51:18.145 --> 00:51:19.685 there could be a tendency
NOTE Confidence: 0.99517024

00:51:19.745 --> 00:51:20.725 for a euphemism,

NOTE Confidence: 0.96100944
00:51:21.905 --> 00:51:23.905 which which might translate into
NOTE Confidence: 0.96100944
00:51:23.905 --> 00:51:25.665 they really, really tried hard,
NOTE Confidence: 0.96100944
00:51:25.665 --> 00:51:27.345 but I didn't quite say
NOTE Confidence: 0.96100944
00:51:27.345 --> 00:51:27.845 that,
NOTE Confidence: 0.99912703
00:51:28.225 --> 00:51:29.765 you know, they just were
NOTE Confidence: 0.98565674
00:51:30.330 --> 00:51:32.110 unable to attain this competency
NOTE Confidence: 0.98565674
00:51:32.250 --> 00:51:33.550 in the letter of recommendation.
NOTE Confidence: 0.9996209
00:51:34.010 --> 00:51:34.910 I'm just curious.
NOTE Confidence: 0.9869362
00:51:35.370 --> 00:51:37.050 Yeah. I you know, as
NOTE Confidence: 0.9869362
00:51:37.050 --> 00:51:39.210 somebody who's spending all my
NOTE Confidence: 0.9869362
00:51:39.210 --> 00:51:40.270 free time reviewing,
NOTE Confidence: 0.99516135
00:51:41.450 --> 00:51:43.630 applications for residency right now,
NOTE Confidence: 0.9930485
00:51:45.255 --> 00:51:47.094 It's really interesting, I think,
NOTE Confidence: 0.9930485
00:51:47.094 --> 00:51:49.255 in, how little data actually
NOTE Confidence: 0.9930485
00:51:49.255 --> 00:51:49.755 translates
NOTE Confidence: 0.9612206

00:51:50.055 --> 00:51:51.815 on trainees in those types
NOTE Confidence: 0.9612206

00:51:51.815 --> 00:51:52.954 of things like MSPEs.
NOTE Confidence: 0.99958736

00:51:54.055 --> 00:51:55.895 And we're almost forced to
NOTE Confidence: 0.99958736

00:51:55.895 --> 00:51:57.194 read between the lines
NOTE Confidence: 0.9520595

00:51:57.969 --> 00:51:58.630 on things,
NOTE Confidence: 0.99865913

00:51:58.930 --> 00:52:00.130 and we're trained to do
NOTE Confidence: 0.99865913

00:52:00.130 --> 00:52:00.630 so.
NOTE Confidence: 0.9894267

00:52:02.370 --> 00:52:03.190 I I
NOTE Confidence: 0.97775733

00:52:03.810 --> 00:52:04.610 I think that can be
NOTE Confidence: 0.97775733

00:52:04.610 --> 00:52:05.910 a really tricky thing,
NOTE Confidence: 0.9878792

00:52:06.450 --> 00:52:07.190 to navigate,
NOTE Confidence: 0.9532239

00:52:08.610 --> 00:52:10.230 especially, like, letters of recommendation
NOTE Confidence: 0.9580146

00:52:10.530 --> 00:52:11.030 and,
NOTE Confidence: 0.8669524

00:52:11.489 --> 00:52:11.989 MSPEs
NOTE Confidence: 0.9942996

00:52:12.290 --> 00:52:13.725 and other things like that.
NOTE Confidence: 0.9786219

00:52:15.485 --> 00:52:17.005 Ideally, I think we would

NOTE Confidence: 0.9786219

00:52:17.005 --> 00:52:18.685 all benefit from there being

NOTE Confidence: 0.9786219

00:52:18.685 --> 00:52:19.185 transparent,

NOTE Confidence: 0.9954455

00:52:19.805 --> 00:52:21.565 transmission of information on how

NOTE Confidence: 0.9954455

00:52:21.565 --> 00:52:23.105 trainees are actually doing,

NOTE Confidence: 0.90398693

00:52:23.725 --> 00:52:24.685 between you and me and

NOTE Confidence: 0.90398693

00:52:24.685 --> 00:52:25.665 GME in particular,

NOTE Confidence: 0.9980275

00:52:26.685 --> 00:52:28.065 for a lot of reasons.

NOTE Confidence: 0.9743866

00:52:29.020 --> 00:52:30.239 There's a lot of incentives

NOTE Confidence: 0.9743866

00:52:30.300 --> 00:52:31.820 to not do that, and

NOTE Confidence: 0.9743866

00:52:31.820 --> 00:52:33.100 I think that exists too

NOTE Confidence: 0.9743866

00:52:33.100 --> 00:52:34.620 when residents exit out of

NOTE Confidence: 0.9743866

00:52:34.620 --> 00:52:35.900 training or fellows exit out

NOTE Confidence: 0.9743866

00:52:35.900 --> 00:52:36.560 of training,

NOTE Confidence: 0.9806573

00:52:36.940 --> 00:52:38.060 and they go into the

NOTE Confidence: 0.9806573

00:52:38.060 --> 00:52:39.100 real world, and we're writing

NOTE Confidence: 0.9806573

00:52:39.100 --> 00:52:40.320 their letters of recommendation.

NOTE Confidence: 0.999851

00:52:41.984 --> 00:52:42.724 I wonder

NOTE Confidence: 0.99967235

00:52:43.025 --> 00:52:43.924 who that serves

NOTE Confidence: 0.9836259

00:52:44.464 --> 00:52:45.605 over time, but,

NOTE Confidence: 0.98909026

00:52:46.144 --> 00:52:47.025 I I don't have a

NOTE Confidence: 0.98909026

00:52:47.025 --> 00:52:48.224 good answer for you, Penina.

NOTE Confidence: 0.98909026

00:52:48.224 --> 00:52:48.864 I think that can be

NOTE Confidence: 0.98909026

00:52:48.864 --> 00:52:50.085 a really tricky thing,

NOTE Confidence: 0.9986742

00:52:50.864 --> 00:52:51.525 to navigate.

NOTE Confidence: 0.9559632

00:52:52.144 --> 00:52:53.045 Thanks, Katie.

NOTE Confidence: 0.9988453

00:52:53.930 --> 00:52:55.210 It's always a surprise when

NOTE Confidence: 0.9988453

00:52:55.210 --> 00:52:56.090 you go back and look

NOTE Confidence: 0.9988453

00:52:56.090 --> 00:52:57.710 at their residency milestones,

NOTE Confidence: 0.90295726

00:52:58.170 --> 00:52:59.630 when they're now in fellowship.

NOTE Confidence: 0.9320747

00:53:00.010 --> 00:53:01.450 Yes. Like, wow. I wish

NOTE Confidence: 0.9320747

00:53:01.450 --> 00:53:02.410 I would have known that

NOTE Confidence: 0.9320747
00:53:02.410 --> 00:53:02.910 earlier.
NOTE Confidence: 0.9995194
00:53:03.290 --> 00:53:03.790 Yes.
NOTE Confidence: 0.99234575
00:53:06.285 --> 00:53:07.484 I'm just gonna share my
NOTE Confidence: 0.99234575
00:53:07.484 --> 00:53:08.525 last slide, but I'll leave
NOTE Confidence: 0.99234575
00:53:08.525 --> 00:53:09.984 it open for any additional
NOTE Confidence: 0.99234575
00:53:10.045 --> 00:53:10.545 questions.
NOTE Confidence: 0.9942616
00:53:14.125 --> 00:53:15.424 We're prone to bias.
NOTE Confidence: 0.9990111
00:53:16.125 --> 00:53:17.325 It has it can have
NOTE Confidence: 0.9990111
00:53:17.325 --> 00:53:18.464 impact on learners.
NOTE Confidence: 0.97020966
00:53:20.020 --> 00:53:21.700 Implicit bias can be recognized
NOTE Confidence: 0.97020966
00:53:21.700 --> 00:53:23.540 through thoughtful reflection and external
NOTE Confidence: 0.97020966
00:53:23.540 --> 00:53:24.040 feedback.
NOTE Confidence: 0.9996244
00:53:24.980 --> 00:53:26.360 I encourage you to
NOTE Confidence: 0.9678801
00:53:26.820 --> 00:53:28.440 get feedback on your assessments.
NOTE Confidence: 0.9955413
00:53:29.220 --> 00:53:30.180 Ask for it from your
NOTE Confidence: 0.9955413

00:53:30.180 --> 00:53:31.380 peers if there's somebody that

NOTE Confidence: 0.9955413

00:53:31.380 --> 00:53:32.120 you trust.

NOTE Confidence: 0.98558694

00:53:32.815 --> 00:53:33.855 I personally have found it

NOTE Confidence: 0.98558694

00:53:33.855 --> 00:53:34.735 to be a really helpful

NOTE Confidence: 0.98558694

00:53:34.735 --> 00:53:35.935 exercise. It takes a lot

NOTE Confidence: 0.98558694

00:53:35.935 --> 00:53:36.515 of humility.

NOTE Confidence: 0.9581383

00:53:37.375 --> 00:53:39.055 But, ultimately, if the intention

NOTE Confidence: 0.9581383

00:53:39.055 --> 00:53:39.855 is for us to help

NOTE Confidence: 0.9581383

00:53:39.855 --> 00:53:40.594 our learners,

NOTE Confidence: 0.99449325

00:53:41.215 --> 00:53:42.815 sometimes that external feedback can

NOTE Confidence: 0.99449325

00:53:42.815 --> 00:53:43.795 be really helpful.

NOTE Confidence: 0.99420077

00:53:45.030 --> 00:53:46.469 Any other questions or things

NOTE Confidence: 0.99420077

00:53:46.469 --> 00:53:47.670 that people wanna talk about

NOTE Confidence: 0.99420077

00:53:47.670 --> 00:53:48.710 in our last two to

NOTE Confidence: 0.99420077

00:53:48.710 --> 00:53:49.450 three minutes?

NOTE Confidence: 0.996854

00:53:54.230 --> 00:53:55.510 I'm gonna ask something if

NOTE Confidence: 0.996854
00:53:55.510 --> 00:53:57.670 nobody else is. Anybody looking
NOTE Confidence: 0.996854
00:53:57.670 --> 00:53:59.050 at AI for this?
NOTE Confidence: 0.9794838
00:54:01.015 --> 00:54:02.455 Yes. There's a lot of
NOTE Confidence: 0.9794838
00:54:02.455 --> 00:54:04.055 excitement in the assessment world
NOTE Confidence: 0.9794838
00:54:04.055 --> 00:54:04.875 about AI.
NOTE Confidence: 0.97125816
00:54:05.655 --> 00:54:07.335 We've been using natural language
NOTE Confidence: 0.97125816
00:54:07.335 --> 00:54:08.614 processing for quite a lot
NOTE Confidence: 0.97125816
00:54:08.614 --> 00:54:09.815 of right a long time
NOTE Confidence: 0.97125816
00:54:09.815 --> 00:54:10.635 in AI.
NOTE Confidence: 0.9923758
00:54:11.175 --> 00:54:12.215 Whether or not it actually
NOTE Confidence: 0.9923758
00:54:12.215 --> 00:54:13.835 translates to a better understanding
NOTE Confidence: 0.9923758
00:54:14.055 --> 00:54:16.349 of trainees is still up
NOTE Confidence: 0.9923758
00:54:16.349 --> 00:54:17.410 up for questioning.
NOTE Confidence: 0.99780047
00:54:21.710 --> 00:54:22.770 But if you're interested,
NOTE Confidence: 0.998474
00:54:23.309 --> 00:54:24.190 let me know. I would
NOTE Confidence: 0.998474

00:54:24.190 --> 00:54:25.089 love to collab.
NOTE Confidence: 0.9637471

00:54:35.225 --> 00:54:37.145 Penina is nervously smiling that
NOTE Confidence: 0.9637471

00:54:37.145 --> 00:54:38.185 I might take on another
NOTE Confidence: 0.9637471

00:54:38.185 --> 00:54:38.685 project.
NOTE Confidence: 0.9820024

00:54:39.705 --> 00:54:40.825 Not at all. I think
NOTE Confidence: 0.9820024

00:54:40.825 --> 00:54:42.125 it's such a great project.
NOTE Confidence: 0.99493074

00:54:43.160 --> 00:54:44.620 So no. Not at all.
NOTE Confidence: 0.94945574

00:54:45.239 --> 00:54:46.600 But, Katie, thank you so
NOTE Confidence: 0.94945574

00:54:46.600 --> 00:54:47.720 much. I feel like now
NOTE Confidence: 0.94945574

00:54:47.720 --> 00:54:49.000 that you're in the building,
NOTE Confidence: 0.94945574

00:54:49.000 --> 00:54:49.880 we need to keep you
NOTE Confidence: 0.94945574

00:54:49.880 --> 00:54:51.400 here. Like, I was shocked
NOTE Confidence: 0.94945574

00:54:51.400 --> 00:54:52.760 you're like, Mary Sarah brought
NOTE Confidence: 0.94945574

00:54:52.760 --> 00:54:53.720 you tea, and I thought
NOTE Confidence: 0.94945574

00:54:53.720 --> 00:54:54.680 it was like a I
NOTE Confidence: 0.94945574

00:54:54.680 --> 00:54:55.560 thought it was like a

NOTE Confidence: 0.94945574
00:54:55.560 --> 00:54:56.655 meta physical
NOTE Confidence: 0.95711625
00:54:57.675 --> 00:54:59.595 cyber tea or something. But
NOTE Confidence: 0.95711625
00:54:59.755 --> 00:55:01.675 No. Actually, I I got
NOTE Confidence: 0.95711625
00:55:01.675 --> 00:55:03.435 laryngitis on my flight over,
NOTE Confidence: 0.95711625
00:55:03.435 --> 00:55:03.935 actually.
NOTE Confidence: 0.93086755
00:55:04.555 --> 00:55:05.995 Oh my gosh. Well, as
NOTE Confidence: 0.93086755
00:55:05.995 --> 00:55:06.655 I said,
NOTE Confidence: 0.999649
00:55:07.115 --> 00:55:07.855 it is
NOTE Confidence: 0.9780773
00:55:08.250 --> 00:55:10.170 always amazing to have you
NOTE Confidence: 0.9780773
00:55:10.170 --> 00:55:12.270 back, to hear your insights,
NOTE Confidence: 0.9985744
00:55:12.650 --> 00:55:13.150 and
NOTE Confidence: 0.95794106
00:55:13.530 --> 00:55:14.810 I just wish we could
NOTE Confidence: 0.95794106
00:55:14.890 --> 00:55:16.250 maybe Mary Sarah can, like,
NOTE Confidence: 0.95794106
00:55:16.250 --> 00:55:17.370 rip up your ticket or
NOTE Confidence: 0.95794106
00:55:17.370 --> 00:55:19.370 something and keep you here.
NOTE Confidence: 0.95794106

00:55:19.370 --> 00:55:21.469 But thanks so much for

NOTE Confidence: 0.99461067

00:55:22.170 --> 00:55:23.150 coming back.

NOTE Confidence: 0.9911341

00:55:23.744 --> 00:55:24.785 Thanks, everyone. It was really

NOTE Confidence: 0.9911341

00:55:24.785 --> 00:55:26.305 good to see everybody's faces.

NOTE Confidence: 0.9911341

00:55:26.305 --> 00:55:27.184 Hopefully, I'll get to see

NOTE Confidence: 0.9911341

00:55:27.184 --> 00:55:29.265 you again soon. Yes. Alright.

NOTE Confidence: 0.9911341

00:55:29.265 --> 00:55:30.484 Take care. Bye bye.