

WEBVTT

NOTE duration: "01:01:01.696"

NOTE Confidence: 0.91755086

00:00:06.080 --> 00:00:07.379 Welcome to our

NOTE Confidence: 0.68809074

00:00:09.920 --> 00:00:11.139 general internal medicine.

NOTE Confidence: 0.98066336

00:00:11.920 --> 00:00:13.380 Let me get my microphone

NOTE Confidence: 0.98066336

00:00:13.519 --> 00:00:14.420 figured out here.

NOTE Confidence: 0.83983433

00:00:21.055 --> 00:00:21.935 I guess I'll just put

NOTE Confidence: 0.83983433

00:00:21.935 --> 00:00:22.914 this over here.

NOTE Confidence: 0.8189404

00:00:25.775 --> 00:00:27.395 Okay. Welcome everyone,

NOTE Confidence: 0.97946596

00:00:27.890 --> 00:00:29.170 who's present. And to the

NOTE Confidence: 0.97946596

00:00:29.170 --> 00:00:30.710 many people who are online,

NOTE Confidence: 0.97946596

00:00:30.930 --> 00:00:31.590 I understand

NOTE Confidence: 0.9735705

00:00:32.129 --> 00:00:34.050 there's even some Penn State

NOTE Confidence: 0.9735705

00:00:34.050 --> 00:00:36.070 guests online. So that's

NOTE Confidence: 0.9301096

00:00:36.610 --> 00:00:38.129 welcome to to Yale to

NOTE Confidence: 0.9301096

00:00:38.129 --> 00:00:38.790 you folks.

NOTE Confidence: 0.9868843

00:00:39.570 --> 00:00:40.449 So for the,
NOTE Confidence: 0.99853706
00:00:41.010 --> 00:00:42.610 meeting today, the CME code
NOTE Confidence: 0.99853706
00:00:42.610 --> 00:00:43.110 is
NOTE Confidence: 0.9847653
00:00:43.475 --> 00:00:45.255 five four eight three nine,
NOTE Confidence: 0.9847653
00:00:45.475 --> 00:00:46.435 and I keep hearing an
NOTE Confidence: 0.9847653
00:00:46.435 --> 00:00:48.135 echo over here. Excuse me.
NOTE Confidence: 0.9033922
00:01:00.460 --> 00:01:01.579 So I put this echo
NOTE Confidence: 0.9033922
00:01:01.579 --> 00:01:02.300 on here. I'm just gonna
NOTE Confidence: 0.9033922
00:01:02.300 --> 00:01:03.120 shut it off.
NOTE Confidence: 0.9344345
00:01:03.579 --> 00:01:04.780 Okay. I just wanna make
NOTE Confidence: 0.9344345
00:01:04.780 --> 00:01:05.280 sure.
NOTE Confidence: 0.93395823
00:01:06.140 --> 00:01:07.180 There we go. Thank you.
NOTE Confidence: 0.93395823
00:01:07.180 --> 00:01:08.319 Thanks very much.
NOTE Confidence: 0.9770269
00:01:08.940 --> 00:01:11.100 So, five, four eight three
NOTE Confidence: 0.9770269
00:01:11.100 --> 00:01:11.600 nine.
NOTE Confidence: 0.9583745
00:01:12.975 --> 00:01:13.715 So a reminder,

NOTE Confidence: 0.9882566
00:01:14.015 --> 00:01:14.975 if it's not on your
NOTE Confidence: 0.9882566
00:01:14.975 --> 00:01:16.655 calendar already, be sure to,
NOTE Confidence: 0.9882566
00:01:16.975 --> 00:01:18.975 mark down our upcoming, GIM
NOTE Confidence: 0.9882566
00:01:18.975 --> 00:01:20.334 retreats for the new academic
NOTE Confidence: 0.9882566
00:01:20.334 --> 00:01:20.834 year.
NOTE Confidence: 0.99113786
00:01:21.455 --> 00:01:22.575 December ninth, we'll have our
NOTE Confidence: 0.99113786
00:01:22.575 --> 00:01:23.555 research and scholarship,
NOTE Confidence: 0.9334593
00:01:23.935 --> 00:01:25.395 retreat at the West Campus.
NOTE Confidence: 0.9511775
00:01:26.060 --> 00:01:27.439 We'll have our professional,
NOTE Confidence: 0.91337717
00:01:27.899 --> 00:01:28.399 development,
NOTE Confidence: 0.9627421
00:01:28.780 --> 00:01:30.140 retreat, at the West Campus
NOTE Confidence: 0.9627421
00:01:30.140 --> 00:01:31.360 on February sixth.
NOTE Confidence: 0.9573329
00:01:32.619 --> 00:01:34.060 And then, in May, we're
NOTE Confidence: 0.9573329
00:01:34.060 --> 00:01:35.600 gonna be having our education
NOTE Confidence: 0.9573329
00:01:35.659 --> 00:01:36.540 retreat. I think we have
NOTE Confidence: 0.9573329

00:01:36.540 --> 00:01:37.500 a date for that. It's
NOTE Confidence: 0.9573329

00:01:37.500 --> 00:01:38.000 June
NOTE Confidence: 0.9681372

00:01:38.865 --> 00:01:40.225 fifth, I believe. So,
NOTE Confidence: 0.9986006

00:01:40.705 --> 00:01:42.065 mark your calendars for those
NOTE Confidence: 0.9986006

00:01:42.065 --> 00:01:43.365 all important retreats.
NOTE Confidence: 0.92984784

00:01:44.705 --> 00:01:45.525 Another reminder,
NOTE Confidence: 0.97223926

00:01:46.785 --> 00:01:48.865 September twenty seventh is GIM
NOTE Confidence: 0.97223926

00:01:48.865 --> 00:01:50.165 day at the Yale Bowl.
NOTE Confidence: 0.97223926

00:01:50.385 --> 00:01:51.345 We've been doing this for
NOTE Confidence: 0.97223926

00:01:51.345 --> 00:01:52.405 a number of years.
NOTE Confidence: 0.9472507

00:01:53.450 --> 00:01:54.570 You can't miss it. And
NOTE Confidence: 0.9472507

00:01:54.570 --> 00:01:55.550 we're playing Cornell.
NOTE Confidence: 0.98862857

00:01:56.730 --> 00:01:58.510 So it's, bring your families.
NOTE Confidence: 0.98023695

00:01:58.890 --> 00:01:59.770 It's gonna be a great
NOTE Confidence: 0.98023695

00:01:59.770 --> 00:02:00.730 day. We have the sky
NOTE Confidence: 0.98023695

00:02:00.730 --> 00:02:01.610 boxes up on top of

NOTE Confidence: 0.98023695
00:02:01.610 --> 00:02:03.370 the bowl, and, it's gonna
NOTE Confidence: 0.98023695
00:02:03.370 --> 00:02:04.170 be a lot of fun.
NOTE Confidence: 0.98023695
00:02:04.170 --> 00:02:05.770 So, please try to join
NOTE Confidence: 0.98023695
00:02:05.770 --> 00:02:06.270 us.
NOTE Confidence: 0.95711803
00:02:07.485 --> 00:02:09.725 Next week, we have our
NOTE Confidence: 0.95711803
00:02:09.725 --> 00:02:11.425 grand rounds at seven thirty.
NOTE Confidence: 0.92212105
00:02:11.965 --> 00:02:12.945 Monique Hitchcliff,
NOTE Confidence: 0.93501693
00:02:13.405 --> 00:02:15.264 will be presenting on renodes
NOTE Confidence: 0.9745151
00:02:15.725 --> 00:02:17.725 and digital ischemia, an update
NOTE Confidence: 0.9745151
00:02:17.725 --> 00:02:18.465 on scleroderma.
NOTE Confidence: 0.92537487
00:02:19.800 --> 00:02:21.080 And then at noon, we'll
NOTE Confidence: 0.92537487
00:02:21.080 --> 00:02:22.760 be having our educational strategies
NOTE Confidence: 0.92537487
00:02:22.760 --> 00:02:24.220 and faculty development session,
NOTE Confidence: 0.9898053
00:02:24.840 --> 00:02:26.919 building a career in medical
NOTE Confidence: 0.9898053
00:02:26.919 --> 00:02:28.760 education leadership. So don't miss
NOTE Confidence: 0.9898053

00:02:28.760 --> 00:02:29.580 both of those
NOTE Confidence: 0.9985003
00:02:29.959 --> 00:02:31.819 meetings next Thursday.
NOTE Confidence: 0.96630824
00:02:32.955 --> 00:02:34.635 Here's our usual disclosure slide.
NOTE Confidence: 0.96630824
00:02:34.635 --> 00:02:35.755 So this is a really
NOTE Confidence: 0.96630824
00:02:35.755 --> 00:02:36.875 special day for all of
NOTE Confidence: 0.96630824
00:02:36.875 --> 00:02:37.935 us. We get to welcome
NOTE Confidence: 0.80897367
00:02:38.475 --> 00:02:40.235 back Henania Henau, who's sitting
NOTE Confidence: 0.80897367
00:02:40.235 --> 00:02:40.895 right here,
NOTE Confidence: 0.9370815
00:02:41.675 --> 00:02:42.655 with her husband,
NOTE Confidence: 0.54351807
00:02:43.035 --> 00:02:43.535 Perry,
NOTE Confidence: 0.94828004
00:02:44.395 --> 00:02:45.375 and her son
NOTE Confidence: 0.95140684
00:02:46.320 --> 00:02:47.440 her son, Nolan, who I
NOTE Confidence: 0.95140684
00:02:47.440 --> 00:02:48.320 remember when he was this
NOTE Confidence: 0.95140684
00:02:48.320 --> 00:02:49.280 tall, but now he's this
NOTE Confidence: 0.95140684
00:02:49.280 --> 00:02:50.100 tall. So,
NOTE Confidence: 0.9274908
00:02:50.800 --> 00:02:52.800 time certainly goes by. So

NOTE Confidence: 0.9274908
00:02:52.800 --> 00:02:54.180 this is a fourth annual
NOTE Confidence: 0.9274908
00:02:54.320 --> 00:02:56.720 Henao lecture on diversity, equity,
NOTE Confidence: 0.9274908
00:02:56.720 --> 00:02:57.380 and inclusion.
NOTE Confidence: 0.9466664
00:02:58.080 --> 00:02:58.800 And you can see on
NOTE Confidence: 0.9466664
00:02:58.800 --> 00:02:59.840 the slide here the three
NOTE Confidence: 0.9466664
00:02:59.840 --> 00:03:02.175 private three, previous speakers.
NOTE Confidence: 0.9938898
00:03:03.035 --> 00:03:03.514 So,
NOTE Confidence: 0.79846
00:03:03.995 --> 00:03:04.495 Ingenia,
NOTE Confidence: 0.9948304
00:03:05.355 --> 00:03:07.035 has had a wonderful life
NOTE Confidence: 0.9948304
00:03:07.035 --> 00:03:08.155 and a wonderful career, and
NOTE Confidence: 0.9948304
00:03:08.155 --> 00:03:09.855 she's still just getting started.
NOTE Confidence: 0.95498556
00:03:10.315 --> 00:03:11.435 So as outlined here, she
NOTE Confidence: 0.95498556
00:03:11.435 --> 00:03:12.575 was born in the Dominican
NOTE Confidence: 0.95498556
00:03:12.635 --> 00:03:13.135 Republic.
NOTE Confidence: 0.9520144
00:03:13.989 --> 00:03:15.190 She immigrated to New York
NOTE Confidence: 0.9520144

00:03:15.190 --> 00:03:16.069 City at the age of
NOTE Confidence: 0.9520144

00:03:16.069 --> 00:03:16.569 fifteen,
NOTE Confidence: 0.9893757

00:03:17.510 --> 00:03:18.629 and then did her training
NOTE Confidence: 0.9893757

00:03:18.629 --> 00:03:19.910 at Marymount College and back
NOTE Confidence: 0.9893757

00:03:19.910 --> 00:03:21.110 at my old stomping grounds
NOTE Confidence: 0.9893757

00:03:21.110 --> 00:03:22.569 at the University of Rochester.
NOTE Confidence: 0.9338444

00:03:23.510 --> 00:03:25.129 She then joined the faculty,
NOTE Confidence: 0.9745725

00:03:25.430 --> 00:03:27.110 at Emory where her career
NOTE Confidence: 0.9745725

00:03:27.110 --> 00:03:28.090 just took off
NOTE Confidence: 0.8991046

00:03:28.470 --> 00:03:28.970 amazingly.
NOTE Confidence: 0.9326207

00:03:29.694 --> 00:03:30.895 She became director of the
NOTE Confidence: 0.9326207

00:03:30.895 --> 00:03:33.235 department of multicultural affairs there
NOTE Confidence: 0.9326207

00:03:33.294 --> 00:03:34.415 and was the founding director
NOTE Confidence: 0.9326207

00:03:34.415 --> 00:03:36.275 of the International Medical Center
NOTE Confidence: 0.9326207

00:03:36.334 --> 00:03:38.035 at the Grady Health System.
NOTE Confidence: 0.9346885

00:03:39.135 --> 00:03:40.974 Fortunately for us, we recruited

NOTE Confidence: 0.9346885

00:03:40.974 --> 00:03:41.855 her here to be director

NOTE Confidence: 0.9346885

00:03:41.855 --> 00:03:43.315 of our primary care center.

NOTE Confidence: 0.9215605

00:03:43.770 --> 00:03:45.370 She joined our center, and

NOTE Confidence: 0.9215605

00:03:45.370 --> 00:03:46.410 she really turned the place

NOTE Confidence: 0.9215605

00:03:46.410 --> 00:03:47.290 around. And there's a number

NOTE Confidence: 0.9215605

00:03:47.290 --> 00:03:48.330 of you who practice there

NOTE Confidence: 0.9215605

00:03:48.330 --> 00:03:49.870 in the room and online

NOTE Confidence: 0.9215605

00:03:50.010 --> 00:03:51.130 and know what and he

NOTE Confidence: 0.9215605

00:03:51.290 --> 00:03:52.569 how he need to transform

NOTE Confidence: 0.9215605

00:03:52.569 --> 00:03:54.010 that practice both as a

NOTE Confidence: 0.9215605

00:03:54.010 --> 00:03:55.209 place for our patients and

NOTE Confidence: 0.9215605

00:03:55.209 --> 00:03:56.350 a place for our trainees.

NOTE Confidence: 0.95818

00:03:57.584 --> 00:03:59.185 She, in two thousand sixteen,

NOTE Confidence: 0.95818

00:03:59.185 --> 00:04:01.045 was appointed associate chair,

NOTE Confidence: 0.87883854

00:04:01.665 --> 00:04:03.345 for diversity, equity, inclusion in

NOTE Confidence: 0.87883854

00:04:03.345 --> 00:04:04.084 our department,
NOTE Confidence: 0.9567132

00:04:04.705 --> 00:04:05.985 and also then in two
NOTE Confidence: 0.9567132

00:04:05.985 --> 00:04:06.785 thousand seventeen,
NOTE Confidence: 0.9133711

00:04:07.265 --> 00:04:08.305 had took on a similar
NOTE Confidence: 0.9133711

00:04:08.305 --> 00:04:09.265 role in our office of
NOTE Confidence: 0.9133711

00:04:09.265 --> 00:04:10.565 graduate medical education,
NOTE Confidence: 0.9838469

00:04:11.120 --> 00:04:13.060 where she created and transformed
NOTE Confidence: 0.9838469

00:04:13.200 --> 00:04:14.659 our department and our institution's
NOTE Confidence: 0.9838469

00:04:14.799 --> 00:04:15.299 approach,
NOTE Confidence: 0.9569735

00:04:15.920 --> 00:04:17.919 to diversity, equity, and inclusion.
NOTE Confidence: 0.9569735

00:04:17.919 --> 00:04:19.120 And some of the initiatives
NOTE Confidence: 0.9569735

00:04:19.120 --> 00:04:19.620 she,
NOTE Confidence: 0.9248229

00:04:20.960 --> 00:04:22.080 led here at Yale are
NOTE Confidence: 0.9248229

00:04:22.080 --> 00:04:23.300 listed on the slide.
NOTE Confidence: 0.9461168

00:04:24.400 --> 00:04:24.880 And,
NOTE Confidence: 0.913682

00:04:25.360 --> 00:04:27.335 the her foundational work,

NOTE Confidence: 0.9412864

00:04:27.875 --> 00:04:29.714 is being followed by doctor

NOTE Confidence: 0.9412864

00:04:29.714 --> 00:04:30.214 Emba

NOTE Confidence: 0.93558794

00:04:30.595 --> 00:04:31.654 who took her place

NOTE Confidence: 0.9956177

00:04:32.035 --> 00:04:32.775 over time.

NOTE Confidence: 0.99827677

00:04:33.714 --> 00:04:34.915 At Penn State, she was

NOTE Confidence: 0.99827677

00:04:34.915 --> 00:04:35.415 recruited

NOTE Confidence: 0.9675972

00:04:35.795 --> 00:04:37.154 to be vice dean of

NOTE Confidence: 0.9675972

00:04:37.154 --> 00:04:38.915 diversity, equity, and belonging where

NOTE Confidence: 0.9675972

00:04:38.915 --> 00:04:40.170 she's built her team,

NOTE Confidence: 0.9399953

00:04:40.570 --> 00:04:41.870 built a wonderful program,

NOTE Confidence: 0.93457395

00:04:42.410 --> 00:04:43.930 but she remains connected to

NOTE Confidence: 0.93457395

00:04:43.930 --> 00:04:45.950 us as an adjunct, professor.

NOTE Confidence: 0.9262644

00:04:46.810 --> 00:04:49.050 And throughout her career, she's

NOTE Confidence: 0.9262644

00:04:49.050 --> 00:04:50.810 won numerous awards at Emory,

NOTE Confidence: 0.9262644

00:04:50.810 --> 00:04:52.410 at Yale, and most recently

NOTE Confidence: 0.9262644

00:04:52.410 --> 00:04:53.450 at Penn State, the Dean's
NOTE Confidence: 0.9262644

00:04:53.450 --> 00:04:55.070 Award for Excellence in Teaching.
NOTE Confidence: 0.9446103

00:04:56.055 --> 00:04:58.215 She has produced wonderful scholarship
NOTE Confidence: 0.9446103

00:04:58.215 --> 00:04:59.654 over the years. I recommend
NOTE Confidence: 0.9446103

00:04:59.654 --> 00:05:00.775 these three articles in the
NOTE Confidence: 0.9446103

00:05:00.775 --> 00:05:02.555 slide, but particularly this article,
NOTE Confidence: 0.9446103

00:05:02.775 --> 00:05:04.215 an MD made in America
NOTE Confidence: 0.9446103

00:05:04.215 --> 00:05:05.575 published in the annals of
NOTE Confidence: 0.9446103

00:05:05.575 --> 00:05:06.775 internal medicine. It's a great
NOTE Confidence: 0.9446103

00:05:06.775 --> 00:05:07.275 piece.
NOTE Confidence: 0.85172194

00:05:08.215 --> 00:05:09.355 And so, Ingenia,
NOTE Confidence: 0.99029136

00:05:10.720 --> 00:05:11.919 we miss you. We love
NOTE Confidence: 0.99029136

00:05:11.919 --> 00:05:13.039 you, but we're glad you're
NOTE Confidence: 0.99029136

00:05:13.039 --> 00:05:14.159 back. So thank you for
NOTE Confidence: 0.99029136

00:05:14.159 --> 00:05:14.900 being here.
NOTE Confidence: 0.9732673

00:05:16.879 --> 00:05:18.400 And Abba will now introduce

NOTE Confidence: 0.9732673
00:05:18.400 --> 00:05:20.180 our today's speaker. Abba?
NOTE Confidence: 0.9899325
00:05:23.275 --> 00:05:24.555 Wonderful. Thank you so much,
NOTE Confidence: 0.9899325
00:05:24.555 --> 00:05:25.915 Patrick. And, of course, thank
NOTE Confidence: 0.9899325
00:05:25.915 --> 00:05:27.115 you to Ingenia and her
NOTE Confidence: 0.9899325
00:05:27.115 --> 00:05:28.235 family for being here. It's
NOTE Confidence: 0.9899325
00:05:28.235 --> 00:05:29.515 such a personal honor for
NOTE Confidence: 0.9899325
00:05:29.515 --> 00:05:30.555 me to get to honor
NOTE Confidence: 0.9899325
00:05:30.555 --> 00:05:31.755 you in in one small
NOTE Confidence: 0.9899325
00:05:31.755 --> 00:05:32.714 way for for all the
NOTE Confidence: 0.9899325
00:05:32.714 --> 00:05:33.515 work that you have done
NOTE Confidence: 0.9899325
00:05:33.515 --> 00:05:34.735 and continue to do.
NOTE Confidence: 0.99908245
00:05:35.355 --> 00:05:36.555 And it is equally my
NOTE Confidence: 0.99908245
00:05:36.555 --> 00:05:37.695 honor to present,
NOTE Confidence: 0.99975437
00:05:38.075 --> 00:05:38.520 this
NOTE Confidence: 0.9959221
00:05:39.000 --> 00:05:39.819 year's honoree,
NOTE Confidence: 0.751351

00:05:40.199 --> 00:05:41.400 for the in Hena Henao
NOTE Confidence: 0.751351

00:05:41.400 --> 00:05:43.080 lectureship in diversity equity inclusion,
NOTE Confidence: 0.751351

00:05:43.080 --> 00:05:44.300 Doctor. Susanna Morales.
NOTE Confidence: 0.97595364

00:05:44.919 --> 00:05:46.440 I've gotten to know her
NOTE Confidence: 0.97595364

00:05:46.440 --> 00:05:47.479 over the last few months
NOTE Confidence: 0.97595364

00:05:47.479 --> 00:05:48.759 in our zoom calls. And,
NOTE Confidence: 0.97595364

00:05:49.000 --> 00:05:49.960 even in our session this
NOTE Confidence: 0.97595364

00:05:49.960 --> 00:05:51.080 morning with the Yale primary
NOTE Confidence: 0.97595364

00:05:51.080 --> 00:05:52.839 care residents, such an inspiring
NOTE Confidence: 0.97595364

00:05:52.839 --> 00:05:54.039 session, I think her heart
NOTE Confidence: 0.97595364

00:05:54.039 --> 00:05:56.065 for many things equity related,
NOTE Confidence: 0.97595364

00:05:56.305 --> 00:05:57.824 but especially community building really
NOTE Confidence: 0.97595364

00:05:57.824 --> 00:05:58.865 comes across, and I know
NOTE Confidence: 0.97595364

00:05:58.865 --> 00:06:00.385 our residents really left, the
NOTE Confidence: 0.97595364

00:06:00.385 --> 00:06:01.685 session feeling inspired.
NOTE Confidence: 0.989446

00:06:02.065 --> 00:06:02.945 So a little bit about

NOTE Confidence: 0.989446
00:06:02.945 --> 00:06:04.464 her her background. Doctor Morales
NOTE Confidence: 0.989446
00:06:04.464 --> 00:06:06.145 obtained her undergraduate degree from
NOTE Confidence: 0.989446
00:06:06.145 --> 00:06:07.044 Harvard University
NOTE Confidence: 0.9352235
00:06:07.425 --> 00:06:08.785 and her medical degree from
NOTE Confidence: 0.9352235
00:06:08.785 --> 00:06:09.285 Columbia.
NOTE Confidence: 0.9838957
00:06:10.050 --> 00:06:11.250 She then did her residency
NOTE Confidence: 0.9838957
00:06:11.250 --> 00:06:12.610 training in internal medicine at
NOTE Confidence: 0.9838957
00:06:12.610 --> 00:06:13.970 the Presbyterian Hospital of the
NOTE Confidence: 0.9838957
00:06:13.970 --> 00:06:15.490 City of New York, going
NOTE Confidence: 0.9838957
00:06:15.490 --> 00:06:16.690 on to join the faculty
NOTE Confidence: 0.9838957
00:06:16.690 --> 00:06:18.950 at Columbia Presbyterian Medical Center.
NOTE Confidence: 0.9703344
00:06:19.730 --> 00:06:20.850 They were lucky to recruit
NOTE Confidence: 0.9703344
00:06:20.850 --> 00:06:21.970 her, to the division of
NOTE Confidence: 0.9703344
00:06:21.970 --> 00:06:23.330 general internal medicine at Weill
NOTE Confidence: 0.9703344
00:06:23.330 --> 00:06:23.830 Cornell
NOTE Confidence: 0.9888864

00:06:24.154 --> 00:06:25.675 New York Presbyterian Hospital in
NOTE Confidence: 0.9888864

00:06:25.675 --> 00:06:27.115 the nineteen nineties. And she
NOTE Confidence: 0.9888864

00:06:27.115 --> 00:06:28.555 serves as associate professor of
NOTE Confidence: 0.9888864

00:06:28.555 --> 00:06:29.535 clinical medicine,
NOTE Confidence: 0.97278905

00:06:29.835 --> 00:06:30.875 associate director of the house
NOTE Confidence: 0.97278905

00:06:30.875 --> 00:06:32.315 staff training program, and vice
NOTE Confidence: 0.97278905

00:06:32.315 --> 00:06:33.215 chair for diversity,
NOTE Confidence: 0.9898844

00:06:33.915 --> 00:06:35.055 now at Cornell.
NOTE Confidence: 0.97839487

00:06:37.000 --> 00:06:38.360 Back in twenty seventeen, she
NOTE Confidence: 0.97839487

00:06:38.360 --> 00:06:39.080 served on the New York
NOTE Confidence: 0.97839487

00:06:39.080 --> 00:06:41.160 Presbyterian Hospital disaster medical response
NOTE Confidence: 0.97839487

00:06:41.160 --> 00:06:42.760 team in Puerto Rico. The
NOTE Confidence: 0.97839487

00:06:42.760 --> 00:06:44.120 following year, she became the
NOTE Confidence: 0.97839487

00:06:44.120 --> 00:06:45.880 principal investigator and director of
NOTE Confidence: 0.97839487

00:06:45.880 --> 00:06:47.419 the Diversity Center of Excellence,
NOTE Confidence: 0.96909976

00:06:48.199 --> 00:06:49.979 for diversity and health equity,

NOTE Confidence: 0.96909976

00:06:50.275 --> 00:06:51.634 received a two point seven

NOTE Confidence: 0.96909976

00:06:51.634 --> 00:06:53.414 million dollar grant from HRSA.

NOTE Confidence: 0.99466807

00:06:54.354 --> 00:06:55.794 And she's really been active

NOTE Confidence: 0.99466807

00:06:55.794 --> 00:06:56.995 in so many ways with

NOTE Confidence: 0.99466807

00:06:56.995 --> 00:06:58.275 primary care at the at

NOTE Confidence: 0.99466807

00:06:58.275 --> 00:06:59.154 the heart. She has an

NOTE Confidence: 0.99466807

00:06:59.154 --> 00:07:00.694 active primary care practice,

NOTE Confidence: 0.9814786

00:07:01.154 --> 00:07:02.375 has really been an advocate

NOTE Confidence: 0.9814786

00:07:02.435 --> 00:07:04.775 for marginalized and underserved communities

NOTE Confidence: 0.9814786

00:07:04.835 --> 00:07:06.729 throughout. She has particular interest

NOTE Confidence: 0.9814786

00:07:06.729 --> 00:07:08.589 in medical education around psychosocial

NOTE Confidence: 0.89992464

00:07:09.130 --> 00:07:10.650 aspects of medicine, diversity in

NOTE Confidence: 0.89992464

00:07:10.650 --> 00:07:11.630 health care workforce,

NOTE Confidence: 0.9720704

00:07:12.330 --> 00:07:13.710 immigrant health, health disparities,

NOTE Confidence: 0.9185894

00:07:14.090 --> 00:07:15.229 and has really been,

NOTE Confidence: 0.9872775

00:07:15.690 --> 00:07:16.889 leading work in terms of
NOTE Confidence: 0.9872775

00:07:16.889 --> 00:07:18.615 vaccine hesitancy and was a
NOTE Confidence: 0.9872775

00:07:18.615 --> 00:07:19.335 major player in a lot
NOTE Confidence: 0.9872775

00:07:19.335 --> 00:07:20.695 of the COVID nineteen policy
NOTE Confidence: 0.9872775

00:07:20.695 --> 00:07:21.915 work and community education.
NOTE Confidence: 0.92641854

00:07:22.855 --> 00:07:23.655 Doctor Morales,
NOTE Confidence: 0.9585157

00:07:24.055 --> 00:07:24.935 served as a member of
NOTE Confidence: 0.9585157

00:07:24.935 --> 00:07:26.475 the governing council of SGIM
NOTE Confidence: 0.9585157

00:07:26.695 --> 00:07:27.815 from two thousand to two
NOTE Confidence: 0.9585157

00:07:27.815 --> 00:07:29.015 thousand three and is now
NOTE Confidence: 0.9585157

00:07:29.015 --> 00:07:29.975 secretary chair. And she was
NOTE Confidence: 0.9585157

00:07:29.975 --> 00:07:31.335 talking about SGIM with our
NOTE Confidence: 0.9585157

00:07:31.335 --> 00:07:33.220 trainees, this morning. She's a
NOTE Confidence: 0.9585157

00:07:33.220 --> 00:07:34.260 board member of the United
NOTE Confidence: 0.9585157

00:07:34.260 --> 00:07:35.620 Hospital Fund where she chairs
NOTE Confidence: 0.9585157

00:07:35.620 --> 00:07:36.600 the program committee,

NOTE Confidence: 0.9515267

00:07:36.980 --> 00:07:38.740 and the Latin Latino Commission

NOTE Confidence: 0.9515267

00:07:38.740 --> 00:07:39.620 on AIDS. So it is

NOTE Confidence: 0.9515267

00:07:39.620 --> 00:07:41.060 really my honor, to welcome

NOTE Confidence: 0.9515267

00:07:41.060 --> 00:07:42.020 you. Thank you so much

NOTE Confidence: 0.9515267

00:07:42.020 --> 00:07:42.979 for being here in this

NOTE Confidence: 0.9515267

00:07:42.979 --> 00:07:44.900 particular moment. We were really

NOTE Confidence: 0.9515267

00:07:44.900 --> 00:07:45.860 looking forward to your talk

NOTE Confidence: 0.9515267

00:07:45.860 --> 00:07:47.695 entitled towards health equity. Please

NOTE Confidence: 0.9515267

00:07:47.695 --> 00:07:48.815 join me in welcoming doctor

NOTE Confidence: 0.9515267

00:07:48.815 --> 00:07:49.315 Ramos.

NOTE Confidence: 0.9714552

00:07:54.015 --> 00:07:55.315 Thank you so much.

NOTE Confidence: 0.94839495

00:07:56.015 --> 00:07:57.795 I'm honored to be here,

NOTE Confidence: 0.9446369

00:07:59.375 --> 00:08:00.595 and I just wanna

NOTE Confidence: 0.97095466

00:08:00.900 --> 00:08:02.340 make sure I'm paying attention

NOTE Confidence: 0.97095466

00:08:02.340 --> 00:08:03.080 to the time.

NOTE Confidence: 0.9708874

00:08:04.419 --> 00:08:05.620 Because as I was telling
NOTE Confidence: 0.9708874

00:08:05.620 --> 00:08:06.979 doctor Black, I always have
NOTE Confidence: 0.9708874

00:08:06.979 --> 00:08:07.720 too many slides.
NOTE Confidence: 0.92122227

00:08:09.620 --> 00:08:10.600 I have no disclosures.
NOTE Confidence: 0.96664524

00:08:11.780 --> 00:08:13.139 You've heard about doctor and
NOTE Confidence: 0.96664524

00:08:13.139 --> 00:08:14.440 you know doctor Henowen,
NOTE Confidence: 0.9924785

00:08:15.060 --> 00:08:16.440 but I just wanted to
NOTE Confidence: 0.9056659

00:08:18.575 --> 00:08:19.935 acknowledge besides all of her
NOTE Confidence: 0.9056659

00:08:19.935 --> 00:08:20.435 amazing
NOTE Confidence: 0.9456814

00:08:20.735 --> 00:08:21.875 accolades and achievements,
NOTE Confidence: 0.96993625

00:08:22.335 --> 00:08:24.095 I'm honored to call her
NOTE Confidence: 0.96993625

00:08:24.095 --> 00:08:25.375 a friend, an old friend.
NOTE Confidence: 0.96993625

00:08:25.375 --> 00:08:26.255 We've known each other a
NOTE Confidence: 0.96993625

00:08:26.255 --> 00:08:28.335 really long time. And to,
NOTE Confidence: 0.9962966

00:08:29.055 --> 00:08:29.555 be
NOTE Confidence: 0.9998374

00:08:30.990 --> 00:08:31.490 at

NOTE Confidence: 0.9961238
00:08:31.870 --> 00:08:33.090 her named lectureship
NOTE Confidence: 0.93090445
00:08:33.470 --> 00:08:34.770 is really fantastic.
NOTE Confidence: 0.9976115
00:08:35.150 --> 00:08:36.370 So thank you.
NOTE Confidence: 0.6295814
00:08:38.590 --> 00:08:39.090 So
NOTE Confidence: 0.9876392
00:08:39.630 --> 00:08:40.370 some background.
NOTE Confidence: 0.9943378
00:08:41.710 --> 00:08:42.590 First of all, how is
NOTE Confidence: 0.9943378
00:08:42.590 --> 00:08:44.429 health equity linked to diversity
NOTE Confidence: 0.9943378
00:08:44.429 --> 00:08:45.170 and inclusion?
NOTE Confidence: 0.93285173
00:08:45.525 --> 00:08:46.725 So I was looking at
NOTE Confidence: 0.93285173
00:08:46.725 --> 00:08:47.765 some of our colleagues, and,
NOTE Confidence: 0.93285173
00:08:47.765 --> 00:08:48.985 actually, doctor is,
NOTE Confidence: 0.81630886
00:08:49.365 --> 00:08:50.905 an STI colleague too,
NOTE Confidence: 0.9640425
00:08:51.285 --> 00:08:52.405 who wrote an article in
NOTE Confidence: 0.9640425
00:08:52.405 --> 00:08:53.445 the New England Journal this
NOTE Confidence: 0.9640425
00:08:53.445 --> 00:08:53.945 year,
NOTE Confidence: 0.9048737

00:08:55.125 --> 00:08:56.025 talking about,
NOTE Confidence: 0.9605789

00:08:57.285 --> 00:08:59.300 the cost of dismantling DEI.
NOTE Confidence: 0.9760891

00:09:00.160 --> 00:09:00.960 And as,
NOTE Confidence: 0.80838805

00:09:01.520 --> 00:09:02.020 Crystal
NOTE Confidence: 0.9991334

00:09:02.400 --> 00:09:04.580 said, DEI initiatives are structured
NOTE Confidence: 0.9991334

00:09:04.640 --> 00:09:06.020 efforts within organizations
NOTE Confidence: 0.98930347

00:09:06.880 --> 00:09:08.980 designed to create inclusive educational
NOTE Confidence: 0.98930347

00:09:09.040 --> 00:09:10.020 and work environments,
NOTE Confidence: 0.93910074

00:09:10.375 --> 00:09:11.195 redress discriminatory
NOTE Confidence: 0.99339783

00:09:11.735 --> 00:09:13.575 policies, and mitigate the effects
NOTE Confidence: 0.99339783

00:09:13.575 --> 00:09:14.795 of systemic inequities.
NOTE Confidence: 0.9887265

00:09:15.335 --> 00:09:16.535 And health equity is an
NOTE Confidence: 0.9887265

00:09:16.535 --> 00:09:18.934 aspirational goal, ensuring that everyone
NOTE Confidence: 0.9887265

00:09:18.934 --> 00:09:20.315 has a fair and just
NOTE Confidence: 0.9887265

00:09:20.375 --> 00:09:21.895 opportunity to be healthy. And
NOTE Confidence: 0.9887265

00:09:21.895 --> 00:09:22.795 I think that's,

NOTE Confidence: 0.9976538
00:09:23.819 --> 00:09:24.959 that's it in a nutshell.
NOTE Confidence: 0.97604406
00:09:26.059 --> 00:09:27.179 Doesn't seem like that would
NOTE Confidence: 0.97604406
00:09:27.179 --> 00:09:29.440 be too controversial, but hey.
NOTE Confidence: 0.9598865
00:09:30.139 --> 00:09:32.319 Achieving health equity requires removing
NOTE Confidence: 0.9598865
00:09:32.380 --> 00:09:33.980 structural and social barriers such
NOTE Confidence: 0.9598865
00:09:33.980 --> 00:09:35.819 as discrimination and limitations and
NOTE Confidence: 0.9598865
00:09:35.819 --> 00:09:38.135 access to care, education, employment,
NOTE Confidence: 0.9598865
00:09:38.135 --> 00:09:39.434 housing, and safe environments.
NOTE Confidence: 0.9889408
00:09:39.815 --> 00:09:41.894 Health equity initiatives target health
NOTE Confidence: 0.9889408
00:09:41.894 --> 00:09:43.894 care disparities affecting groups defined
NOTE Confidence: 0.9889408
00:09:43.894 --> 00:09:45.834 by race, ethnicity, age, language,
NOTE Confidence: 0.9889408
00:09:45.894 --> 00:09:47.195 gender, sexual orientation,
NOTE Confidence: 0.99345446
00:09:47.654 --> 00:09:49.834 ability, insurance status, or geography
NOTE Confidence: 0.98702306
00:09:50.295 --> 00:09:52.280 by increasing access to and
NOTE Confidence: 0.98702306
00:09:52.280 --> 00:09:53.620 quality of care. And I
NOTE Confidence: 0.98702306

00:09:53.620 --> 00:09:54.759 think that all of us
NOTE Confidence: 0.98702306

00:09:55.019 --> 00:09:55.519 are
NOTE Confidence: 0.99709743

00:09:55.860 --> 00:09:57.860 care for patients of varied
NOTE Confidence: 0.99709743

00:09:57.860 --> 00:09:58.360 backgrounds,
NOTE Confidence: 0.9968217

00:09:59.059 --> 00:09:59.959 of varied,
NOTE Confidence: 0.98975486

00:10:00.820 --> 00:10:03.399 potential disabilities and medical problems.
NOTE Confidence: 0.98975486

00:10:03.540 --> 00:10:05.079 And so we are all
NOTE Confidence: 0.98975486

00:10:05.139 --> 00:10:06.579 in the struggle to try
NOTE Confidence: 0.98975486

00:10:06.579 --> 00:10:08.495 to achieve the best health
NOTE Confidence: 0.98975486

00:10:08.495 --> 00:10:09.535 possible for all of our
NOTE Confidence: 0.98975486

00:10:09.535 --> 00:10:10.995 patients and for our communities.
NOTE Confidence: 0.99893016

00:10:11.535 --> 00:10:12.735 So I think health equity
NOTE Confidence: 0.99893016

00:10:12.735 --> 00:10:14.035 is all of our business.
NOTE Confidence: 0.9723766

00:10:14.975 --> 00:10:16.415 So I've always been very
NOTE Confidence: 0.9723766

00:10:16.415 --> 00:10:18.015 interested in health equity, but
NOTE Confidence: 0.9723766

00:10:18.015 --> 00:10:19.455 also in health disparities and

NOTE Confidence: 0.9723766
00:10:19.455 --> 00:10:20.415 and the role of the
NOTE Confidence: 0.9723766
00:10:20.415 --> 00:10:21.855 health of health care workforce
NOTE Confidence: 0.9723766
00:10:21.855 --> 00:10:22.355 diversity.
NOTE Confidence: 0.9357074
00:10:23.339 --> 00:10:24.460 We know that in terms
NOTE Confidence: 0.9357074
00:10:24.460 --> 00:10:25.760 of disparities that,
NOTE Confidence: 0.959407
00:10:26.620 --> 00:10:28.380 this is this is, twenty
NOTE Confidence: 0.959407
00:10:28.380 --> 00:10:29.980 nineteen to twenty twenty one.
NOTE Confidence: 0.959407
00:10:29.980 --> 00:10:31.179 One of the one of
NOTE Confidence: 0.959407
00:10:31.179 --> 00:10:31.660 the,
NOTE Confidence: 0.9992883
00:10:32.620 --> 00:10:34.480 results of the COVID pandemic
NOTE Confidence: 0.9992883
00:10:34.540 --> 00:10:35.520 was that everybody
NOTE Confidence: 0.96066916
00:10:35.980 --> 00:10:37.820 everybody's life expectancy dropped no
NOTE Confidence: 0.96066916
00:10:37.820 --> 00:10:38.445 matter what,
NOTE Confidence: 0.95129615
00:10:39.485 --> 00:10:41.245 your racial and ethnic background,
NOTE Confidence: 0.95129615
00:10:41.245 --> 00:10:43.005 but that, certain groups,
NOTE Confidence: 0.9534802

00:10:44.684 --> 00:10:46.545 were especially hard hit,
NOTE Confidence: 0.7752769
00:10:47.325 --> 00:10:47.825 and,
NOTE Confidence: 0.8140688
00:10:48.845 --> 00:10:49.345 that,
NOTE Confidence: 0.9316351
00:10:51.140 --> 00:10:53.220 African American and and especially
NOTE Confidence: 0.9316351
00:10:53.220 --> 00:10:55.240 American Indian, Alaska native groups
NOTE Confidence: 0.9316351
00:10:55.380 --> 00:10:56.980 were especially hard hit and
NOTE Confidence: 0.9316351
00:10:56.980 --> 00:10:58.179 were starting from a baseline
NOTE Confidence: 0.9316351
00:10:58.179 --> 00:10:59.480 that was already compromised.
NOTE Confidence: 0.9836171
00:11:00.420 --> 00:11:01.300 We know that there are
NOTE Confidence: 0.9836171
00:11:01.300 --> 00:11:03.460 differences in infant mortality rates,
NOTE Confidence: 0.9836171
00:11:03.460 --> 00:11:04.420 how many babies die in
NOTE Confidence: 0.9836171
00:11:04.420 --> 00:11:05.220 the first year of their
NOTE Confidence: 0.9836171
00:11:05.220 --> 00:11:06.965 lives by race and ethnicity,
NOTE Confidence: 0.9836171
00:11:06.965 --> 00:11:08.325 and that African American babies
NOTE Confidence: 0.9836171
00:11:08.325 --> 00:11:08.985 are particularly
NOTE Confidence: 0.93790203
00:11:09.525 --> 00:11:10.585 hard hit as well,

NOTE Confidence: 0.9619981
00:11:11.525 --> 00:11:13.205 that the accident of your
NOTE Confidence: 0.9619981
00:11:13.205 --> 00:11:14.485 birth where you happen to
NOTE Confidence: 0.9619981
00:11:14.485 --> 00:11:15.705 be born in the country,
NOTE Confidence: 0.9826836
00:11:16.965 --> 00:11:18.585 is going is a contributor
NOTE Confidence: 0.9826836
00:11:18.885 --> 00:11:20.804 or an association to infant
NOTE Confidence: 0.9826836
00:11:20.804 --> 00:11:22.319 mortality that certain
NOTE Confidence: 0.9687981
00:11:22.860 --> 00:11:24.559 states, especially the states,
NOTE Confidence: 0.94326854
00:11:25.259 --> 00:11:27.179 certain southern states, and states
NOTE Confidence: 0.94326854
00:11:27.179 --> 00:11:28.139 in the Midwest like South
NOTE Confidence: 0.94326854
00:11:28.139 --> 00:11:28.639 Dakota
NOTE Confidence: 0.9294602
00:11:28.940 --> 00:11:30.379 have much higher infant mortality
NOTE Confidence: 0.9294602
00:11:30.379 --> 00:11:31.920 rates, which is disturbing.
NOTE Confidence: 0.98558694
00:11:33.660 --> 00:11:35.500 And that maternal mortality rates
NOTE Confidence: 0.98558694
00:11:35.500 --> 00:11:36.620 also vary by race and
NOTE Confidence: 0.98558694
00:11:36.620 --> 00:11:38.455 ethnicity. One of the upsetting,
NOTE Confidence: 0.9895996

00:11:38.835 --> 00:11:40.434 realities is that the maternal
NOTE Confidence: 0.9895996

00:11:40.434 --> 00:11:42.275 mortality rate across the board
NOTE Confidence: 0.9895996

00:11:42.275 --> 00:11:43.255 for all groups,
NOTE Confidence: 0.9547566

00:11:44.115 --> 00:11:45.395 has been going up. Although
NOTE Confidence: 0.9547566

00:11:45.395 --> 00:11:46.195 some of that may have
NOTE Confidence: 0.9547566

00:11:46.195 --> 00:11:47.554 been changes in the way,
NOTE Confidence: 0.95190203

00:11:48.434 --> 00:11:50.035 some of the statistics were
NOTE Confidence: 0.95190203

00:11:50.035 --> 00:11:51.179 collected, but still,
NOTE Confidence: 0.9444508

00:11:52.860 --> 00:11:54.620 especially African American moms were
NOTE Confidence: 0.9444508

00:11:54.620 --> 00:11:56.000 much more likely to die
NOTE Confidence: 0.9444508

00:11:56.059 --> 00:11:57.760 in that peripartum period.
NOTE Confidence: 0.981396

00:11:58.620 --> 00:12:00.300 And that the the age
NOTE Confidence: 0.981396

00:12:00.300 --> 00:12:02.000 adjusted death rates for adults,
NOTE Confidence: 0.98695093

00:12:02.700 --> 00:12:03.980 also varies by race and
NOTE Confidence: 0.98695093

00:12:03.980 --> 00:12:05.120 ethnicity. And,
NOTE Confidence: 0.9662574

00:12:06.795 --> 00:12:08.635 again, African Americans being most

NOTE Confidence: 0.9662574
00:12:08.635 --> 00:12:10.095 burdened by this,
NOTE Confidence: 0.9019352
00:12:10.555 --> 00:12:12.475 you know, very concerning higher
NOTE Confidence: 0.9019352
00:12:12.475 --> 00:12:14.235 age adjusted death rate and
NOTE Confidence: 0.9019352
00:12:14.235 --> 00:12:14.735 Latino,
NOTE Confidence: 0.9665559
00:12:15.355 --> 00:12:16.875 Latinos actually having a lower
NOTE Confidence: 0.9665559
00:12:16.875 --> 00:12:18.075 age adjusted death rate. And
NOTE Confidence: 0.9665559
00:12:18.075 --> 00:12:19.375 you can see that also
NOTE Confidence: 0.9945349
00:12:19.970 --> 00:12:21.990 Latinos in maternal mortality
NOTE Confidence: 0.9433198
00:12:22.930 --> 00:12:24.470 and in terms of,
NOTE Confidence: 0.9906
00:12:25.330 --> 00:12:27.570 infant mortality actually have better
NOTE Confidence: 0.9906
00:12:27.570 --> 00:12:29.570 better outcomes. That's something that's
NOTE Confidence: 0.9906
00:12:29.570 --> 00:12:31.490 called the the Latino paradox
NOTE Confidence: 0.9906
00:12:31.490 --> 00:12:32.870 or the Hispanic advantage.
NOTE Confidence: 0.9744735
00:12:34.265 --> 00:12:35.304 It's a kind of an
NOTE Confidence: 0.9744735
00:12:35.304 --> 00:12:36.445 anomaly in epidemiology
NOTE Confidence: 0.994386

00:12:36.825 --> 00:12:38.285 that a group that has
NOTE Confidence: 0.93720657

00:12:39.705 --> 00:12:41.705 similar rates of low income
NOTE Confidence: 0.93720657

00:12:41.705 --> 00:12:42.525 and so forth
NOTE Confidence: 0.92367953

00:12:43.465 --> 00:12:45.965 still is not as adversely
NOTE Confidence: 0.92367953

00:12:46.025 --> 00:12:47.145 affected in in terms of
NOTE Confidence: 0.92367953

00:12:47.145 --> 00:12:48.380 some of the vital statistics
NOTE Confidence: 0.92367953

00:12:48.380 --> 00:12:48.880 findings.
NOTE Confidence: 0.9676768

00:12:49.260 --> 00:12:50.460 But the problem is that
NOTE Confidence: 0.9676768

00:12:50.460 --> 00:12:51.740 the longer in this country
NOTE Confidence: 0.9676768

00:12:51.740 --> 00:12:53.100 and the second generation, the
NOTE Confidence: 0.9676768

00:12:53.100 --> 00:12:54.860 numbers get worse. And so,
NOTE Confidence: 0.9676768

00:12:55.100 --> 00:12:56.300 it seems to be related
NOTE Confidence: 0.9676768

00:12:56.300 --> 00:12:57.260 in part to something that
NOTE Confidence: 0.9676768

00:12:57.260 --> 00:12:58.380 you also see with immigrants
NOTE Confidence: 0.9676768

00:12:58.380 --> 00:12:59.340 in general that that first
NOTE Confidence: 0.9676768

00:12:59.340 --> 00:13:00.480 generation immigrant,

NOTE Confidence: 0.9993383

00:13:01.500 --> 00:13:02.880 folks tend to be healthier.

NOTE Confidence: 0.9388143

00:13:04.485 --> 00:13:05.865 And then you and finally,

NOTE Confidence: 0.9742133

00:13:07.684 --> 00:13:09.625 infant mortality and maternal mortality

NOTE Confidence: 0.9742133

00:13:09.845 --> 00:13:10.905 are much higher

NOTE Confidence: 0.9996698

00:13:11.445 --> 00:13:14.105 in our country than in

NOTE Confidence: 0.9996698

00:13:14.245 --> 00:13:15.785 the other wealthy countries

NOTE Confidence: 0.98344445

00:13:16.200 --> 00:13:17.640 in the world. And so

NOTE Confidence: 0.98344445

00:13:17.640 --> 00:13:18.920 we spend more on health

NOTE Confidence: 0.98344445

00:13:18.920 --> 00:13:20.200 care than any other country

NOTE Confidence: 0.98344445

00:13:20.200 --> 00:13:21.480 in the world, and yet

NOTE Confidence: 0.98344445

00:13:21.480 --> 00:13:22.700 we don't get,

NOTE Confidence: 0.99806327

00:13:23.160 --> 00:13:24.220 our money's worth.

NOTE Confidence: 0.9685781

00:13:25.080 --> 00:13:26.600 The United States has much

NOTE Confidence: 0.9685781

00:13:26.600 --> 00:13:28.200 higher rates than than all

NOTE Confidence: 0.9685781

00:13:28.200 --> 00:13:29.559 these other high income and

NOTE Confidence: 0.9685781

00:13:29.559 --> 00:13:30.620 middle income countries.
NOTE Confidence: 0.8890718

00:13:31.125 --> 00:13:31.605 And,
NOTE Confidence: 0.895483

00:13:34.725 --> 00:13:36.265 so the question becomes why.
NOTE Confidence: 0.9976737

00:13:36.645 --> 00:13:38.405 And I think we're all
NOTE Confidence: 0.9976737

00:13:38.405 --> 00:13:39.865 aware of the biopsychosocial
NOTE Confidence: 0.9926108

00:13:40.804 --> 00:13:42.105 model of health that,
NOTE Confidence: 0.95071733

00:13:42.725 --> 00:13:43.445 even though we spend a
NOTE Confidence: 0.95071733

00:13:43.445 --> 00:13:45.179 lot of time in premed
NOTE Confidence: 0.95071733

00:13:45.179 --> 00:13:46.380 and those first two years
NOTE Confidence: 0.95071733

00:13:46.380 --> 00:13:47.740 of medical school learn learning
NOTE Confidence: 0.95071733

00:13:47.740 --> 00:13:48.640 about the molecules,
NOTE Confidence: 0.9891474

00:13:49.020 --> 00:13:50.059 that a lot of where
NOTE Confidence: 0.9891474

00:13:50.059 --> 00:13:51.340 the rubber meets the road
NOTE Confidence: 0.9891474

00:13:51.340 --> 00:13:53.420 is, in the upper part
NOTE Confidence: 0.9891474

00:13:53.420 --> 00:13:54.080 of this,
NOTE Confidence: 0.9848406

00:13:55.820 --> 00:13:58.000 in the society, nation, locality,

NOTE Confidence: 0.98459315
00:13:58.300 --> 00:13:58.800 community,
NOTE Confidence: 0.96279824
00:13:59.774 --> 00:14:01.774 social determinants of health. And
NOTE Confidence: 0.96279824
00:14:01.774 --> 00:14:03.154 social and structural determinants,
NOTE Confidence: 0.9645312
00:14:05.054 --> 00:14:06.255 conditions of daily life are
NOTE Confidence: 0.9645312
00:14:06.255 --> 00:14:07.535 responsible for a major part
NOTE Confidence: 0.9645312
00:14:07.535 --> 00:14:09.535 of health inequities inequities both
NOTE Confidence: 0.9645312
00:14:09.535 --> 00:14:11.550 between and within countries. This
NOTE Confidence: 0.9645312
00:14:11.550 --> 00:14:13.730 is the WHO definition. And
NOTE Confidence: 0.9645312
00:14:13.790 --> 00:14:15.550 the distribution of power, income,
NOTE Confidence: 0.9645312
00:14:15.550 --> 00:14:17.230 goods, and services globally and
NOTE Confidence: 0.9645312
00:14:17.230 --> 00:14:18.830 nationally and the circumstances of
NOTE Confidence: 0.9645312
00:14:18.830 --> 00:14:20.590 people's lives, their access to
NOTE Confidence: 0.9645312
00:14:20.590 --> 00:14:22.210 health care, schools, and education,
NOTE Confidence: 0.9645312
00:14:22.270 --> 00:14:23.550 conditions of work and leisure,
NOTE Confidence: 0.9645312
00:14:23.550 --> 00:14:25.330 their homes, communities, towns, cities,
NOTE Confidence: 0.9645312

00:14:25.550 --> 00:14:26.690 all deeply affect
NOTE Confidence: 0.9969659

00:14:27.165 --> 00:14:28.445 their chances of leading a
NOTE Confidence: 0.9969659

00:14:28.445 --> 00:14:29.425 flourishing life.
NOTE Confidence: 0.99945766

00:14:29.805 --> 00:14:30.305 It
NOTE Confidence: 0.934799

00:14:31.005 --> 00:14:32.125 it doesn't mean that what
NOTE Confidence: 0.934799

00:14:32.125 --> 00:14:33.665 we do, our health care
NOTE Confidence: 0.934799

00:14:33.964 --> 00:14:35.665 doesn't matter at all, but
NOTE Confidence: 0.934799

00:14:35.885 --> 00:14:38.205 probably it's a pretty small
NOTE Confidence: 0.934799

00:14:38.205 --> 00:14:38.705 fraction
NOTE Confidence: 0.99038583

00:14:39.084 --> 00:14:40.860 of what ends up on
NOTE Confidence: 0.99038583

00:14:40.860 --> 00:14:42.160 the on the,
NOTE Confidence: 0.9706516

00:14:42.779 --> 00:14:43.820 in the end in terms
NOTE Confidence: 0.9706516

00:14:43.820 --> 00:14:44.320 of
NOTE Confidence: 0.9043726

00:14:45.339 --> 00:14:48.160 mortality and morbidity. So WHO
NOTE Confidence: 0.9043726

00:14:48.220 --> 00:14:50.220 had a big meeting in,
NOTE Confidence: 0.93815035

00:14:51.740 --> 00:14:53.980 in the twenty ten around

NOTE Confidence: 0.93815035
00:14:53.980 --> 00:14:55.580 twenty ten where they made
NOTE Confidence: 0.93815035
00:14:55.580 --> 00:14:56.160 a schematic
NOTE Confidence: 0.9551116
00:14:56.675 --> 00:14:58.115 looking at kind of upstream
NOTE Confidence: 0.9551116
00:14:58.115 --> 00:14:58.855 and downstream,
NOTE Confidence: 0.87225294
00:14:59.555 --> 00:15:01.314 social and structural determinants, where
NOTE Confidence: 0.87225294
00:15:01.314 --> 00:15:02.675 upstream there are things like
NOTE Confidence: 0.87225294
00:15:02.675 --> 00:15:03.415 the socioeconomic
NOTE Confidence: 0.98867303
00:15:03.795 --> 00:15:06.375 and political context, governance, macroeconomic
NOTE Confidence: 0.9835825
00:15:06.834 --> 00:15:08.935 policies, social policies, public policies,
NOTE Confidence: 0.94656694
00:15:09.370 --> 00:15:10.410 and then and cultural and
NOTE Confidence: 0.94656694
00:15:10.410 --> 00:15:12.190 societal values. And then downstream,
NOTE Confidence: 0.95009977
00:15:12.890 --> 00:15:14.110 some the socioeconomic
NOTE Confidence: 0.9573616
00:15:15.050 --> 00:15:16.250 position that a person might
NOTE Confidence: 0.9573616
00:15:16.250 --> 00:15:17.850 have, their social class, gender,
NOTE Confidence: 0.9573616
00:15:17.850 --> 00:15:18.350 ethnicity,
NOTE Confidence: 0.91088647

00:15:19.290 --> 00:15:20.810 with racism and a little
NOTE Confidence: 0.91088647

00:15:20.810 --> 00:15:21.310 parenthesis,
NOTE Confidence: 0.92924356

00:15:22.045 --> 00:15:24.365 education, occupation, income, and then
NOTE Confidence: 0.92924356

00:15:24.365 --> 00:15:26.305 downstream more the material circumstances
NOTE Confidence: 0.92924356

00:15:26.365 --> 00:15:27.565 that people are living in,
NOTE Confidence: 0.92924356

00:15:27.565 --> 00:15:29.645 their behaviors and biological factors
NOTE Confidence: 0.92924356

00:15:29.645 --> 00:15:31.025 and psychosocial factors
NOTE Confidence: 0.9560983

00:15:31.485 --> 00:15:32.685 with the health system playing
NOTE Confidence: 0.9560983

00:15:32.685 --> 00:15:34.205 a role and social cohesion
NOTE Confidence: 0.9560983

00:15:34.205 --> 00:15:35.565 and social capital playing a
NOTE Confidence: 0.9560983

00:15:35.565 --> 00:15:37.020 role, and all of these
NOTE Confidence: 0.9560983

00:15:37.020 --> 00:15:39.180 things impacting equity in health
NOTE Confidence: 0.9560983

00:15:39.180 --> 00:15:40.779 and well-being. So it's a
NOTE Confidence: 0.9560983

00:15:40.779 --> 00:15:41.279 complicated
NOTE Confidence: 0.94126993

00:15:41.580 --> 00:15:42.940 model, but I didn't think
NOTE Confidence: 0.94126993

00:15:42.940 --> 00:15:44.220 it was complicated enough. So

NOTE Confidence: 0.94126993
00:15:44.220 --> 00:15:45.740 I annotated it because I
NOTE Confidence: 0.94126993
00:15:45.740 --> 00:15:46.640 felt that,
NOTE Confidence: 0.9888155
00:15:47.740 --> 00:15:48.800 it didn't necessarily,
NOTE Confidence: 0.9908194
00:15:49.420 --> 00:15:50.400 you know, reflect
NOTE Confidence: 0.99887896
00:15:50.714 --> 00:15:51.675 so many of the other
NOTE Confidence: 0.99887896
00:15:51.675 --> 00:15:52.175 issues.
NOTE Confidence: 0.98324376
00:15:52.795 --> 00:15:53.514 I mean, they were trying
NOTE Confidence: 0.98324376
00:15:53.514 --> 00:15:54.315 to make it more simple.
NOTE Confidence: 0.98324376
00:15:54.315 --> 00:15:55.274 I made it more complicated.
NOTE Confidence: 0.98324376
00:15:55.274 --> 00:15:55.995 First of all, I felt
NOTE Confidence: 0.98324376
00:15:55.995 --> 00:15:57.375 that especially in our country,
NOTE Confidence: 0.991836
00:15:57.755 --> 00:15:59.194 the the the role of
NOTE Confidence: 0.991836
00:15:59.194 --> 00:16:00.634 racism and the history of
NOTE Confidence: 0.991836
00:16:00.634 --> 00:16:02.334 racism and how that reverberates
NOTE Confidence: 0.9806054
00:16:02.730 --> 00:16:04.730 down the years in terms
NOTE Confidence: 0.9806054

00:16:04.730 --> 00:16:06.570 of the structural determinants really

NOTE Confidence: 0.9806054

00:16:06.570 --> 00:16:08.350 needed to be more prominent.

NOTE Confidence: 0.9656894

00:16:08.730 --> 00:16:09.130 But,

NOTE Confidence: 0.98758924

00:16:09.610 --> 00:16:11.230 how history and colonialism

NOTE Confidence: 0.93463093

00:16:11.610 --> 00:16:12.890 and slavery and how the

NOTE Confidence: 0.93463093

00:16:12.890 --> 00:16:14.190 the indigenous are treated,

NOTE Confidence: 0.9046045

00:16:14.649 --> 00:16:16.010 the history of of genocide

NOTE Confidence: 0.9046045

00:16:16.010 --> 00:16:17.470 against indigenous people,

NOTE Confidence: 0.98992544

00:16:18.055 --> 00:16:19.355 wasn't explicit,

NOTE Confidence: 0.9829756

00:16:20.375 --> 00:16:21.675 in terms of our country,

NOTE Confidence: 0.9829756

00:16:21.895 --> 00:16:23.655 the the phenomenon of what

NOTE Confidence: 0.9829756

00:16:23.655 --> 00:16:25.115 happens with political representation

NOTE Confidence: 0.9502738

00:16:25.975 --> 00:16:27.035 and or disenfranchisement.

NOTE Confidence: 0.9779076

00:16:27.815 --> 00:16:28.855 And then what I tell

NOTE Confidence: 0.9779076

00:16:28.855 --> 00:16:30.295 the students, like, the most

NOTE Confidence: 0.9779076

00:16:30.295 --> 00:16:31.655 boring thing of all, tax

NOTE Confidence: 0.9779076
00:16:31.655 --> 00:16:32.155 policy.
NOTE Confidence: 0.9773337
00:16:32.760 --> 00:16:33.960 But, like, what's more boring
NOTE Confidence: 0.9773337
00:16:33.960 --> 00:16:35.240 than that? But, actually, tax
NOTE Confidence: 0.9773337
00:16:35.240 --> 00:16:36.920 policy is, like, so important
NOTE Confidence: 0.9773337
00:16:36.920 --> 00:16:37.420 because,
NOTE Confidence: 0.9657107
00:16:38.200 --> 00:16:39.480 when you when you you
NOTE Confidence: 0.9657107
00:16:39.480 --> 00:16:41.000 know, in terms of having
NOTE Confidence: 0.9657107
00:16:41.000 --> 00:16:42.840 an equitable tax system and
NOTE Confidence: 0.9657107
00:16:42.840 --> 00:16:44.460 having the funds to actually
NOTE Confidence: 0.9657107
00:16:44.520 --> 00:16:46.200 provide a social safety net,
NOTE Confidence: 0.9657107
00:16:46.200 --> 00:16:47.480 it's really not boring at
NOTE Confidence: 0.9657107
00:16:47.480 --> 00:16:47.715 all.
NOTE Confidence: 0.9971799
00:16:48.435 --> 00:16:49.095 In addition,
NOTE Confidence: 0.99285066
00:16:49.955 --> 00:16:51.575 the their model didn't really
NOTE Confidence: 0.94848776
00:16:51.955 --> 00:16:53.015 explicitly address
NOTE Confidence: 0.9775728

00:16:53.875 --> 00:16:55.555 environmental and climate issues, which

NOTE Confidence: 0.9775728

00:16:55.555 --> 00:16:56.695 are more and more prominent

NOTE Confidence: 0.9775728

00:16:56.755 --> 00:16:58.375 now. We were seeing that,

NOTE Confidence: 0.9775728

00:16:58.515 --> 00:16:59.955 you know, everywhere is being

NOTE Confidence: 0.9775728

00:16:59.955 --> 00:17:01.460 affected by those. It didn't

NOTE Confidence: 0.9775728

00:17:01.460 --> 00:17:03.460 explicitly talk about the criminal

NOTE Confidence: 0.9775728

00:17:03.460 --> 00:17:05.220 legal system and the role

NOTE Confidence: 0.9775728

00:17:05.220 --> 00:17:06.660 of incarceration. We know that

NOTE Confidence: 0.9775728

00:17:06.660 --> 00:17:08.100 especially young men of color

NOTE Confidence: 0.9775728

00:17:08.100 --> 00:17:08.980 are much more likely to

NOTE Confidence: 0.9775728

00:17:08.980 --> 00:17:11.080 be incarcerated, have some role,

NOTE Confidence: 0.97322303

00:17:11.780 --> 00:17:13.060 some involvement with the with

NOTE Confidence: 0.97322303

00:17:13.060 --> 00:17:13.560 the

NOTE Confidence: 0.9776691

00:17:14.315 --> 00:17:15.515 criminal justice system and thus

NOTE Confidence: 0.9776691

00:17:15.755 --> 00:17:17.355 and then end up being

NOTE Confidence: 0.9776691

00:17:17.355 --> 00:17:17.855 unemployable

NOTE Confidence: 0.9558295
00:17:18.234 --> 00:17:19.535 and and so forth.
NOTE Confidence: 0.98752654
00:17:19.994 --> 00:17:21.355 The role of police violence,
NOTE Confidence: 0.98752654
00:17:21.355 --> 00:17:22.815 not only in terms of,
NOTE Confidence: 0.9990893
00:17:24.875 --> 00:17:25.934 you know, police
NOTE Confidence: 0.97841024
00:17:26.554 --> 00:17:27.915 deaths in police custody, but
NOTE Confidence: 0.97841024
00:17:27.915 --> 00:17:30.200 also what the impact that
NOTE Confidence: 0.97841024
00:17:30.200 --> 00:17:31.080 is in terms of the
NOTE Confidence: 0.97841024
00:17:31.080 --> 00:17:32.140 trust in,
NOTE Confidence: 0.99657005
00:17:32.520 --> 00:17:33.740 the policing system.
NOTE Confidence: 0.9663965
00:17:34.280 --> 00:17:35.740 It didn't really include,
NOTE Confidence: 0.9853363
00:17:36.920 --> 00:17:38.840 content around immigration and refugee
NOTE Confidence: 0.9853363
00:17:38.840 --> 00:17:39.800 policy. And, of course, right
NOTE Confidence: 0.9853363
00:17:39.800 --> 00:17:40.840 now, we're seeing how that
NOTE Confidence: 0.9853363
00:17:40.840 --> 00:17:42.200 is front and center in
NOTE Confidence: 0.9853363
00:17:42.200 --> 00:17:43.515 the in the in the
NOTE Confidence: 0.9853363

00:17:43.515 --> 00:17:44.575 national discourse
NOTE Confidence: 0.9716518

00:17:44.955 --> 00:17:46.815 and how that can reverberate
NOTE Confidence: 0.9716518

00:17:47.115 --> 00:17:48.415 to affect everything else.
NOTE Confidence: 0.9934768

00:17:48.795 --> 00:17:50.635 It didn't really explicitly talk
NOTE Confidence: 0.9934768

00:17:50.635 --> 00:17:52.075 about gender and gender identity
NOTE Confidence: 0.9934768

00:17:52.075 --> 00:17:52.734 and sexuality
NOTE Confidence: 0.9451503

00:17:53.115 --> 00:17:53.775 and how,
NOTE Confidence: 0.964126

00:17:55.115 --> 00:17:56.975 sexual and gender minorities may
NOTE Confidence: 0.964126

00:17:57.140 --> 00:17:57.960 especially burdened
NOTE Confidence: 0.9592906

00:17:59.060 --> 00:18:00.340 by lower access to care
NOTE Confidence: 0.9592906

00:18:00.340 --> 00:18:01.860 and potential discrimination in the
NOTE Confidence: 0.9592906

00:18:01.860 --> 00:18:03.540 health care setting. Didn't really
NOTE Confidence: 0.9592906

00:18:03.540 --> 00:18:05.560 explicitly talk about corporate actions.
NOTE Confidence: 0.9509925

00:18:06.180 --> 00:18:07.700 Of course, many corporations have
NOTE Confidence: 0.9509925

00:18:07.700 --> 00:18:09.140 positive impacts on lots of
NOTE Confidence: 0.9509925

00:18:09.140 --> 00:18:10.180 things, but there have been,

NOTE Confidence: 0.9509925
00:18:10.180 --> 00:18:11.220 you know, like, the opioid
NOTE Confidence: 0.9509925
00:18:11.220 --> 00:18:12.440 epidemic and the
NOTE Confidence: 0.98718464
00:18:12.825 --> 00:18:13.784 misbehavior of,
NOTE Confidence: 0.92669123
00:18:14.744 --> 00:18:17.225 and misdeeds of, pharmaceutical companies
NOTE Confidence: 0.92669123
00:18:17.225 --> 00:18:18.585 and other things may may
NOTE Confidence: 0.92669123
00:18:18.585 --> 00:18:19.085 especially
NOTE Confidence: 0.9926566
00:18:19.625 --> 00:18:20.445 harm health.
NOTE Confidence: 0.99792904
00:18:20.744 --> 00:18:21.945 It didn't really talk about
NOTE Confidence: 0.99792904
00:18:21.945 --> 00:18:22.605 the distribution
NOTE Confidence: 0.999912
00:18:22.984 --> 00:18:24.044 of wealth
NOTE Confidence: 0.9923003
00:18:24.424 --> 00:18:25.705 and and the presence or
NOTE Confidence: 0.9923003
00:18:25.705 --> 00:18:27.304 absence of an economic safety
NOTE Confidence: 0.9923003
00:18:27.304 --> 00:18:29.680 net. And then on the,
NOTE Confidence: 0.77777416
00:18:30.340 --> 00:18:31.240 the built environment.
NOTE Confidence: 0.99489534
00:18:31.700 --> 00:18:32.760 And then on the,
NOTE Confidence: 0.9139736

00:18:33.619 --> 00:18:34.660 on the bottom right, I,
NOTE Confidence: 0.9139736

00:18:34.660 --> 00:18:36.600 you know, didn't say explicitly
NOTE Confidence: 0.9751976

00:18:37.060 --> 00:18:37.940 what some of the issues
NOTE Confidence: 0.9751976

00:18:37.940 --> 00:18:38.820 are in the health care
NOTE Confidence: 0.9751976

00:18:38.820 --> 00:18:39.960 system. How
NOTE Confidence: 0.97180915

00:18:40.414 --> 00:18:42.355 accessible is care? Is there
NOTE Confidence: 0.97180915

00:18:42.575 --> 00:18:44.174 insurance or lack thereof or
NOTE Confidence: 0.97180915

00:18:44.174 --> 00:18:45.615 kind of partial insurance? And
NOTE Confidence: 0.97180915

00:18:45.615 --> 00:18:46.734 we know that even Medicare
NOTE Confidence: 0.97180915

00:18:46.734 --> 00:18:47.855 is, like, kind of partial
NOTE Confidence: 0.97180915

00:18:47.855 --> 00:18:48.835 insurance because,
NOTE Confidence: 0.97478926

00:18:49.695 --> 00:18:51.294 elderly people still have trouble
NOTE Confidence: 0.97478926

00:18:51.294 --> 00:18:52.710 paying for their health care.
NOTE Confidence: 0.95967436

00:18:53.190 --> 00:18:54.230 How the health care system
NOTE Confidence: 0.95967436

00:18:54.230 --> 00:18:55.669 is structured. Is it primary
NOTE Confidence: 0.95967436

00:18:55.669 --> 00:18:57.429 care focused? Obviously, I'm preaching

NOTE Confidence: 0.95967436

00:18:57.429 --> 00:18:58.809 to the converted here.

NOTE Confidence: 0.9465996

00:18:59.270 --> 00:18:59.590 But,

NOTE Confidence: 0.9910492

00:19:00.230 --> 00:19:01.590 but, you know, in general,

NOTE Confidence: 0.9910492

00:19:01.590 --> 00:19:03.270 when you look at, countries

NOTE Confidence: 0.9910492

00:19:03.270 --> 00:19:04.330 that have more

NOTE Confidence: 0.92753893

00:19:07.125 --> 00:19:08.484 resources placed in the primary

NOTE Confidence: 0.92753893

00:19:08.484 --> 00:19:09.285 care setting and there are

NOTE Confidence: 0.92753893

00:19:09.285 --> 00:19:10.505 more primary care focused,

NOTE Confidence: 0.9995429

00:19:10.805 --> 00:19:12.505 all outcomes are better.

NOTE Confidence: 0.97748166

00:19:14.005 --> 00:19:15.065 It didn't really,

NOTE Confidence: 0.85185087

00:19:15.845 --> 00:19:17.685 you know, mention something like

NOTE Confidence: 0.85185087

00:19:17.685 --> 00:19:19.605 cultural and linguistic competence and

NOTE Confidence: 0.85185087

00:19:19.605 --> 00:19:20.105 how

NOTE Confidence: 0.98235905

00:19:20.440 --> 00:19:21.960 how able a health care

NOTE Confidence: 0.98235905

00:19:21.960 --> 00:19:23.000 system is to take care

NOTE Confidence: 0.98235905

00:19:23.000 --> 00:19:24.440 of people from varied backgrounds

NOTE Confidence: 0.98235905

00:19:24.440 --> 00:19:25.100 and languages,

NOTE Confidence: 0.9972431

00:19:25.960 --> 00:19:27.260 how community engaged

NOTE Confidence: 0.99360484

00:19:27.720 --> 00:19:29.080 that health care system is,

NOTE Confidence: 0.99360484

00:19:29.080 --> 00:19:30.520 how patient centered that care

NOTE Confidence: 0.99360484

00:19:30.520 --> 00:19:31.020 is,

NOTE Confidence: 0.97248226

00:19:31.800 --> 00:19:33.160 what the quality of the

NOTE Confidence: 0.97248226

00:19:33.160 --> 00:19:34.119 health care is. We know

NOTE Confidence: 0.97248226

00:19:34.119 --> 00:19:35.805 that there is huge variability

NOTE Confidence: 0.97248226

00:19:36.025 --> 00:19:37.484 in quality and safety,

NOTE Confidence: 0.9590373

00:19:38.265 --> 00:19:40.125 within systems and among systems,

NOTE Confidence: 0.9771573

00:19:41.625 --> 00:19:42.285 and then,

NOTE Confidence: 0.96401846

00:19:42.665 --> 00:19:44.285 and health care workforce diversity.

NOTE Confidence: 0.9971876

00:19:45.305 --> 00:19:46.525 It didn't really

NOTE Confidence: 0.9631659

00:19:46.920 --> 00:19:48.760 say explicitly what happens in

NOTE Confidence: 0.9631659

00:19:48.760 --> 00:19:50.380 that room with the doctor

NOTE Confidence: 0.9631659
00:19:50.440 --> 00:19:51.960 and health care provider and
NOTE Confidence: 0.9631659
00:19:51.960 --> 00:19:54.119 the patient and how issues
NOTE Confidence: 0.9631659
00:19:54.119 --> 00:19:54.860 of trust
NOTE Confidence: 0.9855769
00:19:55.400 --> 00:19:56.940 and potential bias,
NOTE Confidence: 0.90914744
00:19:57.560 --> 00:19:59.100 you know, usually unconscious,
NOTE Confidence: 0.9988981
00:19:59.744 --> 00:20:00.484 might impact
NOTE Confidence: 0.9806312
00:20:01.025 --> 00:20:02.785 what happens to that patient.
NOTE Confidence: 0.9806312
00:20:02.785 --> 00:20:03.744 And then it's and then
NOTE Confidence: 0.9806312
00:20:03.744 --> 00:20:04.705 I I wanted to throw
NOTE Confidence: 0.9806312
00:20:04.705 --> 00:20:06.065 in here some protective factors
NOTE Confidence: 0.9806312
00:20:06.065 --> 00:20:06.865 because a lot of this
NOTE Confidence: 0.9806312
00:20:06.865 --> 00:20:09.045 stuff is sad and difficult.
NOTE Confidence: 0.9830174
00:20:09.744 --> 00:20:11.025 What is it, despite all
NOTE Confidence: 0.9830174
00:20:11.025 --> 00:20:12.705 odds, that actually keeps people
NOTE Confidence: 0.9830174
00:20:12.705 --> 00:20:13.665 going? What what are some
NOTE Confidence: 0.9830174

00:20:13.665 --> 00:20:14.625 of the things that protect
NOTE Confidence: 0.9830174

00:20:14.625 --> 00:20:16.649 you? Well, social cohesion, arts
NOTE Confidence: 0.9830174

00:20:16.649 --> 00:20:17.230 and culture,
NOTE Confidence: 0.9869579

00:20:17.690 --> 00:20:19.230 faith and self help groups,
NOTE Confidence: 0.99802893

00:20:19.850 --> 00:20:21.149 advocacy and empowerment,
NOTE Confidence: 0.97817165

00:20:21.529 --> 00:20:23.130 traditional healing as a as
NOTE Confidence: 0.97817165

00:20:23.130 --> 00:20:24.990 an adjunct to medical care.
NOTE Confidence: 0.97817165

00:20:25.049 --> 00:20:26.570 And then what happens in
NOTE Confidence: 0.97817165

00:20:26.570 --> 00:20:28.190 in medical research? Who's deciding
NOTE Confidence: 0.977429

00:20:28.675 --> 00:20:29.955 what's on the agenda and
NOTE Confidence: 0.977429

00:20:29.955 --> 00:20:31.234 what isn't? And that's actually
NOTE Confidence: 0.977429

00:20:31.315 --> 00:20:32.275 I made this slide way
NOTE Confidence: 0.977429

00:20:32.275 --> 00:20:33.635 before twenty twenty five, but
NOTE Confidence: 0.977429

00:20:33.635 --> 00:20:35.335 that's even more pertinent now.
NOTE Confidence: 0.977429

00:20:35.555 --> 00:20:37.075 Is and is medical research
NOTE Confidence: 0.977429

00:20:37.075 --> 00:20:38.775 actually happening in an unfettered

NOTE Confidence: 0.977429
00:20:38.835 --> 00:20:39.335 way?
NOTE Confidence: 0.9522061
00:20:40.760 --> 00:20:41.640 So we know that we're
NOTE Confidence: 0.9522061
00:20:41.640 --> 00:20:42.760 a more we're a diverse
NOTE Confidence: 0.9522061
00:20:42.760 --> 00:20:43.880 country, but that in a
NOTE Confidence: 0.9522061
00:20:43.880 --> 00:20:45.160 few years, we're gonna be
NOTE Confidence: 0.9522061
00:20:45.160 --> 00:20:46.840 even more diverse. We're gonna
NOTE Confidence: 0.9522061
00:20:46.840 --> 00:20:48.860 be a majority minority country.
NOTE Confidence: 0.9561605
00:20:49.320 --> 00:20:51.080 And, we know that also
NOTE Confidence: 0.9561605
00:20:51.080 --> 00:20:52.460 we have very
NOTE Confidence: 0.99992347
00:20:53.080 --> 00:20:53.580 intense
NOTE Confidence: 0.9995826
00:20:54.280 --> 00:20:54.780 differences
NOTE Confidence: 0.99950147
00:20:55.080 --> 00:20:55.580 in
NOTE Confidence: 0.97499084
00:20:55.984 --> 00:20:57.345 wealth. And so we're right
NOTE Confidence: 0.97499084
00:20:57.345 --> 00:20:58.385 now, we are in our
NOTE Confidence: 0.97499084
00:20:58.385 --> 00:20:59.365 most unequal
NOTE Confidence: 0.9999311

00:20:59.984 --> 00:21:00.484 wealth
NOTE Confidence: 0.99658585

00:21:00.865 --> 00:21:02.545 moment for the last hundred
NOTE Confidence: 0.99658585

00:21:02.545 --> 00:21:03.045 years,
NOTE Confidence: 0.96645355

00:21:03.744 --> 00:21:05.665 since the gilded age. And,
NOTE Confidence: 0.96645355

00:21:05.984 --> 00:21:07.525 and that that wealth
NOTE Confidence: 0.93775535

00:21:08.225 --> 00:21:09.550 varies a lot by race
NOTE Confidence: 0.93775535

00:21:09.550 --> 00:21:11.230 and ethnicity. And so, annual
NOTE Confidence: 0.93775535

00:21:11.230 --> 00:21:12.290 income is different.
NOTE Confidence: 0.93838483

00:21:12.830 --> 00:21:14.190 But, median net worth, I
NOTE Confidence: 0.93838483

00:21:14.190 --> 00:21:15.890 think, actually has even more,
NOTE Confidence: 0.7844251

00:21:16.830 --> 00:21:17.330 striking,
NOTE Confidence: 0.995725

00:21:19.630 --> 00:21:20.530 you know, image
NOTE Confidence: 0.97993696

00:21:20.845 --> 00:21:22.285 where white families are much
NOTE Confidence: 0.97993696

00:21:22.285 --> 00:21:23.485 more likely to have much
NOTE Confidence: 0.97993696

00:21:23.485 --> 00:21:24.605 more median net worth. So
NOTE Confidence: 0.97993696

00:21:24.605 --> 00:21:26.125 that's usually the the value

NOTE Confidence: 0.97993696
00:21:26.125 --> 00:21:27.025 of your home
NOTE Confidence: 0.9604357
00:21:27.485 --> 00:21:29.485 or your, like, savings or
NOTE Confidence: 0.9604357
00:21:29.485 --> 00:21:30.625 your retirement account.
NOTE Confidence: 0.9656531
00:21:31.165 --> 00:21:32.445 But you can see that
NOTE Confidence: 0.9656531
00:21:32.445 --> 00:21:34.605 for Latin Latin Latino and
NOTE Confidence: 0.9656531
00:21:34.605 --> 00:21:35.965 and African American folks, it's
NOTE Confidence: 0.9656531
00:21:36.045 --> 00:21:37.140 you know, the median net
NOTE Confidence: 0.9656531
00:21:37.140 --> 00:21:38.500 worth of family is maybe
NOTE Confidence: 0.9656531
00:21:38.500 --> 00:21:39.619 like the worth of a
NOTE Confidence: 0.9656531
00:21:39.619 --> 00:21:41.140 used car. That speaks to
NOTE Confidence: 0.9656531
00:21:41.140 --> 00:21:41.940 the lack of a safety
NOTE Confidence: 0.9656531
00:21:41.940 --> 00:21:42.900 net. If something goes wrong,
NOTE Confidence: 0.9656531
00:21:42.900 --> 00:21:43.700 if you lose your job,
NOTE Confidence: 0.9656531
00:21:43.700 --> 00:21:44.740 if you get sick, how
NOTE Confidence: 0.9656531
00:21:44.740 --> 00:21:45.700 much of a safety net
NOTE Confidence: 0.9656531

00:21:45.700 --> 00:21:46.440 do you have?
NOTE Confidence: 0.99855995

00:21:47.540 --> 00:21:49.560 Or is everything a catastrophe?
NOTE Confidence: 0.9993513

00:21:50.580 --> 00:21:51.080 So
NOTE Confidence: 0.9445056

00:21:51.784 --> 00:21:53.065 I mentioned health care workforce
NOTE Confidence: 0.9445056

00:21:53.065 --> 00:21:54.024 diversity, which is one of
NOTE Confidence: 0.9445056

00:21:54.024 --> 00:21:54.904 my interests. And,
NOTE Confidence: 0.9738926

00:21:55.385 --> 00:21:56.984 African Americans and Latinos are
NOTE Confidence: 0.9738926

00:21:56.984 --> 00:21:58.024 among the groups that are
NOTE Confidence: 0.9738926

00:21:58.024 --> 00:21:59.325 underrepresented in medicine,
NOTE Confidence: 0.88737416

00:21:59.705 --> 00:22:00.524 where whereas,
NOTE Confidence: 0.9345327

00:22:01.625 --> 00:22:02.984 African Americans are about twelve
NOTE Confidence: 0.9345327

00:22:02.984 --> 00:22:04.184 percent of the US population,
NOTE Confidence: 0.9345327

00:22:04.184 --> 00:22:06.205 Latinos around eighteen percent.
NOTE Confidence: 0.8998598

00:22:07.440 --> 00:22:07.940 The
NOTE Confidence: 0.98549694

00:22:08.399 --> 00:22:10.159 the, you know, we make
NOTE Confidence: 0.98549694

00:22:10.159 --> 00:22:11.919 up only about five percent

NOTE Confidence: 0.98549694
00:22:11.919 --> 00:22:12.419 of,
NOTE Confidence: 0.9994098
00:22:13.359 --> 00:22:14.820 physicians in the country
NOTE Confidence: 0.9289277
00:22:15.200 --> 00:22:16.980 and only about four percent,
NOTE Confidence: 0.9289277
00:22:17.039 --> 00:22:18.100 four to five percent,
NOTE Confidence: 0.99874085
00:22:18.480 --> 00:22:20.260 of the academic medicine faculty.
NOTE Confidence: 0.99265385
00:22:20.639 --> 00:22:21.380 And so,
NOTE Confidence: 0.96509856
00:22:23.294 --> 00:22:24.255 you know, the lack of
NOTE Confidence: 0.96509856
00:22:24.255 --> 00:22:26.174 a racially and ethnically diverse
NOTE Confidence: 0.96509856
00:22:26.174 --> 00:22:27.375 health care workforce is both
NOTE Confidence: 0.96509856
00:22:27.375 --> 00:22:29.054 of a result of and
NOTE Confidence: 0.96509856
00:22:29.054 --> 00:22:30.835 a contributor to health disparities
NOTE Confidence: 0.9300505
00:22:31.774 --> 00:22:32.975 and a result of also
NOTE Confidence: 0.9300505
00:22:32.975 --> 00:22:33.934 the lack of access to
NOTE Confidence: 0.9300505
00:22:33.934 --> 00:22:35.774 educational opportunity and,
NOTE Confidence: 0.99860096
00:22:36.654 --> 00:22:37.475 and so forth.
NOTE Confidence: 0.97970784

00:22:38.050 --> 00:22:39.170 But some of the benefits
NOTE Confidence: 0.97970784

00:22:39.170 --> 00:22:40.690 of a diverse workforce include
NOTE Confidence: 0.97970784

00:22:40.690 --> 00:22:41.670 serving the underserved.
NOTE Confidence: 0.99502116

00:22:42.050 --> 00:22:43.570 Minority physicians are more likely
NOTE Confidence: 0.99502116

00:22:43.570 --> 00:22:45.330 to practice primary care. And
NOTE Confidence: 0.99502116

00:22:45.330 --> 00:22:46.310 in twenty fourteen,
NOTE Confidence: 0.966908

00:22:46.690 --> 00:22:48.609 a study was published that
NOTE Confidence: 0.966908

00:22:48.690 --> 00:22:50.290 showing that physicians of color
NOTE Confidence: 0.966908

00:22:50.290 --> 00:22:51.810 cared for over half of
NOTE Confidence: 0.966908

00:22:51.810 --> 00:22:53.885 minority patients and seventy percent
NOTE Confidence: 0.966908

00:22:53.885 --> 00:22:55.484 of non English speaking patients
NOTE Confidence: 0.966908

00:22:55.484 --> 00:22:56.924 in the country. So a
NOTE Confidence: 0.966908

00:22:56.924 --> 00:22:57.885 big part of the health
NOTE Confidence: 0.966908

00:22:57.885 --> 00:22:59.424 care safety net serving,
NOTE Confidence: 0.939289

00:23:00.125 --> 00:23:00.865 the underserved.
NOTE Confidence: 0.9776421

00:23:02.845 --> 00:23:04.765 That trust in minority physicians

NOTE Confidence: 0.9776421
00:23:04.765 --> 00:23:06.765 by minority patients was associated
NOTE Confidence: 0.9776421
00:23:06.765 --> 00:23:07.744 with better outcomes.
NOTE Confidence: 0.9715143
00:23:08.100 --> 00:23:09.780 And minority patients may prefer
NOTE Confidence: 0.9715143
00:23:09.780 --> 00:23:12.020 to choose minority physicians and
NOTE Confidence: 0.9715143
00:23:12.020 --> 00:23:13.140 are and tend to be
NOTE Confidence: 0.9715143
00:23:13.140 --> 00:23:14.900 more satisfied when care is
NOTE Confidence: 0.9715143
00:23:14.900 --> 00:23:16.340 provided by a physician of
NOTE Confidence: 0.9715143
00:23:16.340 --> 00:23:17.780 color. Now that that is
NOTE Confidence: 0.9715143
00:23:17.780 --> 00:23:18.500 not to say that I
NOTE Confidence: 0.9715143
00:23:18.500 --> 00:23:20.020 think that racial and ethnic
NOTE Confidence: 0.9715143
00:23:20.020 --> 00:23:22.100 concordance in all physician patient
NOTE Confidence: 0.9715143
00:23:22.100 --> 00:23:23.320 dyads is either
NOTE Confidence: 0.95267123
00:23:23.625 --> 00:23:24.925 possible or desirable.
NOTE Confidence: 0.9579853
00:23:25.625 --> 00:23:26.105 But,
NOTE Confidence: 0.9995294
00:23:26.984 --> 00:23:28.265 there may be patients that
NOTE Confidence: 0.9995294

00:23:28.265 --> 00:23:29.165 may benefit
NOTE Confidence: 0.998288

00:23:29.865 --> 00:23:31.244 from that concordance.
NOTE Confidence: 0.917299

00:23:31.705 --> 00:23:32.984 And what we also know
NOTE Confidence: 0.917299

00:23:32.984 --> 00:23:34.265 from lots of literature and
NOTE Confidence: 0.917299

00:23:34.265 --> 00:23:35.725 the business literature and education
NOTE Confidence: 0.917299

00:23:35.785 --> 00:23:36.984 literature and in the health
NOTE Confidence: 0.917299

00:23:36.984 --> 00:23:37.484 literature
NOTE Confidence: 0.8645248

00:23:37.785 --> 00:23:38.445 is that,
NOTE Confidence: 0.9874043

00:23:39.419 --> 00:23:41.020 diverse groups tend to make
NOTE Confidence: 0.9874043

00:23:41.020 --> 00:23:42.619 better decisions. And we are,
NOTE Confidence: 0.9874043

00:23:42.619 --> 00:23:43.679 of course, in medicine,
NOTE Confidence: 0.97495526

00:23:43.980 --> 00:23:45.659 a team sport. And so
NOTE Confidence: 0.97495526

00:23:45.659 --> 00:23:46.159 that,
NOTE Confidence: 0.97716004

00:23:46.779 --> 00:23:48.539 having that input from people
NOTE Confidence: 0.97716004

00:23:48.539 --> 00:23:49.659 from with lots of different
NOTE Confidence: 0.97716004

00:23:49.659 --> 00:23:50.159 perspectives

NOTE Confidence: 0.99571747
00:23:50.859 --> 00:23:52.619 is more likely to get
NOTE Confidence: 0.99571747
00:23:52.619 --> 00:23:53.359 us to
NOTE Confidence: 0.89609945
00:23:55.215 --> 00:23:57.234 to the to good answers.
NOTE Confidence: 0.8557268
00:23:57.775 --> 00:23:59.395 So when what we,
NOTE Confidence: 0.9709086
00:23:59.935 --> 00:24:01.295 established the Cornell Center for
NOTE Confidence: 0.9709086
00:24:01.295 --> 00:24:02.415 Health Equity in,
NOTE Confidence: 0.9236551
00:24:02.895 --> 00:24:04.255 about twenty seventeen and we're
NOTE Confidence: 0.9236551
00:24:04.255 --> 00:24:06.095 thinking about our our place,
NOTE Confidence: 0.9236551
00:24:06.095 --> 00:24:06.915 New York City,
NOTE Confidence: 0.97395116
00:24:07.535 --> 00:24:09.480 what we what we learned,
NOTE Confidence: 0.9832937
00:24:11.140 --> 00:24:11.859 in looking at some of
NOTE Confidence: 0.9832937
00:24:11.859 --> 00:24:13.059 the data is that even
NOTE Confidence: 0.9832937
00:24:13.059 --> 00:24:14.260 though we're, you know, a
NOTE Confidence: 0.9832937
00:24:14.260 --> 00:24:15.539 progressive city in a blue
NOTE Confidence: 0.9832937
00:24:15.539 --> 00:24:17.140 state, we actually have the
NOTE Confidence: 0.9832937

00:24:17.140 --> 00:24:19.299 most highly segregated educational system
NOTE Confidence: 0.9832937

00:24:19.299 --> 00:24:20.039 in the country,
NOTE Confidence: 0.9984208

00:24:20.900 --> 00:24:22.760 largely because of intense residential
NOTE Confidence: 0.9984208

00:24:22.900 --> 00:24:23.400 segregation
NOTE Confidence: 0.95866895

00:24:23.925 --> 00:24:25.205 and that there are really
NOTE Confidence: 0.95866895

00:24:25.205 --> 00:24:28.325 significant educational disparities in elementary
NOTE Confidence: 0.95866895

00:24:28.325 --> 00:24:29.385 school and higher
NOTE Confidence: 0.9733106

00:24:29.685 --> 00:24:31.545 going through, higher education.
NOTE Confidence: 0.9957342

00:24:32.565 --> 00:24:33.605 We know that,
NOTE Confidence: 0.9896509

00:24:34.485 --> 00:24:35.685 you know, the National Academy
NOTE Confidence: 0.9896509

00:24:35.685 --> 00:24:37.465 of Sciences has identified institutionalized
NOTE Confidence: 0.9896509

00:24:37.765 --> 00:24:38.965 racism as a barrier to
NOTE Confidence: 0.9896509

00:24:38.965 --> 00:24:40.640 minority success in higher education,
NOTE Confidence: 0.9975809

00:24:41.660 --> 00:24:42.320 and that,
NOTE Confidence: 0.9975724

00:24:43.780 --> 00:24:44.880 you know, there's data
NOTE Confidence: 0.9922865

00:24:45.340 --> 00:24:47.100 showing that admissions committee members

NOTE Confidence: 0.9922865
00:24:47.100 --> 00:24:48.140 have been found to have
NOTE Confidence: 0.9922865
00:24:48.140 --> 00:24:49.119 implicit bias,
NOTE Confidence: 0.9932709
00:24:49.500 --> 00:24:50.400 that application
NOTE Confidence: 0.8916268
00:24:51.020 --> 00:24:52.540 test and prep fees are
NOTE Confidence: 0.8916268
00:24:52.540 --> 00:24:53.040 barriers,
NOTE Confidence: 0.966673
00:24:53.524 --> 00:24:54.725 especially for minority students who
NOTE Confidence: 0.966673
00:24:54.725 --> 00:24:55.684 are more likely to be
NOTE Confidence: 0.966673
00:24:55.684 --> 00:24:57.065 from low income backgrounds,
NOTE Confidence: 0.9555248
00:24:57.524 --> 00:24:58.565 and that at least in
NOTE Confidence: 0.9555248
00:24:58.565 --> 00:24:59.544 medicine, matriculation
NOTE Confidence: 0.9917464
00:24:59.845 --> 00:25:01.365 numbers for African American men
NOTE Confidence: 0.9917464
00:25:01.365 --> 00:25:03.205 have fallen below those from
NOTE Confidence: 0.9917464
00:25:03.205 --> 00:25:04.325 thirty five years ago. So
NOTE Confidence: 0.9917464
00:25:04.325 --> 00:25:05.365 it's not just that we're
NOTE Confidence: 0.9917464
00:25:05.365 --> 00:25:05.865 stagnant.
NOTE Confidence: 0.9801865

00:25:06.404 --> 00:25:07.684 In some ways, we're actually
NOTE Confidence: 0.9801865
00:25:07.684 --> 00:25:08.340 getting worse.
NOTE Confidence: 0.9314005
00:25:09.460 --> 00:25:10.840 Minority medical students,
NOTE Confidence: 0.96421015
00:25:11.859 --> 00:25:13.880 face bias in course grading,
NOTE Confidence: 0.92417836
00:25:14.580 --> 00:25:16.520 and and name mistreatment,
NOTE Confidence: 0.9780873
00:25:17.220 --> 00:25:17.720 microaggressions,
NOTE Confidence: 0.9995853
00:25:18.179 --> 00:25:18.679 isolation,
NOTE Confidence: 0.88429946
00:25:19.059 --> 00:25:20.440 racial bias, prejudice,
NOTE Confidence: 0.8678223
00:25:20.820 --> 00:25:21.480 and discrimination.
NOTE Confidence: 0.9293491
00:25:22.165 --> 00:25:23.685 And the imposter syndrome as
NOTE Confidence: 0.9293491
00:25:23.685 --> 00:25:25.285 con contributors to mental health
NOTE Confidence: 0.9293491
00:25:25.285 --> 00:25:25.785 disorders,
NOTE Confidence: 0.9848413
00:25:26.165 --> 00:25:27.625 PTSD, and burnout,
NOTE Confidence: 0.9965095
00:25:28.405 --> 00:25:29.625 in various studies.
NOTE Confidence: 0.9910366
00:25:30.805 --> 00:25:32.405 In terms of mentoring, few
NOTE Confidence: 0.9910366
00:25:32.405 --> 00:25:34.984 proven models from for successful

NOTE Confidence: 0.9910366
00:25:35.045 --> 00:25:36.105 mentoring programs,
NOTE Confidence: 0.95815724
00:25:36.679 --> 00:25:38.940 especially for, URM folks.
NOTE Confidence: 0.9727149
00:25:39.480 --> 00:25:40.679 But we know, of course,
NOTE Confidence: 0.9727149
00:25:40.679 --> 00:25:42.040 that mentoring is really important
NOTE Confidence: 0.9727149
00:25:42.040 --> 00:25:43.400 in professional development. It may
NOTE Confidence: 0.9727149
00:25:43.400 --> 00:25:45.020 be less accessible to minorities,
NOTE Confidence: 0.9727149
00:25:45.080 --> 00:25:46.380 to women as well.
NOTE Confidence: 0.9798007
00:25:46.920 --> 00:25:49.020 And female and minority mentees
NOTE Confidence: 0.9798007
00:25:49.080 --> 00:25:51.420 may prefer concordant mentors. Although,
NOTE Confidence: 0.9798007
00:25:51.559 --> 00:25:52.305 one of the things that
NOTE Confidence: 0.9798007
00:25:52.305 --> 00:25:54.065 we are we teach is
NOTE Confidence: 0.9798007
00:25:54.065 --> 00:25:55.105 that it's great to have
NOTE Confidence: 0.9798007
00:25:55.105 --> 00:25:56.225 a team of mentors of
NOTE Confidence: 0.9798007
00:25:56.225 --> 00:25:57.365 lots of different backgrounds,
NOTE Confidence: 0.9991078
00:25:58.145 --> 00:25:59.345 and that that can help
NOTE Confidence: 0.9991078

00:25:59.345 --> 00:26:00.305 to close some of those
NOTE Confidence: 0.9991078
00:26:00.305 --> 00:26:00.805 gaps.
NOTE Confidence: 0.9966654
00:26:01.505 --> 00:26:02.005 And
NOTE Confidence: 0.9805893
00:26:02.385 --> 00:26:04.805 minority faculty have higher attrition,
NOTE Confidence: 0.9805893
00:26:04.865 --> 00:26:05.905 are less likely to be
NOTE Confidence: 0.9805893
00:26:05.905 --> 00:26:07.525 promoted in academic medicine.
NOTE Confidence: 0.91188043
00:26:08.500 --> 00:26:10.420 They they report a paucity
NOTE Confidence: 0.91188043
00:26:10.420 --> 00:26:10.980 of mentors,
NOTE Confidence: 0.94965917
00:26:11.940 --> 00:26:12.840 promotion bias,
NOTE Confidence: 0.983712
00:26:13.220 --> 00:26:14.980 may have high educational debt,
NOTE Confidence: 0.983712
00:26:14.980 --> 00:26:16.100 which may make it harder
NOTE Confidence: 0.983712
00:26:16.100 --> 00:26:17.380 to stay in the academic
NOTE Confidence: 0.983712
00:26:17.380 --> 00:26:18.200 setting where,
NOTE Confidence: 0.9746995
00:26:18.500 --> 00:26:20.265 sadly, we get paid less,
NOTE Confidence: 0.8434568
00:26:21.225 --> 00:26:22.205 may have disproportionate
NOTE Confidence: 0.9991478
00:26:22.505 --> 00:26:23.005 responsibilities

NOTE Confidence: 0.9787728

00:26:23.465 --> 00:26:25.244 known as the minority tax,

NOTE Confidence: 0.9825411

00:26:26.265 --> 00:26:27.945 and can and have sometimes

NOTE Confidence: 0.9825411

00:26:27.945 --> 00:26:29.945 reported feeling invisible to colleagues

NOTE Confidence: 0.9825411

00:26:29.945 --> 00:26:30.685 or experiencing

NOTE Confidence: 0.9963826

00:26:31.065 --> 00:26:32.665 racial bias or less access

NOTE Confidence: 0.9963826

00:26:32.665 --> 00:26:33.405 to networking.

NOTE Confidence: 0.99030614

00:26:34.350 --> 00:26:36.130 So all of that data

NOTE Confidence: 0.99030614

00:26:36.350 --> 00:26:38.270 contributed to our wanting to

NOTE Confidence: 0.99030614

00:26:38.270 --> 00:26:38.770 design,

NOTE Confidence: 0.9743886

00:26:39.390 --> 00:26:40.050 a diversity

NOTE Confidence: 0.989811

00:26:40.590 --> 00:26:41.570 center of excellence,

NOTE Confidence: 0.95957404

00:26:42.430 --> 00:26:44.270 application to HRSA, which you

NOTE Confidence: 0.95957404

00:26:44.270 --> 00:26:46.450 heard we we we received,

NOTE Confidence: 0.95957404

00:26:46.510 --> 00:26:47.869 which we were pretty excited

NOTE Confidence: 0.95957404

00:26:47.869 --> 00:26:48.369 about.

NOTE Confidence: 0.9449839

00:26:49.135 --> 00:26:50.095 We as part of our
NOTE Confidence: 0.9449839

00:26:50.095 --> 00:26:51.294 Cornell Center for Health Equity
NOTE Confidence: 0.9449839

00:26:51.294 --> 00:26:52.734 work. So our Cornell Center
NOTE Confidence: 0.9449839

00:26:52.734 --> 00:26:54.174 for Health Equity's mission is
NOTE Confidence: 0.9449839

00:26:54.174 --> 00:26:56.015 to achieve health equity in
NOTE Confidence: 0.9449839

00:26:56.015 --> 00:26:57.875 local, national, and global communities
NOTE Confidence: 0.9449839

00:26:57.934 --> 00:26:58.595 through partnerships
NOTE Confidence: 0.84631664

00:26:59.375 --> 00:27:01.535 for across campus collaborative research,
NOTE Confidence: 0.84631664

00:27:01.535 --> 00:27:03.215 education, service, and advocacy. And
NOTE Confidence: 0.84631664

00:27:03.215 --> 00:27:04.700 it's up upstate, downstate.
NOTE Confidence: 0.9238272

00:27:05.240 --> 00:27:06.280 You know, our medical school
NOTE Confidence: 0.9238272

00:27:06.280 --> 00:27:07.559 is in Manhattan, but our,
NOTE Confidence: 0.9835457

00:27:08.119 --> 00:27:09.320 obviously, our college is up
NOTE Confidence: 0.9835457

00:27:09.320 --> 00:27:10.299 in Ithaca.
NOTE Confidence: 0.6901411

00:27:12.039 --> 00:27:12.679 And we,
NOTE Confidence: 0.9865168

00:27:13.880 --> 00:27:15.720 we wanted our diversity center

NOTE Confidence: 0.9865168
00:27:15.720 --> 00:27:17.240 of excellence to be the
NOTE Confidence: 0.9865168
00:27:17.240 --> 00:27:17.740 educational
NOTE Confidence: 0.9752651
00:27:18.285 --> 00:27:19.565 part of things. It's university
NOTE Confidence: 0.9752651
00:27:19.565 --> 00:27:20.925 wide. There's a research core,
NOTE Confidence: 0.9752651
00:27:20.925 --> 00:27:23.265 an education core, community education
NOTE Confidence: 0.9752651
00:27:23.405 --> 00:27:23.905 core.
NOTE Confidence: 0.93343145
00:27:24.285 --> 00:27:26.685 And, Monica Safford is our,
NOTE Confidence: 0.93343145
00:27:27.005 --> 00:27:28.125 this is when we got
NOTE Confidence: 0.93343145
00:27:28.125 --> 00:27:29.325 our money because he were
NOTE Confidence: 0.93343145
00:27:29.325 --> 00:27:30.225 pretty psyched.
NOTE Confidence: 0.98551893
00:27:30.525 --> 00:27:32.045 And, we were having our
NOTE Confidence: 0.98551893
00:27:32.045 --> 00:27:32.865 first retreat,
NOTE Confidence: 0.9994882
00:27:33.405 --> 00:27:34.065 of our
NOTE Confidence: 0.9300782
00:27:34.740 --> 00:27:37.140 faculty, students, residents to help
NOTE Confidence: 0.9300782
00:27:37.140 --> 00:27:37.880 us plan
NOTE Confidence: 0.92913157

00:27:39.700 --> 00:27:41.140 our all of our different
NOTE Confidence: 0.92913157

00:27:41.140 --> 00:27:41.640 activities.
NOTE Confidence: 0.9594566

00:27:42.660 --> 00:27:43.859 So as was mentioned, we
NOTE Confidence: 0.9594566

00:27:43.859 --> 00:27:45.540 got, a big grant. And
NOTE Confidence: 0.9594566

00:27:45.540 --> 00:27:46.420 it's really it was a
NOTE Confidence: 0.9594566

00:27:46.420 --> 00:27:48.340 collaboration between us, the dean's
NOTE Confidence: 0.9594566

00:27:48.340 --> 00:27:49.400 office, the department,
NOTE Confidence: 0.83237314

00:27:50.174 --> 00:27:50.994 New York Presbyterian,
NOTE Confidence: 0.99628276

00:27:52.255 --> 00:27:52.755 philanthropy,
NOTE Confidence: 0.92979294

00:27:53.615 --> 00:27:54.894 and donations of time and
NOTE Confidence: 0.92979294

00:27:54.894 --> 00:27:56.014 effort, of course, from many
NOTE Confidence: 0.92979294

00:27:56.014 --> 00:27:56.514 faculty.
NOTE Confidence: 0.85128516

00:27:58.255 --> 00:27:58.755 We,
NOTE Confidence: 0.96711034

00:27:59.695 --> 00:28:01.075 and we just we developed
NOTE Confidence: 0.96711034

00:28:01.134 --> 00:28:02.755 a whole series of programs.
NOTE Confidence: 0.98393935

00:28:03.534 --> 00:28:05.234 First of all, premedical programs

NOTE Confidence: 0.9677162

00:28:05.720 --> 00:28:07.500 for high school students, including,

NOTE Confidence: 0.9978955

00:28:08.280 --> 00:28:08.780 the

NOTE Confidence: 0.9422524

00:28:09.160 --> 00:28:11.160 the, our our students and

NOTE Confidence: 0.9422524

00:28:11.160 --> 00:28:12.840 residents had founded an organization

NOTE Confidence: 0.9422524

00:28:12.840 --> 00:28:13.960 called Black and Latino men

NOTE Confidence: 0.9422524

00:28:13.960 --> 00:28:14.920 in medicine to try to

NOTE Confidence: 0.9422524

00:28:14.920 --> 00:28:16.520 address the issue of the

NOTE Confidence: 0.9422524

00:28:16.520 --> 00:28:17.260 poor representation,

NOTE Confidence: 0.9563156

00:28:17.880 --> 00:28:19.000 although it's not only for

NOTE Confidence: 0.9563156

00:28:19.000 --> 00:28:19.960 for men, but,

NOTE Confidence: 0.97966284

00:28:20.765 --> 00:28:22.285 but to try to sort

NOTE Confidence: 0.97966284

00:28:22.285 --> 00:28:24.765 of augment exposure for for

NOTE Confidence: 0.97966284

00:28:24.765 --> 00:28:25.505 young guys.

NOTE Confidence: 0.9900259

00:28:25.805 --> 00:28:26.285 And,

NOTE Confidence: 0.9541135

00:28:26.605 --> 00:28:28.065 so we they have a

NOTE Confidence: 0.9541135

00:28:28.125 --> 00:28:29.185 a pipeline program,
NOTE Confidence: 0.99877673

00:28:30.445 --> 00:28:32.125 for for young high school
NOTE Confidence: 0.99877673

00:28:32.125 --> 00:28:32.625 students.
NOTE Confidence: 0.88448757

00:28:33.970 --> 00:28:35.510 We also wanted to support
NOTE Confidence: 0.88448757

00:28:35.730 --> 00:28:37.010 a a program called a
NOTE Confidence: 0.88448757

00:28:37.010 --> 00:28:38.290 trip that our MET students
NOTE Confidence: 0.88448757

00:28:38.290 --> 00:28:39.190 run, and
NOTE Confidence: 0.8770917

00:28:39.490 --> 00:28:39.970 we,
NOTE Confidence: 0.9650036

00:28:40.450 --> 00:28:41.170 worked with,
NOTE Confidence: 0.9969235

00:28:41.570 --> 00:28:42.230 the Fordham
NOTE Confidence: 0.7172489

00:28:42.690 --> 00:28:43.190 University,
NOTE Confidence: 0.9474683

00:28:44.930 --> 00:28:45.750 STEM program
NOTE Confidence: 0.9516762

00:28:46.050 --> 00:28:47.615 with their high school and
NOTE Confidence: 0.9516762

00:28:47.615 --> 00:28:49.134 college students. This is the
NOTE Confidence: 0.9516762

00:28:49.134 --> 00:28:50.095 Black and Latino men in
NOTE Confidence: 0.9516762

00:28:50.095 --> 00:28:51.855 medicine trip to the African

NOTE Confidence: 0.9516762

00:28:51.855 --> 00:28:53.075 American Museum in Washington.

NOTE Confidence: 0.9790373

00:28:54.735 --> 00:28:55.955 We decided that,

NOTE Confidence: 0.98096484

00:28:56.414 --> 00:28:56.975 you know, we have a

NOTE Confidence: 0.98096484

00:28:56.975 --> 00:28:57.934 lot of colleges in New

NOTE Confidence: 0.98096484

00:28:57.934 --> 00:28:58.434 York,

NOTE Confidence: 0.96883196

00:28:58.894 --> 00:28:59.880 and I was sort of

NOTE Confidence: 0.96883196

00:28:59.880 --> 00:29:01.240 scratching my head. Why is

NOTE Confidence: 0.96883196

00:29:01.240 --> 00:29:02.040 it and a lot of

NOTE Confidence: 0.96883196

00:29:02.040 --> 00:29:03.000 kids of color go there,

NOTE Confidence: 0.96883196

00:29:03.000 --> 00:29:04.120 but they're not necessarily applying

NOTE Confidence: 0.96883196

00:29:04.120 --> 00:29:05.240 to medical school. So we

NOTE Confidence: 0.96883196

00:29:05.240 --> 00:29:07.160 wanted to link to several

NOTE Confidence: 0.96883196

00:29:07.160 --> 00:29:08.540 of the colleges locally.

NOTE Confidence: 0.9164978

00:29:09.480 --> 00:29:10.360 So we made a a

NOTE Confidence: 0.9164978

00:29:10.360 --> 00:29:12.425 linkage program with six schools,

NOTE Confidence: 0.9556982

00:29:12.805 --> 00:29:14.085 and we added slots to
NOTE Confidence: 0.9556982

00:29:14.085 --> 00:29:16.245 an existing successful program for
NOTE Confidence: 0.9556982

00:29:16.245 --> 00:29:18.245 minority pre meds or minority
NOTE Confidence: 0.9556982

00:29:18.245 --> 00:29:19.685 and underserved, it's not only
NOTE Confidence: 0.9556982

00:29:19.685 --> 00:29:21.525 for minority students, the Traveler
NOTE Confidence: 0.9556982

00:29:21.525 --> 00:29:22.745 Summer Research Fellowship.
NOTE Confidence: 0.9260458

00:29:23.365 --> 00:29:24.725 And we devised a careers
NOTE Confidence: 0.9260458

00:29:24.725 --> 00:29:25.305 in medicine
NOTE Confidence: 0.9915854

00:29:26.309 --> 00:29:28.070 enhancement program for the kids
NOTE Confidence: 0.9915854

00:29:28.070 --> 00:29:28.889 from our,
NOTE Confidence: 0.8778235

00:29:29.669 --> 00:29:31.370 from our linkage schools,
NOTE Confidence: 0.988791

00:29:32.070 --> 00:29:33.830 which is eight week virtual
NOTE Confidence: 0.988791

00:29:33.830 --> 00:29:34.330 program,
NOTE Confidence: 0.9660809

00:29:35.029 --> 00:29:36.549 where they focus on health
NOTE Confidence: 0.9660809

00:29:36.549 --> 00:29:37.909 equity, but also on career
NOTE Confidence: 0.9660809

00:29:37.909 --> 00:29:40.174 development and and make capstone

NOTE Confidence: 0.9660809

00:29:40.235 --> 00:29:42.174 presentations and capstone projects,

NOTE Confidence: 0.9904435

00:29:43.355 --> 00:29:44.955 learn about the the med

NOTE Confidence: 0.9904435

00:29:44.955 --> 00:29:47.274 school interview process, practice writing

NOTE Confidence: 0.9904435

00:29:47.274 --> 00:29:48.014 their essay,

NOTE Confidence: 0.99666387

00:29:48.475 --> 00:29:50.075 and have mentors who are

NOTE Confidence: 0.99666387

00:29:50.075 --> 00:29:50.575 physicians

NOTE Confidence: 0.962024

00:29:51.115 --> 00:29:53.115 who and medical students that

NOTE Confidence: 0.962024

00:29:53.115 --> 00:29:54.815 volunteer to mentor them.

NOTE Confidence: 0.998978

00:29:55.320 --> 00:29:56.760 And this is one of

NOTE Confidence: 0.998978

00:29:56.760 --> 00:29:57.580 our first classes.

NOTE Confidence: 0.9739429

00:29:58.200 --> 00:30:00.200 For medical students, we, it's

NOTE Confidence: 0.9739429

00:30:00.200 --> 00:30:01.640 actually the mentoring cascade, one

NOTE Confidence: 0.9739429

00:30:01.640 --> 00:30:02.279 of my it's one of

NOTE Confidence: 0.9739429

00:30:02.279 --> 00:30:03.399 my favorite programs. It's actually

NOTE Confidence: 0.9739429

00:30:03.399 --> 00:30:05.320 for med students, residents, fellows,

NOTE Confidence: 0.9739429

00:30:05.320 --> 00:30:06.440 and faculty. It's a team

NOTE Confidence: 0.9739429

00:30:06.440 --> 00:30:08.279 based mentoring program, and we

NOTE Confidence: 0.9739429

00:30:08.279 --> 00:30:09.820 meet several times a year.

NOTE Confidence: 0.9739429

00:30:10.039 --> 00:30:11.774 It's for minority and non

NOTE Confidence: 0.9739429

00:30:11.774 --> 00:30:12.274 minority,

NOTE Confidence: 0.79387164

00:30:12.735 --> 00:30:13.235 folks,

NOTE Confidence: 0.97860116

00:30:14.335 --> 00:30:15.774 but it is there is

NOTE Confidence: 0.97860116

00:30:15.774 --> 00:30:18.255 content related to diversity and,

NOTE Confidence: 0.977453

00:30:18.815 --> 00:30:19.774 but also that idea of,

NOTE Confidence: 0.977453

00:30:19.774 --> 00:30:21.294 like, developing your mentoring team

NOTE Confidence: 0.977453

00:30:21.294 --> 00:30:22.335 and how do you develop

NOTE Confidence: 0.977453

00:30:22.335 --> 00:30:23.909 your your action plan, and

NOTE Confidence: 0.977453

00:30:23.909 --> 00:30:24.710 how do you be a

NOTE Confidence: 0.977453

00:30:24.710 --> 00:30:25.590 good how do you to

NOTE Confidence: 0.977453

00:30:25.590 --> 00:30:26.309 learn how to be a

NOTE Confidence: 0.977453

00:30:26.309 --> 00:30:27.429 good mentee as well as

NOTE Confidence: 0.977453
00:30:27.429 --> 00:30:28.250 a good mentor.
NOTE Confidence: 0.99148864
00:30:29.350 --> 00:30:30.950 And during the pandemic, we
NOTE Confidence: 0.99148864
00:30:30.950 --> 00:30:32.309 had to go virtual, and
NOTE Confidence: 0.99148864
00:30:32.309 --> 00:30:33.269 a lot of our focus
NOTE Confidence: 0.99148864
00:30:33.269 --> 00:30:34.789 was around support and sort
NOTE Confidence: 0.99148864
00:30:34.789 --> 00:30:35.765 of survival
NOTE Confidence: 0.9578894
00:30:36.305 --> 00:30:37.425 since they were especially our
NOTE Confidence: 0.9578894
00:30:37.425 --> 00:30:38.545 poor med students were very
NOTE Confidence: 0.9578894
00:30:38.545 --> 00:30:39.045 lonely,
NOTE Confidence: 0.99030495
00:30:39.665 --> 00:30:40.625 and so forth. So it's
NOTE Confidence: 0.99030495
00:30:40.625 --> 00:30:42.325 gone through many, different
NOTE Confidence: 0.7783325
00:30:43.745 --> 00:30:44.245 formats.
NOTE Confidence: 0.99242526
00:30:45.025 --> 00:30:46.645 We had community engagement
NOTE Confidence: 0.83327794
00:30:47.185 --> 00:30:47.685 with,
NOTE Confidence: 0.93001777
00:30:48.065 --> 00:30:49.890 the Women's Housing Economic Development
NOTE Confidence: 0.93001777

00:30:49.890 --> 00:30:50.390 Corporation
NOTE Confidence: 0.89909035
00:30:50.850 --> 00:30:52.049 Charter School in the South
NOTE Confidence: 0.89909035
00:30:52.049 --> 00:30:52.549 Bronx.
NOTE Confidence: 0.9616337
00:30:52.929 --> 00:30:53.809 You can see our little
NOTE Confidence: 0.9616337
00:30:53.809 --> 00:30:55.830 future doctors. They're pretty adorable.
NOTE Confidence: 0.9537721
00:30:56.289 --> 00:30:58.390 We, contributed to our school's
NOTE Confidence: 0.9537721
00:30:58.529 --> 00:31:00.929 work in, expanding cultural competence
NOTE Confidence: 0.9537721
00:31:00.929 --> 00:31:02.289 and health equity training for
NOTE Confidence: 0.9537721
00:31:02.289 --> 00:31:03.674 our med students and worked
NOTE Confidence: 0.9537721
00:31:03.674 --> 00:31:05.115 with our affinity groups like
NOTE Confidence: 0.9537721
00:31:05.115 --> 00:31:07.434 SNMA and LMSA and our
NOTE Confidence: 0.9537721
00:31:07.434 --> 00:31:07.934 LGBTs
NOTE Confidence: 0.9649738
00:31:08.394 --> 00:31:10.174 groups and our and others.
NOTE Confidence: 0.9988161
00:31:10.634 --> 00:31:12.154 And we supported medical student
NOTE Confidence: 0.9988161
00:31:12.154 --> 00:31:13.695 research and community engagement
NOTE Confidence: 0.9990552
00:31:14.154 --> 00:31:14.654 projects

NOTE Confidence: 0.97111845
00:31:15.355 --> 00:31:16.654 with providing funding.
NOTE Confidence: 0.99579
00:31:17.034 --> 00:31:18.414 On the GME side,
NOTE Confidence: 0.90879446
00:31:18.780 --> 00:31:19.280 we
NOTE Confidence: 0.97901046
00:31:19.740 --> 00:31:20.940 we made what had been
NOTE Confidence: 0.97901046
00:31:20.940 --> 00:31:22.460 a department of medicine program,
NOTE Confidence: 0.97901046
00:31:22.460 --> 00:31:23.920 a hospital wide program,
NOTE Confidence: 0.94180346
00:31:24.460 --> 00:31:25.600 called make your match
NOTE Confidence: 0.9740275
00:31:25.900 --> 00:31:27.740 for residency applicants to learn
NOTE Confidence: 0.9740275
00:31:27.740 --> 00:31:29.280 about our NYP programs.
NOTE Confidence: 0.9961012
00:31:30.300 --> 00:31:31.740 We go to recruit at
NOTE Confidence: 0.9961012
00:31:31.740 --> 00:31:32.145 our
NOTE Confidence: 0.6424246
00:31:32.625 --> 00:31:33.125 affinity,
NOTE Confidence: 0.7983942
00:31:34.065 --> 00:31:35.985 organizations, our SNMA and LMS
NOTE Confidence: 0.7983942
00:31:35.985 --> 00:31:36.965 Ames meetings,
NOTE Confidence: 0.94071436
00:31:37.265 --> 00:31:37.985 and we have,
NOTE Confidence: 0.9616476

00:31:38.705 --> 00:31:40.565 a welcome back for interviewees
NOTE Confidence: 0.9616476

00:31:40.785 --> 00:31:42.005 and a and a welcome
NOTE Confidence: 0.98913646

00:31:42.465 --> 00:31:43.125 new intern
NOTE Confidence: 0.800777

00:31:43.425 --> 00:31:43.925 party.
NOTE Confidence: 0.9419177

00:31:45.970 --> 00:31:47.170 And then a bunch of
NOTE Confidence: 0.9419177

00:31:47.170 --> 00:31:49.010 programs in faculty development. So,
NOTE Confidence: 0.9419177

00:31:49.330 --> 00:31:51.090 we had first, probably the
NOTE Confidence: 0.9419177

00:31:51.090 --> 00:31:53.010 most important one is our
NOTE Confidence: 0.9419177

00:31:53.010 --> 00:31:54.930 health equity research fellowship, which
NOTE Confidence: 0.9419177

00:31:54.930 --> 00:31:56.370 is in collaboration with Hunter
NOTE Confidence: 0.9419177

00:31:56.370 --> 00:31:57.330 College, which is part of
NOTE Confidence: 0.9419177

00:31:57.330 --> 00:31:59.270 our City University system.
NOTE Confidence: 0.99607784

00:31:59.730 --> 00:32:00.230 And
NOTE Confidence: 0.9327088

00:32:01.585 --> 00:32:02.945 it is a,
NOTE Confidence: 0.9948715

00:32:03.505 --> 00:32:05.125 it's not only for physicians,
NOTE Confidence: 0.95394593

00:32:05.825 --> 00:32:07.765 although largely physicians, but also,

NOTE Confidence: 0.962755
00:32:09.025 --> 00:32:09.525 psychologists
NOTE Confidence: 0.8684809
00:32:09.985 --> 00:32:10.465 and,
NOTE Confidence: 0.9762977
00:32:11.505 --> 00:32:12.945 and PhD nurses and nurse
NOTE Confidence: 0.9762977
00:32:12.945 --> 00:32:13.445 practitioners,
NOTE Confidence: 0.97671056
00:32:14.145 --> 00:32:15.880 focused on health equity. We
NOTE Confidence: 0.97671056
00:32:15.880 --> 00:32:17.000 developed a program called the
NOTE Confidence: 0.97671056
00:32:17.000 --> 00:32:18.840 faculty development mentoring circles, which
NOTE Confidence: 0.97671056
00:32:18.840 --> 00:32:20.200 is, kind of a peer
NOTE Confidence: 0.97671056
00:32:20.200 --> 00:32:22.200 near peer mentoring program for
NOTE Confidence: 0.97671056
00:32:22.200 --> 00:32:22.700 interdisciplinary,
NOTE Confidence: 0.87751234
00:32:25.880 --> 00:32:26.380 faculty,
NOTE Confidence: 0.981344
00:32:27.960 --> 00:32:29.400 and was a collaboration between
NOTE Confidence: 0.981344
00:32:29.400 --> 00:32:30.285 our office of
NOTE Confidence: 0.91778207
00:32:30.845 --> 00:32:32.685 diversity and inclusion, our department,
NOTE Confidence: 0.91778207
00:32:32.685 --> 00:32:33.505 and the DCOE.
NOTE Confidence: 0.95406693

00:32:34.685 --> 00:32:35.965 And then we made something
NOTE Confidence: 0.95406693

00:32:35.965 --> 00:32:37.005 called the scholars in health
NOTE Confidence: 0.95406693

00:32:37.005 --> 00:32:38.445 equity program. When we had
NOTE Confidence: 0.95406693

00:32:38.445 --> 00:32:40.465 education scholars and research scholars,
NOTE Confidence: 0.9650863

00:32:40.925 --> 00:32:41.965 they had to apply. It's
NOTE Confidence: 0.9650863

00:32:41.965 --> 00:32:43.265 competitively selected.
NOTE Confidence: 0.9970049

00:32:44.045 --> 00:32:45.505 Our education scholars
NOTE Confidence: 0.98561996

00:32:46.250 --> 00:32:47.610 program has gone through five
NOTE Confidence: 0.98561996

00:32:47.610 --> 00:32:49.530 cohorts of about, six to
NOTE Confidence: 0.98561996

00:32:49.530 --> 00:32:51.050 eight people per year. And
NOTE Confidence: 0.98561996

00:32:51.050 --> 00:32:52.250 these are these are mainly
NOTE Confidence: 0.98561996

00:32:52.250 --> 00:32:53.230 clinician educators
NOTE Confidence: 0.82639366

00:32:53.770 --> 00:32:55.230 that of various departments
NOTE Confidence: 0.95446557

00:32:55.690 --> 00:32:56.810 that wanted to,
NOTE Confidence: 0.9997936

00:32:57.290 --> 00:32:57.790 learn
NOTE Confidence: 0.92865825

00:32:58.170 --> 00:32:59.950 about how to lead and

NOTE Confidence: 0.92865825
00:33:00.205 --> 00:33:00.525 and,
NOTE Confidence: 0.9997978
00:33:01.085 --> 00:33:02.465 provide culturally responsive
NOTE Confidence: 0.9593821
00:33:03.085 --> 00:33:04.765 anti racist patient care and
NOTE Confidence: 0.9593821
00:33:04.765 --> 00:33:05.965 teach about that and how
NOTE Confidence: 0.9593821
00:33:05.965 --> 00:33:07.165 to integrate that into their
NOTE Confidence: 0.9593821
00:33:07.165 --> 00:33:08.845 teaching. So we have program
NOTE Confidence: 0.9593821
00:33:08.845 --> 00:33:10.125 directors that have done it,
NOTE Confidence: 0.9593821
00:33:10.125 --> 00:33:12.060 clerkship directors, and so forth,
NOTE Confidence: 0.96436375
00:33:13.100 --> 00:33:14.540 but also to promote career
NOTE Confidence: 0.96436375
00:33:14.540 --> 00:33:16.300 development and medical education leadership.
NOTE Confidence: 0.96436375
00:33:16.300 --> 00:33:17.360 This is an interracial
NOTE Confidence: 0.83685976
00:33:17.820 --> 00:33:18.320 multidisciplinary
NOTE Confidence: 0.941761
00:33:18.860 --> 00:33:21.280 program. Our our our concept
NOTE Confidence: 0.941761
00:33:21.340 --> 00:33:22.700 was that, you know, again,
NOTE Confidence: 0.941761
00:33:22.700 --> 00:33:24.480 health equity is everybody's mission.
NOTE Confidence: 0.9524902

00:33:24.835 --> 00:33:25.795 And a lot of people
NOTE Confidence: 0.9524902

00:33:25.795 --> 00:33:27.255 were interested in the issues
NOTE Confidence: 0.9524902

00:33:27.315 --> 00:33:28.275 but wanted to figure out
NOTE Confidence: 0.9524902

00:33:28.275 --> 00:33:29.315 how do I integrate it
NOTE Confidence: 0.9524902

00:33:29.315 --> 00:33:30.755 into my teaching while I
NOTE Confidence: 0.9524902

00:33:30.755 --> 00:33:31.555 also have to like, we
NOTE Confidence: 0.9524902

00:33:31.555 --> 00:33:32.675 were talking about with the
NOTE Confidence: 0.9524902

00:33:32.675 --> 00:33:33.795 residents today, but I also
NOTE Confidence: 0.9524902

00:33:33.795 --> 00:33:34.515 have to teach about the
NOTE Confidence: 0.9524902

00:33:34.515 --> 00:33:35.555 sodium and and all the
NOTE Confidence: 0.9524902

00:33:35.555 --> 00:33:36.295 other stuff.
NOTE Confidence: 0.97262335

00:33:37.640 --> 00:33:38.760 So they would have a
NOTE Confidence: 0.97262335

00:33:38.760 --> 00:33:40.540 monthly two hour group didactic
NOTE Confidence: 0.97262335

00:33:40.600 --> 00:33:41.820 meeting over a year,
NOTE Confidence: 0.960372

00:33:42.600 --> 00:33:43.100 and,
NOTE Confidence: 0.95969427

00:33:43.720 --> 00:33:45.800 had guest expert lecturers. They

NOTE Confidence: 0.95969427

00:33:45.800 --> 00:33:46.920 would do written work, and

NOTE Confidence: 0.95969427

00:33:46.920 --> 00:33:47.980 they would have a mentored

NOTE Confidence: 0.95969427

00:33:48.120 --> 00:33:49.180 capstone project.

NOTE Confidence: 0.9964678

00:33:49.960 --> 00:33:51.900 And our outcomes included,

NOTE Confidence: 0.9364251

00:33:53.335 --> 00:33:54.695 you know, joining various of

NOTE Confidence: 0.9364251

00:33:54.695 --> 00:33:56.154 the education committees,

NOTE Confidence: 0.98646605

00:33:56.934 --> 00:33:57.434 awards,

NOTE Confidence: 0.9901269

00:33:57.894 --> 00:33:59.575 you know, winning medical education

NOTE Confidence: 0.9901269

00:33:59.575 --> 00:34:01.274 awards, becoming course directors,

NOTE Confidence: 0.98356026

00:34:03.255 --> 00:34:04.154 and so forth.

NOTE Confidence: 0.9383171

00:34:05.910 --> 00:34:07.510 The research scholars in health

NOTE Confidence: 0.9383171

00:34:07.510 --> 00:34:08.010 equity,

NOTE Confidence: 0.9983808

00:34:08.710 --> 00:34:09.210 program

NOTE Confidence: 0.945588

00:34:09.510 --> 00:34:10.330 had sixteen

NOTE Confidence: 0.95592594

00:34:11.030 --> 00:34:13.690 faculty participants. Again, multiracial, multidisciplinary.

NOTE Confidence: 0.99669135

00:34:14.310 --> 00:34:16.170 These are mentored research projects.

NOTE Confidence: 0.91054666

00:34:16.469 --> 00:34:18.085 These are mini grants from

NOTE Confidence: 0.91054666

00:34:18.085 --> 00:34:19.945 between five to twenty thousand

NOTE Confidence: 0.97853434

00:34:20.725 --> 00:34:21.685 dollars to, you know, sort

NOTE Confidence: 0.97853434

00:34:21.685 --> 00:34:22.745 of pilot studies

NOTE Confidence: 0.951022

00:34:23.045 --> 00:34:24.965 to help them hopefully go

NOTE Confidence: 0.951022

00:34:24.965 --> 00:34:25.785 on to,

NOTE Confidence: 0.96152836

00:34:26.565 --> 00:34:28.405 obtain additional funding. And they

NOTE Confidence: 0.96152836

00:34:28.405 --> 00:34:30.325 would have, monthly research and

NOTE Confidence: 0.96152836

00:34:30.325 --> 00:34:31.225 progress meetings.

NOTE Confidence: 0.9728149

00:34:31.940 --> 00:34:34.440 And then COVID happened, and

NOTE Confidence: 0.9728149

00:34:34.500 --> 00:34:36.340 we got another it was

NOTE Confidence: 0.9728149

00:34:36.340 --> 00:34:37.140 sort of like, here's a

NOTE Confidence: 0.9728149

00:34:37.140 --> 00:34:38.020 check for a hundred fifty

NOTE Confidence: 0.9728149

00:34:38.020 --> 00:34:38.900 thousand dollars. What are you

NOTE Confidence: 0.9728149

00:34:38.900 --> 00:34:40.020 gonna do with it? And
NOTE Confidence: 0.9728149

00:34:40.020 --> 00:34:42.040 so we decided to make,
NOTE Confidence: 0.9675289

00:34:43.460 --> 00:34:45.220 more mini grant programs focused
NOTE Confidence: 0.9675289

00:34:45.220 --> 00:34:47.055 on on COVID nineteen health
NOTE Confidence: 0.9675289

00:34:47.055 --> 00:34:48.415 equity. So we made a
NOTE Confidence: 0.9675289

00:34:48.415 --> 00:34:50.275 faculty student research collaborative
NOTE Confidence: 0.9887626

00:34:50.575 --> 00:34:51.395 set of grants,
NOTE Confidence: 0.9277836

00:34:52.895 --> 00:34:53.395 which,
NOTE Confidence: 0.92814213

00:34:54.175 --> 00:34:55.635 so for example, Chris Gonzalez,
NOTE Confidence: 0.92814213

00:34:55.694 --> 00:34:57.055 one of our junior faculty
NOTE Confidence: 0.92814213

00:34:57.055 --> 00:34:58.094 of one of our former,
NOTE Confidence: 0.92814213

00:34:58.255 --> 00:34:59.315 health equity fellows,
NOTE Confidence: 0.98945194

00:35:00.690 --> 00:35:02.790 studied social distancing amongst Hispanic
NOTE Confidence: 0.98945194

00:35:02.849 --> 00:35:04.450 communities during the COVID nineteen
NOTE Confidence: 0.98945194

00:35:04.450 --> 00:35:04.950 pandemic.
NOTE Confidence: 0.78138244

00:35:05.250 --> 00:35:05.650 We,

NOTE Confidence: 0.99689025
00:35:06.690 --> 00:35:07.910 we had telehealth
NOTE Confidence: 0.9268831
00:35:08.210 --> 00:35:09.890 COVID nineteen innovation because everybody
NOTE Confidence: 0.9268831
00:35:09.890 --> 00:35:11.589 was suddenly having to do
NOTE Confidence: 0.9268831
00:35:11.650 --> 00:35:12.150 telehealth
NOTE Confidence: 0.96936625
00:35:12.609 --> 00:35:14.390 and academic community partnership,
NOTE Confidence: 0.98465335
00:35:15.170 --> 00:35:15.910 mini grants.
NOTE Confidence: 0.9837213
00:35:16.875 --> 00:35:18.955 And then, again, COVID came,
NOTE Confidence: 0.9837213
00:35:18.955 --> 00:35:20.395 and this was obviously not
NOTE Confidence: 0.9837213
00:35:20.395 --> 00:35:21.675 in the grant application that
NOTE Confidence: 0.9837213
00:35:21.675 --> 00:35:22.875 I had submitted before the
NOTE Confidence: 0.9837213
00:35:22.875 --> 00:35:24.075 pandemic, but a lot of
NOTE Confidence: 0.9837213
00:35:24.075 --> 00:35:24.735 our attention
NOTE Confidence: 0.98760206
00:35:25.275 --> 00:35:27.695 turned to COVID nineteen vaccination.
NOTE Confidence: 0.57230365
00:35:29.755 --> 00:35:30.005 We,
NOTE Confidence: 0.9823147
00:35:30.870 --> 00:35:31.590 you know, I have to
NOTE Confidence: 0.9823147

00:35:31.590 --> 00:35:33.450 admit, I was so excited
NOTE Confidence: 0.9823147

00:35:33.510 --> 00:35:34.490 to get my vaccine.
NOTE Confidence: 0.9628174

00:35:35.270 --> 00:35:36.230 I, you know, I was
NOTE Confidence: 0.9628174

00:35:36.230 --> 00:35:37.350 working in the hospital during
NOTE Confidence: 0.9628174

00:35:37.350 --> 00:35:38.310 COVID as, you know, in
NOTE Confidence: 0.9628174

00:35:38.310 --> 00:35:39.670 New York City. Like, it
NOTE Confidence: 0.9628174

00:35:39.670 --> 00:35:41.030 was we were the first
NOTE Confidence: 0.9628174

00:35:41.030 --> 00:35:42.230 city hit in in the
NOTE Confidence: 0.9628174

00:35:42.230 --> 00:35:43.875 states, and our hospital was
NOTE Confidence: 0.9628174

00:35:43.875 --> 00:35:45.075 one hundred percent COVID. It
NOTE Confidence: 0.9628174

00:35:45.075 --> 00:35:45.815 was a nightmare.
NOTE Confidence: 0.9816702

00:35:46.515 --> 00:35:47.795 Like, literally, every single bed
NOTE Confidence: 0.9816702

00:35:47.795 --> 00:35:48.535 was COVID.
NOTE Confidence: 0.81191945

00:35:50.114 --> 00:35:50.614 And,
NOTE Confidence: 0.9251468

00:35:51.315 --> 00:35:52.915 when the vaccine came, I
NOTE Confidence: 0.9251468

00:35:52.915 --> 00:35:53.715 would have to admit I

NOTE Confidence: 0.9251468

00:35:53.715 --> 00:35:55.475 was not expecting the fear

NOTE Confidence: 0.9251468

00:35:55.475 --> 00:35:57.235 that people were experiencing and

NOTE Confidence: 0.9251468

00:35:57.235 --> 00:35:57.815 the hesitancy.

NOTE Confidence: 0.9931639

00:35:58.340 --> 00:35:59.339 So many of us,

NOTE Confidence: 0.9082132

00:35:59.780 --> 00:36:01.620 got in got together within

NOTE Confidence: 0.9082132

00:36:01.620 --> 00:36:02.900 our institution, but also with

NOTE Confidence: 0.9082132

00:36:02.900 --> 00:36:04.260 New York City's Department of

NOTE Confidence: 0.9082132

00:36:04.260 --> 00:36:05.620 Health and various New York

NOTE Confidence: 0.9082132

00:36:05.620 --> 00:36:07.239 City medical schools coming together,

NOTE Confidence: 0.9910094

00:36:08.100 --> 00:36:09.480 especially to do

NOTE Confidence: 0.9715363

00:36:09.940 --> 00:36:11.940 to talk about, access, to

NOTE Confidence: 0.9715363

00:36:11.940 --> 00:36:13.000 advise about,

NOTE Confidence: 0.9643515

00:36:13.734 --> 00:36:15.035 the DOH's messaging

NOTE Confidence: 0.91410613

00:36:15.494 --> 00:36:16.695 and things like that. But

NOTE Confidence: 0.91410613

00:36:16.695 --> 00:36:17.655 we just, you know, we

NOTE Confidence: 0.91410613

00:36:17.655 --> 00:36:17.895 were
NOTE Confidence: 0.89226025

00:36:18.535 --> 00:36:19.415 If you think back to
NOTE Confidence: 0.89226025

00:36:19.415 --> 00:36:20.295 that time when we were
NOTE Confidence: 0.89226025

00:36:20.295 --> 00:36:21.494 all in lockdown and feeling
NOTE Confidence: 0.89226025

00:36:21.494 --> 00:36:22.234 pretty helpless,
NOTE Confidence: 0.9325073

00:36:22.775 --> 00:36:24.775 we decided, like, over, like,
NOTE Confidence: 0.9325073

00:36:24.775 --> 00:36:26.135 two weeks to come up
NOTE Confidence: 0.9325073

00:36:26.135 --> 00:36:27.255 with something that we called
NOTE Confidence: 0.9325073

00:36:27.255 --> 00:36:27.915 the COVID-nineteen
NOTE Confidence: 0.94845194

00:36:28.860 --> 00:36:30.800 STEM community education and empowerment
NOTE Confidence: 0.94845194

00:36:30.860 --> 00:36:31.360 internship.
NOTE Confidence: 0.92441165

00:36:31.660 --> 00:36:32.460 And we, you know, we
NOTE Confidence: 0.92441165

00:36:32.460 --> 00:36:33.260 thought we felt like we're
NOTE Confidence: 0.92441165

00:36:33.260 --> 00:36:34.140 working with all these young
NOTE Confidence: 0.92441165

00:36:34.140 --> 00:36:35.600 people. They're all on lockdown,
NOTE Confidence: 0.99895525

00:36:36.460 --> 00:36:36.960 and

NOTE Confidence: 0.9776897
00:36:37.340 --> 00:36:38.140 a lot of them wanna
NOTE Confidence: 0.9776897
00:36:38.140 --> 00:36:40.140 be doctors or somebody in
NOTE Confidence: 0.9776897
00:36:40.140 --> 00:36:41.744 health something in health. And
NOTE Confidence: 0.9776897
00:36:41.744 --> 00:36:43.025 so we decided to, like,
NOTE Confidence: 0.9776897
00:36:43.025 --> 00:36:44.224 put the word out in
NOTE Confidence: 0.9776897
00:36:44.224 --> 00:36:45.505 in their networks and social
NOTE Confidence: 0.9776897
00:36:45.505 --> 00:36:46.384 media, and we got eight
NOTE Confidence: 0.9776897
00:36:46.384 --> 00:36:47.984 hundred applicants in one week.
NOTE Confidence: 0.9776897
00:36:47.984 --> 00:36:49.025 And we decided to take
NOTE Confidence: 0.9776897
00:36:49.025 --> 00:36:49.525 everybody.
NOTE Confidence: 0.95463616
00:36:50.545 --> 00:36:52.144 And so we made that's
NOTE Confidence: 0.95463616
00:36:52.144 --> 00:36:53.184 the amazing thing you can
NOTE Confidence: 0.95463616
00:36:53.184 --> 00:36:54.599 do with Zoom. We also
NOTE Confidence: 0.95463616
00:36:54.599 --> 00:36:55.420 did vaccine,
NOTE Confidence: 0.9834194
00:36:55.880 --> 00:36:57.579 education ambassador training
NOTE Confidence: 0.9006469

00:36:59.400 --> 00:37:01.000 with our colleagues. But the
NOTE Confidence: 0.9006469

00:37:01.319 --> 00:37:02.519 and and worked with a
NOTE Confidence: 0.9006469

00:37:02.519 --> 00:37:04.059 whole bunch of community organizations.
NOTE Confidence: 0.9006469

00:37:04.119 --> 00:37:04.920 This is me with,
NOTE Confidence: 0.93970954

00:37:05.880 --> 00:37:07.559 with my little patients and
NOTE Confidence: 0.93970954

00:37:07.559 --> 00:37:08.700 their church in Brooklyn.
NOTE Confidence: 0.9273968

00:37:10.015 --> 00:37:11.155 We also,
NOTE Confidence: 0.8858672

00:37:11.855 --> 00:37:13.375 were on PBS Metro Focus
NOTE Confidence: 0.8858672

00:37:13.375 --> 00:37:14.415 talking about some of our
NOTE Confidence: 0.8858672

00:37:14.415 --> 00:37:14.915 efforts.
NOTE Confidence: 0.9990918

00:37:15.455 --> 00:37:16.915 And we're working with RWJ
NOTE Confidence: 0.76583976

00:37:17.614 --> 00:37:19.155 in their the conversation
NOTE Confidence: 0.8217

00:37:20.815 --> 00:37:22.355 looking again at, trusted
NOTE Confidence: 0.9521891

00:37:23.250 --> 00:37:23.650 trusted,
NOTE Confidence: 0.99299896

00:37:24.050 --> 00:37:26.530 messengers, physicians, nurses, and community
NOTE Confidence: 0.99299896

00:37:26.530 --> 00:37:27.270 health workers,

NOTE Confidence: 0.9846177

00:37:27.890 --> 00:37:28.790 to talk about,

NOTE Confidence: 0.99709994

00:37:29.650 --> 00:37:30.550 COVID vaccination.

NOTE Confidence: 0.996861

00:37:31.010 --> 00:37:32.950 But the COVID nineteen education

NOTE Confidence: 0.996861

00:37:33.090 --> 00:37:33.590 program,

NOTE Confidence: 0.99829394

00:37:34.210 --> 00:37:35.030 we've actually

NOTE Confidence: 0.9922719

00:37:35.915 --> 00:37:37.295 it was actually a collaboration

NOTE Confidence: 0.9922719

00:37:37.515 --> 00:37:38.015 between,

NOTE Confidence: 0.9850453

00:37:39.675 --> 00:37:41.195 our colleagues from our various

NOTE Confidence: 0.9850453

00:37:41.195 --> 00:37:42.555 medical schools around the city,

NOTE Confidence: 0.9850453

00:37:42.795 --> 00:37:44.335 all buddies of mine.

NOTE Confidence: 0.976408

00:37:44.795 --> 00:37:46.555 And, this is picture of

NOTE Confidence: 0.976408

00:37:46.555 --> 00:37:48.279 one of our kids. Our

NOTE Confidence: 0.976408

00:37:48.279 --> 00:37:50.279 guest speakers included certain public

NOTE Confidence: 0.976408

00:37:50.279 --> 00:37:52.039 health leaders. Doctor Fauci actually

NOTE Confidence: 0.976408

00:37:52.039 --> 00:37:53.559 sent a message, and these

NOTE Confidence: 0.976408

00:37:53.559 --> 00:37:54.700 kids went wild.
NOTE Confidence: 0.63008285

00:37:56.200 --> 00:37:56.680 And,
NOTE Confidence: 0.9857271

00:37:57.640 --> 00:37:59.160 the our impact, we over
NOTE Confidence: 0.9857271

00:37:59.160 --> 00:38:00.440 the first three cohorts, we
NOTE Confidence: 0.9857271

00:38:00.440 --> 00:38:01.799 ended up having five cohorts.
NOTE Confidence: 0.9857271

00:38:01.799 --> 00:38:02.759 But over the just the
NOTE Confidence: 0.9857271

00:38:02.759 --> 00:38:03.739 first three cohorts,
NOTE Confidence: 0.9564439

00:38:04.255 --> 00:38:05.775 we had over a thousand
NOTE Confidence: 0.9564439

00:38:05.775 --> 00:38:07.135 students. We asked them to
NOTE Confidence: 0.9564439

00:38:07.135 --> 00:38:08.494 report how many people have
NOTE Confidence: 0.9564439

00:38:08.494 --> 00:38:09.775 you talked to about COVID
NOTE Confidence: 0.9564439

00:38:09.775 --> 00:38:10.275 vaccination
NOTE Confidence: 0.9327555

00:38:10.975 --> 00:38:12.835 or have read your,
NOTE Confidence: 0.9602034

00:38:13.695 --> 00:38:14.195 capstones.
NOTE Confidence: 0.94365513

00:38:15.295 --> 00:38:16.575 So they, you know, they
NOTE Confidence: 0.94365513

00:38:16.575 --> 00:38:18.515 reported, like, thirteen thousand people,

NOTE Confidence: 0.9244864
00:38:18.895 --> 00:38:20.150 and they had that they'd
NOTE Confidence: 0.9244864
00:38:20.150 --> 00:38:21.830 reached, like, six thousand people
NOTE Confidence: 0.9244864
00:38:21.830 --> 00:38:22.650 on on,
NOTE Confidence: 0.976763
00:38:23.510 --> 00:38:25.270 on social media. And they
NOTE Confidence: 0.976763
00:38:25.270 --> 00:38:26.650 told us things like,
NOTE Confidence: 0.9977258
00:38:27.270 --> 00:38:28.570 they learned how to tangibly
NOTE Confidence: 0.9977258
00:38:28.630 --> 00:38:30.070 create items to educate on
NOTE Confidence: 0.9977258
00:38:30.070 --> 00:38:30.950 the vaccine in a way
NOTE Confidence: 0.9977258
00:38:30.950 --> 00:38:32.070 best suited for people who
NOTE Confidence: 0.9977258
00:38:32.070 --> 00:38:33.450 are skeptical or afraid,
NOTE Confidence: 0.9949536
00:38:33.815 --> 00:38:35.015 how to better advocate for
NOTE Confidence: 0.9949536
00:38:35.015 --> 00:38:36.235 ethnic and racial minorities.
NOTE Confidence: 0.99721956
00:38:36.535 --> 00:38:37.675 I learned that misinformation
NOTE Confidence: 0.9551129
00:38:37.975 --> 00:38:39.095 stems from lack of health
NOTE Confidence: 0.9551129
00:38:39.095 --> 00:38:39.595 literacy,
NOTE Confidence: 0.95435417

00:38:40.055 --> 00:38:41.175 and I love learning about
NOTE Confidence: 0.95435417

00:38:41.175 --> 00:38:42.775 this importance of COVID vaccines
NOTE Confidence: 0.95435417

00:38:42.775 --> 00:38:43.915 and how to be empowered
NOTE Confidence: 0.95435417

00:38:44.135 --> 00:38:45.015 to be a voice for
NOTE Confidence: 0.95435417

00:38:45.015 --> 00:38:46.055 my community. So they we
NOTE Confidence: 0.95435417

00:38:46.055 --> 00:38:47.175 asked them each to do
NOTE Confidence: 0.95435417

00:38:47.175 --> 00:38:49.260 capstone projects. So they made
NOTE Confidence: 0.95435417

00:38:49.320 --> 00:38:49.820 infographics
NOTE Confidence: 0.9746143

00:38:50.120 --> 00:38:50.860 like this
NOTE Confidence: 0.92806673

00:38:51.400 --> 00:38:52.060 or this
NOTE Confidence: 0.60966945

00:38:52.520 --> 00:38:53.260 and then,
NOTE Confidence: 0.9011836

00:38:54.760 --> 00:38:55.580 or TikToks.
NOTE Confidence: 0.908995

00:39:00.520 --> 00:39:01.720 I don't know, Isaac, about
NOTE Confidence: 0.908995

00:39:01.720 --> 00:39:02.380 the music.
NOTE Confidence: 0.9921872

00:39:06.125 --> 00:39:07.905 Anyway, it's not it's just
NOTE Confidence: 0.9328872

00:39:08.925 --> 00:39:09.825 cute music,

NOTE Confidence: 0.95261717
00:39:10.605 --> 00:39:12.785 and she's pretty adorable herself.
NOTE Confidence: 0.9763368
00:39:14.685 --> 00:39:15.185 Yeah.
NOTE Confidence: 0.99728006
00:39:17.590 --> 00:39:18.790 But it is definitely nicer
NOTE Confidence: 0.99728006
00:39:18.790 --> 00:39:19.609 with the music.
NOTE Confidence: 0.9226607
00:39:28.070 --> 00:39:29.114 Anyway, it's okay. Are you
NOTE Confidence: 0.9226607
00:39:29.114 --> 00:39:30.575 sure? Yeah. We're we're good
NOTE Confidence: 0.9226607
00:39:30.635 --> 00:39:31.855 in the interest of time.
NOTE Confidence: 0.9670502
00:39:32.395 --> 00:39:32.895 So,
NOTE Confidence: 0.93144774
00:39:34.155 --> 00:39:34.815 our funding,
NOTE Confidence: 0.9625831
00:39:35.755 --> 00:39:37.835 our funding interval ended, and,
NOTE Confidence: 0.9625831
00:39:37.835 --> 00:39:39.435 of course, I'm not actually
NOTE Confidence: 0.9625831
00:39:39.435 --> 00:39:40.635 even sure what's happening with
NOTE Confidence: 0.9625831
00:39:40.635 --> 00:39:41.915 the centers of excellence program
NOTE Confidence: 0.9625831
00:39:41.915 --> 00:39:42.735 at this minute.
NOTE Confidence: 0.998267
00:39:43.435 --> 00:39:44.415 But the mission
NOTE Confidence: 0.9152175

00:39:45.090 --> 00:39:46.130 continues, I think, and we
NOTE Confidence: 0.9152175

00:39:46.130 --> 00:39:47.650 are still continuous, several of
NOTE Confidence: 0.9152175

00:39:47.650 --> 00:39:49.090 our programs, from our diversity
NOTE Confidence: 0.9152175

00:39:49.090 --> 00:39:49.910 center of excellence.
NOTE Confidence: 0.499347

00:39:52.930 --> 00:39:53.430 But
NOTE Confidence: 0.9546662

00:39:53.890 --> 00:39:55.730 part of what doctor Black
NOTE Confidence: 0.9546662

00:39:55.730 --> 00:39:57.090 asked me to talk about
NOTE Confidence: 0.9546662

00:39:57.090 --> 00:39:58.210 and think about and hopefully
NOTE Confidence: 0.9546662

00:39:58.210 --> 00:39:59.410 that we can dialogue about
NOTE Confidence: 0.9546662

00:39:59.410 --> 00:40:00.585 is our new reality.
NOTE Confidence: 0.61383235

00:40:01.785 --> 00:40:02.285 So,
NOTE Confidence: 0.96385413

00:40:03.945 --> 00:40:05.385 we are obviously in a
NOTE Confidence: 0.96385413

00:40:05.385 --> 00:40:07.305 very challenging moment where federal
NOTE Confidence: 0.96385413

00:40:07.305 --> 00:40:09.625 policies regarding diversity, equity, inclusion,
NOTE Confidence: 0.96385413

00:40:09.625 --> 00:40:11.005 language, and efforts,
NOTE Confidence: 0.89916617

00:40:11.385 --> 00:40:13.160 especially those impact in minorities

NOTE Confidence: 0.89916617
00:40:13.160 --> 00:40:14.520 and immigrants and women and
NOTE Confidence: 0.89916617
00:40:14.520 --> 00:40:15.020 LGBTQ
NOTE Confidence: 0.9992956
00:40:15.640 --> 00:40:16.140 people
NOTE Confidence: 0.9283749
00:40:16.440 --> 00:40:17.260 are changing,
NOTE Confidence: 0.9954652
00:40:18.120 --> 00:40:18.620 where
NOTE Confidence: 0.93947613
00:40:19.480 --> 00:40:21.000 research funding has been cut
NOTE Confidence: 0.93947613
00:40:21.000 --> 00:40:21.980 across the board.
NOTE Confidence: 0.97230935
00:40:22.840 --> 00:40:24.600 Our institution at Cornell is
NOTE Confidence: 0.97230935
00:40:24.600 --> 00:40:25.455 one of the,
NOTE Confidence: 0.957634
00:40:26.094 --> 00:40:27.375 one of the institutions that's
NOTE Confidence: 0.957634
00:40:27.375 --> 00:40:28.355 kind of been attacked.
NOTE Confidence: 0.9742055
00:40:28.655 --> 00:40:29.614 And so we've been in
NOTE Confidence: 0.9742055
00:40:29.614 --> 00:40:31.555 a very serious
NOTE Confidence: 0.9960747
00:40:32.015 --> 00:40:32.515 financial
NOTE Confidence: 0.9581352
00:40:33.695 --> 00:40:34.195 bind.
NOTE Confidence: 0.99529755

00:40:35.055 --> 00:40:35.935 There have been a lot
NOTE Confidence: 0.99529755

00:40:35.935 --> 00:40:37.875 of challenges to academic autonomy,
NOTE Confidence: 0.85070884

00:40:39.710 --> 00:40:41.009 cuts to health agencies
NOTE Confidence: 0.9614246

00:40:41.549 --> 00:40:42.910 and up you know, cuts
NOTE Confidence: 0.9614246

00:40:42.910 --> 00:40:43.869 that are coming up to
NOTE Confidence: 0.9614246

00:40:43.869 --> 00:40:45.150 Medicaid and and the health
NOTE Confidence: 0.9614246

00:40:45.150 --> 00:40:46.190 care safety net that are
NOTE Confidence: 0.9614246

00:40:46.190 --> 00:40:47.469 very concerning in terms of
NOTE Confidence: 0.9614246

00:40:47.469 --> 00:40:48.049 our patients,
NOTE Confidence: 0.84810793

00:40:49.710 --> 00:40:51.650 challenges to establish science,
NOTE Confidence: 0.97875154

00:40:51.950 --> 00:40:53.730 for example, to vaccine science.
NOTE Confidence: 0.97875154

00:40:53.869 --> 00:40:55.455 Obviously, this week, we've had
NOTE Confidence: 0.98308754

00:40:55.855 --> 00:40:56.975 hearings related to this.
NOTE Confidence: 0.9795734

00:40:58.495 --> 00:41:00.594 And then aggressive immigration enforcement
NOTE Confidence: 0.9795734

00:41:00.735 --> 00:41:02.195 affecting many of our patients
NOTE Confidence: 0.9795734

00:41:02.255 --> 00:41:03.475 as well as colleagues

NOTE Confidence: 0.9753145

00:41:03.935 --> 00:41:05.855 and extreme partisan divisions that

NOTE Confidence: 0.9753145

00:41:05.855 --> 00:41:07.055 makes it really hard to

NOTE Confidence: 0.9753145

00:41:07.055 --> 00:41:08.130 even talk about this

NOTE Confidence: 0.97806835

00:41:08.690 --> 00:41:10.130 stuff. And what's happened in

NOTE Confidence: 0.97806835

00:41:10.130 --> 00:41:11.410 our institutions, there have been

NOTE Confidence: 0.97806835

00:41:11.410 --> 00:41:12.309 leadership changes,

NOTE Confidence: 0.92159146

00:41:12.849 --> 00:41:14.450 you know, university presidents that

NOTE Confidence: 0.92159146

00:41:14.450 --> 00:41:15.750 have lost their jobs.

NOTE Confidence: 0.9983194

00:41:16.529 --> 00:41:17.509 Legal challenges

NOTE Confidence: 0.9928329

00:41:17.969 --> 00:41:18.710 are afoot

NOTE Confidence: 0.9766292

00:41:19.089 --> 00:41:20.369 to challenge some of these

NOTE Confidence: 0.9766292

00:41:20.369 --> 00:41:21.410 changes, but,

NOTE Confidence: 0.9992522

00:41:21.890 --> 00:41:22.390 that's

NOTE Confidence: 0.98291284

00:41:22.715 --> 00:41:24.555 been, you know, varied in

NOTE Confidence: 0.98291284

00:41:24.555 --> 00:41:25.055 outcomes.

NOTE Confidence: 0.99144393

00:41:25.594 --> 00:41:26.975 On our in our institutions,
NOTE Confidence: 0.9884655

00:41:27.355 --> 00:41:28.875 there have been efforts to
NOTE Confidence: 0.9884655

00:41:28.875 --> 00:41:30.895 change language and scrub websites
NOTE Confidence: 0.9884655

00:41:31.114 --> 00:41:32.715 and try to stay under
NOTE Confidence: 0.9884655

00:41:32.715 --> 00:41:33.375 the radar.
NOTE Confidence: 0.94785476

00:41:34.520 --> 00:41:36.280 Like I mentioned, financial crises
NOTE Confidence: 0.94785476

00:41:36.280 --> 00:41:37.560 at our institution, we've already
NOTE Confidence: 0.94785476

00:41:37.560 --> 00:41:38.619 had layoffs and
NOTE Confidence: 0.96921253

00:41:40.040 --> 00:41:42.440 departures, very demoralized faculty and
NOTE Confidence: 0.96921253

00:41:42.440 --> 00:41:43.800 trainees. I think a lot
NOTE Confidence: 0.96921253

00:41:43.800 --> 00:41:45.239 of us have felt kinda
NOTE Confidence: 0.96921253

00:41:45.239 --> 00:41:46.520 paralyzed not knowing what to
NOTE Confidence: 0.96921253

00:41:46.520 --> 00:41:47.400 do. Part of it is
NOTE Confidence: 0.96921253

00:41:47.400 --> 00:41:49.260 because in in so many
NOTE Confidence: 0.99965584

00:41:50.155 --> 00:41:50.655 areas
NOTE Confidence: 0.9131409

00:41:51.355 --> 00:41:53.195 of our current world and

NOTE Confidence: 0.9131409
00:41:53.195 --> 00:41:53.935 our lives,
NOTE Confidence: 0.992799
00:41:54.795 --> 00:41:55.995 there may be things happening
NOTE Confidence: 0.992799
00:41:55.995 --> 00:41:57.295 that we don't agree with.
NOTE Confidence: 0.98131454
00:41:57.835 --> 00:41:59.035 And and then, of course,
NOTE Confidence: 0.98131454
00:41:59.035 --> 00:42:00.175 that we may be experiencing
NOTE Confidence: 0.98131454
00:42:00.315 --> 00:42:01.995 moral injury in terms of,
NOTE Confidence: 0.98131454
00:42:02.395 --> 00:42:03.675 what we've what we are
NOTE Confidence: 0.98131454
00:42:03.675 --> 00:42:04.175 deciding.
NOTE Confidence: 0.9573458
00:42:04.809 --> 00:42:05.690 You know? What can I
NOTE Confidence: 0.9573458
00:42:05.690 --> 00:42:07.450 do? What does this compromise
NOTE Confidence: 0.9573458
00:42:07.450 --> 00:42:08.910 my integrity? How do I
NOTE Confidence: 0.9573458
00:42:09.049 --> 00:42:10.829 address this? Is doing nothing
NOTE Confidence: 0.9573458
00:42:11.049 --> 00:42:11.549 collaboration?
NOTE Confidence: 0.99659324
00:42:12.250 --> 00:42:13.210 And then a lot of
NOTE Confidence: 0.99659324
00:42:13.210 --> 00:42:13.710 fear.
NOTE Confidence: 0.99893814

00:42:14.089 --> 00:42:15.450 People are afraid to speak
NOTE Confidence: 0.99893814

00:42:15.450 --> 00:42:15.950 out
NOTE Confidence: 0.5830674

00:42:16.730 --> 00:42:17.230 and
NOTE Confidence: 0.96460414

00:42:18.675 --> 00:42:19.715 and don't wanna get in
NOTE Confidence: 0.96460414

00:42:19.715 --> 00:42:20.594 trouble and don't wanna get
NOTE Confidence: 0.96460414

00:42:20.594 --> 00:42:22.275 their institution in trouble, but
NOTE Confidence: 0.96460414

00:42:22.275 --> 00:42:23.495 also feel strongly
NOTE Confidence: 0.9998524

00:42:23.795 --> 00:42:24.295 about
NOTE Confidence: 0.9429267

00:42:24.915 --> 00:42:26.195 lots of things. And how
NOTE Confidence: 0.9429267

00:42:26.195 --> 00:42:26.995 do you even know to
NOTE Confidence: 0.9429267

00:42:26.995 --> 00:42:27.815 begin? So,
NOTE Confidence: 0.988878

00:42:28.755 --> 00:42:29.635 so where do we go
NOTE Confidence: 0.988878

00:42:29.635 --> 00:42:31.235 from here? And and Abba
NOTE Confidence: 0.988878

00:42:31.235 --> 00:42:32.430 asked me to, you know,
NOTE Confidence: 0.988878

00:42:32.589 --> 00:42:33.950 be inspirational. I have to
NOTE Confidence: 0.988878

00:42:33.950 --> 00:42:35.150 admit I mean, just I

NOTE Confidence: 0.988878
00:42:35.150 --> 00:42:36.030 I didn't say this at
NOTE Confidence: 0.988878
00:42:36.030 --> 00:42:37.069 the beginning, but I've been
NOTE Confidence: 0.988878
00:42:37.069 --> 00:42:38.270 very I I give talks
NOTE Confidence: 0.988878
00:42:38.270 --> 00:42:39.150 all the time, but I've
NOTE Confidence: 0.988878
00:42:39.150 --> 00:42:40.210 been very anxious
NOTE Confidence: 0.9994417
00:42:40.989 --> 00:42:41.489 about
NOTE Confidence: 0.94106984
00:42:41.950 --> 00:42:43.869 this talk partly because I
NOTE Confidence: 0.94106984
00:42:43.869 --> 00:42:44.910 felt like I don't have
NOTE Confidence: 0.94106984
00:42:44.910 --> 00:42:45.890 the answer here.
NOTE Confidence: 0.9920756
00:42:47.155 --> 00:42:47.954 And I don't think any
NOTE Confidence: 0.9920756
00:42:47.954 --> 00:42:49.075 of us have the perfect
NOTE Confidence: 0.9920756
00:42:49.075 --> 00:42:50.355 answer. There's a lot of
NOTE Confidence: 0.9920756
00:42:50.355 --> 00:42:51.635 unknowns. There's a lot of
NOTE Confidence: 0.9920756
00:42:51.635 --> 00:42:52.135 uncertainty.
NOTE Confidence: 0.9725267
00:42:52.755 --> 00:42:54.674 It's very stressful time. There's
NOTE Confidence: 0.9725267

00:42:54.835 --> 00:42:56.275 it's really hard for people

NOTE Confidence: 0.9725267

00:42:56.275 --> 00:42:57.494 to agree on stuff.

NOTE Confidence: 0.96160746

00:42:58.610 --> 00:42:59.110 But,

NOTE Confidence: 0.9662631

00:42:59.650 --> 00:43:00.450 some of the stuff that

NOTE Confidence: 0.9662631

00:43:00.450 --> 00:43:01.410 I came up with at

NOTE Confidence: 0.9662631

00:43:01.410 --> 00:43:03.250 least that maybe can help

NOTE Confidence: 0.9662631

00:43:03.250 --> 00:43:04.610 center us and and,

NOTE Confidence: 0.97476566

00:43:05.010 --> 00:43:06.690 think through this is I

NOTE Confidence: 0.97476566

00:43:06.690 --> 00:43:07.570 do feel like we need

NOTE Confidence: 0.97476566

00:43:07.570 --> 00:43:09.190 to recommit to our values.

NOTE Confidence: 0.961274

00:43:10.370 --> 00:43:11.410 So if you really think

NOTE Confidence: 0.961274

00:43:11.410 --> 00:43:13.105 it's important to, like, that

NOTE Confidence: 0.961274

00:43:13.105 --> 00:43:14.305 disabled people should still have,

NOTE Confidence: 0.961274

00:43:14.305 --> 00:43:14.805 you

NOTE Confidence: 0.9239024

00:43:15.185 --> 00:43:16.465 know, health care or, you

NOTE Confidence: 0.9239024

00:43:16.465 --> 00:43:17.105 know, that,

NOTE Confidence: 0.99507135
00:43:17.505 --> 00:43:18.485 that our institutions
NOTE Confidence: 0.99686366
00:43:19.185 --> 00:43:20.645 should welcome everyone
NOTE Confidence: 0.9188434
00:43:21.025 --> 00:43:21.765 to education,
NOTE Confidence: 0.9969717
00:43:22.545 --> 00:43:24.085 those are some important values.
NOTE Confidence: 0.9736333
00:43:24.625 --> 00:43:25.585 I do feel like it's
NOTE Confidence: 0.9736333
00:43:25.585 --> 00:43:26.545 important for us to speak
NOTE Confidence: 0.9736333
00:43:26.545 --> 00:43:27.609 the truth and not feel
NOTE Confidence: 0.9736333
00:43:27.609 --> 00:43:29.369 like we have to hide
NOTE Confidence: 0.9736333
00:43:29.369 --> 00:43:30.510 our our views,
NOTE Confidence: 0.9943237
00:43:30.969 --> 00:43:32.190 especially when it's
NOTE Confidence: 0.9680522
00:43:32.650 --> 00:43:34.010 related to things about science
NOTE Confidence: 0.9680522
00:43:34.010 --> 00:43:35.530 and health because we have
NOTE Confidence: 0.9680522
00:43:35.530 --> 00:43:36.730 people's lives in our hands,
NOTE Confidence: 0.9680522
00:43:36.730 --> 00:43:37.690 and we have a certain
NOTE Confidence: 0.9680522
00:43:37.690 --> 00:43:38.190 responsibility
NOTE Confidence: 0.99122596

00:43:38.730 --> 00:43:39.130 to,
NOTE Confidence: 0.9977496
00:43:39.690 --> 00:43:40.350 to society.
NOTE Confidence: 0.9923483
00:43:41.675 --> 00:43:43.275 We will need to restore
NOTE Confidence: 0.9923483
00:43:43.275 --> 00:43:44.474 and rebuild. We're in a
NOTE Confidence: 0.9923483
00:43:44.474 --> 00:43:45.355 time where there's been a
NOTE Confidence: 0.9923483
00:43:45.355 --> 00:43:46.875 lot of destruction of, you
NOTE Confidence: 0.9923483
00:43:46.875 --> 00:43:48.255 know, government agencies,
NOTE Confidence: 0.99371517
00:43:49.755 --> 00:43:51.594 you know, people losing their
NOTE Confidence: 0.99371517
00:43:51.594 --> 00:43:53.935 research and whole research programs
NOTE Confidence: 0.96889025
00:43:54.430 --> 00:43:56.030 being killed. But, you know,
NOTE Confidence: 0.96889025
00:43:56.030 --> 00:43:57.469 at some point, I do
NOTE Confidence: 0.96889025
00:43:57.469 --> 00:43:58.510 feel like we will be
NOTE Confidence: 0.96889025
00:43:58.910 --> 00:44:00.270 we will some of this
NOTE Confidence: 0.96889025
00:44:00.270 --> 00:44:01.630 will pass, and we will
NOTE Confidence: 0.96889025
00:44:01.630 --> 00:44:02.590 need to think about what
NOTE Confidence: 0.96889025
00:44:02.590 --> 00:44:03.810 are we gonna restore,

NOTE Confidence: 0.9849834
00:44:04.190 --> 00:44:05.469 what are we gonna rebuild.
NOTE Confidence: 0.9849834
00:44:05.469 --> 00:44:06.910 And was it, like, perfect
NOTE Confidence: 0.9849834
00:44:06.910 --> 00:44:08.930 before, you know, last year?
NOTE Confidence: 0.99953526
00:44:09.425 --> 00:44:11.265 No. So what is our
NOTE Confidence: 0.99953526
00:44:11.265 --> 00:44:11.765 vision
NOTE Confidence: 0.98338085
00:44:12.225 --> 00:44:13.585 for the future? It shouldn't
NOTE Confidence: 0.98338085
00:44:13.585 --> 00:44:14.864 just be, like, let's just
NOTE Confidence: 0.98338085
00:44:14.864 --> 00:44:15.825 turn back the clock and
NOTE Confidence: 0.98338085
00:44:15.825 --> 00:44:16.705 have it be just like
NOTE Confidence: 0.98338085
00:44:16.705 --> 00:44:17.665 it was before. There were
NOTE Confidence: 0.98338085
00:44:17.665 --> 00:44:19.105 still problems, and we need
NOTE Confidence: 0.98338085
00:44:19.105 --> 00:44:19.984 to think about what can
NOTE Confidence: 0.98338085
00:44:19.984 --> 00:44:20.785 we do to make things
NOTE Confidence: 0.98338085
00:44:20.785 --> 00:44:21.285 better.
NOTE Confidence: 0.97416615
00:44:21.665 --> 00:44:22.065 And,
NOTE Confidence: 0.99270153

00:44:22.545 --> 00:44:22.705 to
NOTE Confidence: 0.995782

00:44:24.200 --> 00:44:24.700 so
NOTE Confidence: 0.9754471

00:44:25.080 --> 00:44:26.300 some proposed strategies
NOTE Confidence: 0.95503056

00:44:26.920 --> 00:44:27.800 on the I think we
NOTE Confidence: 0.95503056

00:44:27.800 --> 00:44:28.760 need to think about things
NOTE Confidence: 0.95503056

00:44:28.760 --> 00:44:30.220 on the individual, institutional,
NOTE Confidence: 0.96198285

00:44:30.600 --> 00:44:31.100 organizational,
NOTE Confidence: 0.9292713

00:44:31.400 --> 00:44:32.460 and community levels
NOTE Confidence: 0.8511936

00:44:32.840 --> 00:44:34.300 and to ask some questions.
NOTE Confidence: 0.9705355

00:44:34.920 --> 00:44:35.800 And I felt like,
NOTE Confidence: 0.93199974

00:44:36.275 --> 00:44:37.715 it's a little Talmudic here.
NOTE Confidence: 0.93199974

00:44:37.715 --> 00:44:38.915 Just, you know, what is
NOTE Confidence: 0.93199974

00:44:38.915 --> 00:44:40.035 my North Star as an
NOTE Confidence: 0.93199974

00:44:40.035 --> 00:44:41.315 individual? You know, it really
NOTE Confidence: 0.93199974

00:44:41.315 --> 00:44:43.895 is thinking looking internally first.
NOTE Confidence: 0.97873497

00:44:44.195 --> 00:44:45.555 And what are my values

NOTE Confidence: 0.97873497

00:44:45.555 --> 00:44:47.395 and priorities? We cannot fight

NOTE Confidence: 0.97873497

00:44:47.395 --> 00:44:49.100 every single battle. We have

NOTE Confidence: 0.97873497

00:44:49.100 --> 00:44:50.460 to think about what's most

NOTE Confidence: 0.97873497

00:44:50.460 --> 00:44:51.739 important to me and what's

NOTE Confidence: 0.97873497

00:44:51.739 --> 00:44:53.420 also most strategic that I

NOTE Confidence: 0.97873497

00:44:53.420 --> 00:44:55.120 can actually accomplish something.

NOTE Confidence: 0.99137825

00:44:55.500 --> 00:44:56.540 And how can I stand

NOTE Confidence: 0.99137825

00:44:56.540 --> 00:44:57.500 up for what I believe

NOTE Confidence: 0.99137825

00:44:57.500 --> 00:44:58.800 is right as an individual?

NOTE Confidence: 0.97515243

00:45:00.700 --> 00:45:02.080 But then as institutionally,

NOTE Confidence: 0.9595885

00:45:02.700 --> 00:45:04.255 we have a community. And

NOTE Confidence: 0.9595885

00:45:04.255 --> 00:45:05.535 as you mentioned before, you

NOTE Confidence: 0.9595885

00:45:05.535 --> 00:45:06.415 know, I've spent a lot

NOTE Confidence: 0.9595885

00:45:06.415 --> 00:45:07.855 of time trying to build

NOTE Confidence: 0.9595885

00:45:07.855 --> 00:45:09.715 community to think about communities.

NOTE Confidence: 0.9595885

00:45:09.855 --> 00:45:12.195 And in academia, however imperfect

NOTE Confidence: 0.9595885

00:45:12.255 --> 00:45:14.755 sometimes our academic institutions are,

NOTE Confidence: 0.9595885

00:45:14.815 --> 00:45:16.835 they are our professional homes,

NOTE Confidence: 0.9595885

00:45:17.020 --> 00:45:18.700 and they are places that

NOTE Confidence: 0.9595885

00:45:18.700 --> 00:45:20.300 we care for. And so

NOTE Confidence: 0.9595885

00:45:20.300 --> 00:45:21.260 our you know, we have

NOTE Confidence: 0.9595885

00:45:21.260 --> 00:45:22.380 to think about what our

NOTE Confidence: 0.9595885

00:45:22.380 --> 00:45:24.620 institution's values, how what can

NOTE Confidence: 0.9595885

00:45:24.620 --> 00:45:26.540 our institution do to promote

NOTE Confidence: 0.9595885

00:45:26.540 --> 00:45:28.540 science and community health. And

NOTE Confidence: 0.9595885

00:45:28.540 --> 00:45:29.420 it may not have been

NOTE Confidence: 0.9595885

00:45:29.420 --> 00:45:30.924 doing, like, a perfect job

NOTE Confidence: 0.9595885

00:45:30.924 --> 00:45:32.285 in that even before. Right?

NOTE Confidence: 0.9595885

00:45:32.285 --> 00:45:33.325 Because I think that one

NOTE Confidence: 0.9595885

00:45:33.325 --> 00:45:34.785 of our challenges for us,

NOTE Confidence: 0.95928663

00:45:35.325 --> 00:45:36.125 is that we are in

NOTE Confidence: 0.95928663
00:45:36.125 --> 00:45:36.844 a little bit of an
NOTE Confidence: 0.95928663
00:45:36.844 --> 00:45:37.724 ivory tower, and we're really
NOTE Confidence: 0.95928663
00:45:37.724 --> 00:45:38.765 busy and we're, like, our
NOTE Confidence: 0.95928663
00:45:38.765 --> 00:45:39.964 nose to the grindstone, but
NOTE Confidence: 0.95928663
00:45:39.964 --> 00:45:41.105 we don't necessarily
NOTE Confidence: 0.9994096
00:45:41.805 --> 00:45:43.700 always do the outreach and
NOTE Confidence: 0.9994096
00:45:43.700 --> 00:45:44.359 the intersection
NOTE Confidence: 0.99846876
00:45:44.980 --> 00:45:46.420 with our communities and our
NOTE Confidence: 0.99846876
00:45:46.420 --> 00:45:47.400 community organizations.
NOTE Confidence: 0.9979911
00:45:47.940 --> 00:45:48.900 We don't always do a
NOTE Confidence: 0.9979911
00:45:48.900 --> 00:45:50.920 great job at explaining science
NOTE Confidence: 0.94582427
00:45:51.380 --> 00:45:52.279 and explaining,
NOTE Confidence: 0.99090576
00:45:53.460 --> 00:45:54.819 things to the general public.
NOTE Confidence: 0.99090576
00:45:54.819 --> 00:45:56.835 I think, you know, that's
NOTE Confidence: 0.99090576
00:45:56.835 --> 00:45:58.594 doing our our communities a
NOTE Confidence: 0.99090576

00:45:58.594 --> 00:45:59.094 disservice.
NOTE Confidence: 0.98591805

00:46:00.035 --> 00:46:00.915 We have to think about
NOTE Confidence: 0.98591805

00:46:00.915 --> 00:46:02.355 why diversity and equity are
NOTE Confidence: 0.98591805

00:46:02.355 --> 00:46:03.395 important to us and how
NOTE Confidence: 0.98591805

00:46:03.395 --> 00:46:04.675 we promote them, and how
NOTE Confidence: 0.98591805

00:46:04.675 --> 00:46:06.195 we can support our patients,
NOTE Confidence: 0.98591805

00:46:06.195 --> 00:46:07.555 our learners, and our trainees,
NOTE Confidence: 0.98591805

00:46:07.555 --> 00:46:08.594 and how we support our
NOTE Confidence: 0.98591805

00:46:08.594 --> 00:46:10.195 faculty and staff, especially at
NOTE Confidence: 0.98591805

00:46:10.195 --> 00:46:11.960 this time of such
NOTE Confidence: 0.9986928

00:46:12.580 --> 00:46:13.880 division and such
NOTE Confidence: 0.80817413

00:46:14.180 --> 00:46:14.680 depression.
NOTE Confidence: 0.97015554

00:46:15.460 --> 00:46:16.440 And then organizationally,
NOTE Confidence: 0.999119

00:46:16.980 --> 00:46:18.280 what professional organizations
NOTE Confidence: 0.97950715

00:46:18.900 --> 00:46:20.100 am I involved with or
NOTE Confidence: 0.97950715

00:46:20.100 --> 00:46:21.540 could I be involved with?

NOTE Confidence: 0.97950715
00:46:21.540 --> 00:46:23.060 Because I think that there
NOTE Confidence: 0.97950715
00:46:23.060 --> 00:46:24.200 is a role for professional
NOTE Confidence: 0.97950715
00:46:24.260 --> 00:46:24.760 organizations
NOTE Confidence: 0.9979551
00:46:25.140 --> 00:46:25.640 in
NOTE Confidence: 0.9996319
00:46:26.815 --> 00:46:27.855 addressing a lot of these
NOTE Confidence: 0.9996319
00:46:27.855 --> 00:46:28.355 matters.
NOTE Confidence: 0.99248886
00:46:29.535 --> 00:46:30.594 Professional organizations
NOTE Confidence: 0.99171716
00:46:31.295 --> 00:46:32.255 may not have some of
NOTE Confidence: 0.99171716
00:46:32.255 --> 00:46:34.015 the constraints that universities have.
NOTE Confidence: 0.99171716
00:46:34.015 --> 00:46:35.235 They're not grant dependent.
NOTE Confidence: 0.94803977
00:46:35.855 --> 00:46:36.415 They are,
NOTE Confidence: 0.9905654
00:46:37.215 --> 00:46:39.135 they are independent entities, and
NOTE Confidence: 0.9905654
00:46:39.135 --> 00:46:40.835 and they are trusted
NOTE Confidence: 0.9721421
00:46:41.910 --> 00:46:43.430 messengers also in the society.
NOTE Confidence: 0.9721421
00:46:43.430 --> 00:46:45.109 I think that professional organizations,
NOTE Confidence: 0.9721421

00:46:45.109 --> 00:46:46.309 for example, have a big
NOTE Confidence: 0.9721421

00:46:46.309 --> 00:46:46.809 responsibility,
NOTE Confidence: 0.9393585

00:46:48.230 --> 00:46:49.369 you know, to,
NOTE Confidence: 0.99982816

00:46:50.150 --> 00:46:52.469 provide accurate vaccine information to
NOTE Confidence: 0.99982816

00:46:52.469 --> 00:46:53.050 the public
NOTE Confidence: 0.8728751

00:46:53.430 --> 00:46:53.985 so that,
NOTE Confidence: 0.9844113

00:46:54.945 --> 00:46:55.985 the right choices can be
NOTE Confidence: 0.9844113

00:46:55.985 --> 00:46:57.265 made. And I think we
NOTE Confidence: 0.9844113

00:46:57.265 --> 00:46:58.225 can think about how to
NOTE Confidence: 0.9844113

00:46:58.225 --> 00:46:59.265 influence and work with our
NOTE Confidence: 0.9844113

00:46:59.265 --> 00:47:01.265 organizations for collective impact. And
NOTE Confidence: 0.9844113

00:47:01.265 --> 00:47:02.625 then on the community level,
NOTE Confidence: 0.9844113

00:47:02.625 --> 00:47:04.625 what community organizations or efforts
NOTE Confidence: 0.9844113

00:47:04.625 --> 00:47:05.665 am I or can I
NOTE Confidence: 0.9844113

00:47:05.665 --> 00:47:07.445 become involved with? Because
NOTE Confidence: 0.98348635

00:47:07.745 --> 00:47:09.270 even if people are saying,

NOTE Confidence: 0.98348635
00:47:09.270 --> 00:47:10.310 oh, well, you know, you're
NOTE Confidence: 0.98348635
00:47:10.310 --> 00:47:11.030 not supposed to do this
NOTE Confidence: 0.98348635
00:47:11.030 --> 00:47:12.790 anymore, the problems aren't gonna
NOTE Confidence: 0.98348635
00:47:12.790 --> 00:47:14.070 go away. Babies are still
NOTE Confidence: 0.98348635
00:47:14.070 --> 00:47:14.910 dying in the first year
NOTE Confidence: 0.98348635
00:47:14.910 --> 00:47:15.910 of their life. People are
NOTE Confidence: 0.98348635
00:47:15.910 --> 00:47:17.530 still chronically ill,
NOTE Confidence: 0.72450906
00:47:17.830 --> 00:47:18.570 and community
NOTE Confidence: 0.9904568
00:47:19.350 --> 00:47:20.310 want us to work with
NOTE Confidence: 0.9904568
00:47:20.310 --> 00:47:22.330 them. And we haven't necessarily
NOTE Confidence: 0.9904568
00:47:22.469 --> 00:47:23.530 always done
NOTE Confidence: 0.9903181
00:47:23.895 --> 00:47:25.015 the best that we could
NOTE Confidence: 0.9903181
00:47:25.015 --> 00:47:26.135 anyway. So this is an
NOTE Confidence: 0.9903181
00:47:26.135 --> 00:47:26.635 opportunity
NOTE Confidence: 0.9530485
00:47:27.094 --> 00:47:28.295 actually to go back to
NOTE Confidence: 0.9530485

00:47:28.295 --> 00:47:28.955 the basics.
NOTE Confidence: 0.99146837

00:47:29.735 --> 00:47:31.015 So are there organizations or
NOTE Confidence: 0.99146837

00:47:31.015 --> 00:47:32.235 efforts that I can support
NOTE Confidence: 0.99146837

00:47:32.295 --> 00:47:32.795 financially?
NOTE Confidence: 0.99670786

00:47:33.335 --> 00:47:34.715 Are there political organizations
NOTE Confidence: 0.9987954

00:47:35.255 --> 00:47:35.915 that may
NOTE Confidence: 0.9066944

00:47:36.339 --> 00:47:37.079 be be advocating
NOTE Confidence: 0.9849309

00:47:37.460 --> 00:47:38.500 for some of the things
NOTE Confidence: 0.9849309

00:47:38.500 --> 00:47:39.859 I think are important? And
NOTE Confidence: 0.9849309

00:47:39.859 --> 00:47:41.060 how can I participate in
NOTE Confidence: 0.9849309

00:47:41.060 --> 00:47:42.900 community education about science and
NOTE Confidence: 0.9849309

00:47:42.900 --> 00:47:44.500 to promote health careers and
NOTE Confidence: 0.9849309

00:47:44.500 --> 00:47:46.660 community health? If if young
NOTE Confidence: 0.9849309

00:47:46.660 --> 00:47:48.020 people aren't gonna have the,
NOTE Confidence: 0.9849309

00:47:48.020 --> 00:47:49.400 you know, adequate exposure,
NOTE Confidence: 0.9744693

00:47:49.700 --> 00:47:50.980 maybe we need to all

NOTE Confidence: 0.9744693
00:47:50.980 --> 00:47:52.445 have, you know, every division
NOTE Confidence: 0.9744693
00:47:52.445 --> 00:47:53.645 should have a pipeline program.
NOTE Confidence: 0.9744693
00:47:53.645 --> 00:47:54.525 I mean, I'm just saying
NOTE Confidence: 0.9744693
00:47:54.525 --> 00:47:55.825 for, like, just for kids
NOTE Confidence: 0.9564249
00:47:56.205 --> 00:47:57.965 of all backgrounds, just to
NOTE Confidence: 0.9564249
00:47:57.965 --> 00:47:59.965 get kids exposed and involved
NOTE Confidence: 0.9564249
00:47:59.965 --> 00:48:00.705 in STEM
NOTE Confidence: 0.9949884
00:48:01.005 --> 00:48:02.685 and excited about some of
NOTE Confidence: 0.9949884
00:48:02.685 --> 00:48:03.265 the things
NOTE Confidence: 0.988519
00:48:03.640 --> 00:48:04.700 that we love.
NOTE Confidence: 0.97002524
00:48:05.080 --> 00:48:06.200 And then in terms of
NOTE Confidence: 0.97002524
00:48:06.200 --> 00:48:07.480 our own roles as advocates,
NOTE Confidence: 0.97002524
00:48:07.480 --> 00:48:08.280 kind of, you know, if
NOTE Confidence: 0.97002524
00:48:08.280 --> 00:48:09.160 you don't feel like you
NOTE Confidence: 0.97002524
00:48:09.160 --> 00:48:10.119 are know how to be
NOTE Confidence: 0.97002524

00:48:10.119 --> 00:48:11.160 an advocate, how can I
NOTE Confidence: 0.97002524

00:48:11.160 --> 00:48:11.900 get trained?
NOTE Confidence: 0.969052

00:48:12.200 --> 00:48:13.640 Can my institution help train
NOTE Confidence: 0.969052

00:48:13.640 --> 00:48:14.680 me in whatever it is?
NOTE Confidence: 0.969052

00:48:14.680 --> 00:48:15.719 And how can I express
NOTE Confidence: 0.969052

00:48:15.719 --> 00:48:16.760 my views? Should I be
NOTE Confidence: 0.969052

00:48:16.760 --> 00:48:18.194 writing op eds? Should we
NOTE Confidence: 0.969052

00:48:18.194 --> 00:48:19.275 be you know, what should
NOTE Confidence: 0.969052

00:48:19.275 --> 00:48:20.094 we be doing?
NOTE Confidence: 0.92216027

00:48:20.875 --> 00:48:22.555 So final thoughts. We've we've
NOTE Confidence: 0.92216027

00:48:22.555 --> 00:48:24.015 faced adversity before.
NOTE Confidence: 0.9652379

00:48:24.555 --> 00:48:26.315 Our country, finally, after a
NOTE Confidence: 0.9652379

00:48:26.315 --> 00:48:28.155 bloody war, but finally did
NOTE Confidence: 0.9652379

00:48:28.155 --> 00:48:29.135 abolish slavery.
NOTE Confidence: 0.9942077

00:48:29.435 --> 00:48:30.974 It enfranchised women.
NOTE Confidence: 0.99744815

00:48:31.980 --> 00:48:33.440 We helped defeat Nazism.

NOTE Confidence: 0.96300536
00:48:34.060 --> 00:48:35.680 We enacted the Great Society's
NOTE Confidence: 0.96300536
00:48:35.820 --> 00:48:36.320 programs.
NOTE Confidence: 0.9972141
00:48:37.340 --> 00:48:39.119 We've done great things.
NOTE Confidence: 0.9963664
00:48:40.060 --> 00:48:41.920 Physicians and scientists eradicated
NOTE Confidence: 0.94702524
00:48:42.219 --> 00:48:43.580 smallpox from the from the
NOTE Confidence: 0.94702524
00:48:43.580 --> 00:48:44.080 globe
NOTE Confidence: 0.98351765
00:48:44.525 --> 00:48:45.965 and made HIV into a
NOTE Confidence: 0.98351765
00:48:45.965 --> 00:48:47.405 chronic disease and maybe something
NOTE Confidence: 0.98351765
00:48:47.405 --> 00:48:48.685 that we can eradicate in
NOTE Confidence: 0.98351765
00:48:48.685 --> 00:48:50.045 the future too. And we
NOTE Confidence: 0.98351765
00:48:50.045 --> 00:48:52.125 discovered COVID vaccines in a
NOTE Confidence: 0.98351765
00:48:52.125 --> 00:48:52.625 year.
NOTE Confidence: 0.96677256
00:48:53.485 --> 00:48:53.985 So,
NOTE Confidence: 0.9861431
00:48:55.245 --> 00:48:56.525 and our industry has our
NOTE Confidence: 0.9861431
00:48:56.525 --> 00:48:58.364 history has swung between progress
NOTE Confidence: 0.9861431

00:48:58.364 --> 00:48:59.645 and backlash. It's always been
NOTE Confidence: 0.9861431

00:48:59.645 --> 00:49:01.380 the story. There's progress, and
NOTE Confidence: 0.9861431

00:49:01.380 --> 00:49:02.280 then there's backlash.
NOTE Confidence: 0.98617244

00:49:03.619 --> 00:49:05.300 But as Martin Luther King
NOTE Confidence: 0.98617244

00:49:05.300 --> 00:49:06.339 said, the arc of the
NOTE Confidence: 0.98617244

00:49:06.339 --> 00:49:07.619 moral universe is long, but
NOTE Confidence: 0.98617244

00:49:07.619 --> 00:49:08.980 it bends towards justice. This
NOTE Confidence: 0.98617244

00:49:08.980 --> 00:49:10.180 is not gonna last forever.
NOTE Confidence: 0.98617244

00:49:10.180 --> 00:49:11.540 We can make it. So
NOTE Confidence: 0.98617244

00:49:11.540 --> 00:49:12.819 doctor Cine, going back to
NOTE Confidence: 0.98617244

00:49:12.819 --> 00:49:13.319 her,
NOTE Confidence: 0.94432354

00:49:13.895 --> 00:49:15.815 also recommended clear you know,
NOTE Confidence: 0.94432354

00:49:15.815 --> 00:49:17.575 clearly communicate the goals and
NOTE Confidence: 0.94432354

00:49:17.575 --> 00:49:19.094 the evidence for DEI and
NOTE Confidence: 0.94432354

00:49:19.094 --> 00:49:20.555 speak out against its dismantling,
NOTE Confidence: 0.99977505

00:49:20.935 --> 00:49:21.675 be sensitive

NOTE Confidence: 0.9724025
00:49:22.135 --> 00:49:23.335 to the toll on faculty
NOTE Confidence: 0.9724025
00:49:23.335 --> 00:49:24.935 trainees, and remain committed to
NOTE Confidence: 0.9724025
00:49:24.935 --> 00:49:26.055 science and justice. And I
NOTE Confidence: 0.9724025
00:49:26.055 --> 00:49:27.575 think that's good advice for
NOTE Confidence: 0.9724025
00:49:27.575 --> 00:49:28.950 all of us. And doctor
NOTE Confidence: 0.9724025
00:49:28.950 --> 00:49:30.390 Maybank, who's at the AMA
NOTE Confidence: 0.9724025
00:49:30.390 --> 00:49:31.830 now, but was a deputy
NOTE Confidence: 0.9724025
00:49:31.830 --> 00:49:32.790 commissioner of health in New
NOTE Confidence: 0.9724025
00:49:32.790 --> 00:49:33.290 York,
NOTE Confidence: 0.97718877
00:49:34.710 --> 00:49:36.150 who's really sacrificed a lot
NOTE Confidence: 0.97718877
00:49:36.150 --> 00:49:37.369 for her work in DEI,
NOTE Confidence: 0.96650815
00:49:37.910 --> 00:49:39.190 she wrote in another article
NOTE Confidence: 0.96650815
00:49:39.190 --> 00:49:40.485 in New York Journal. As
NOTE Confidence: 0.96650815
00:49:40.485 --> 00:49:42.005 DEI practitioners, we hold our
NOTE Confidence: 0.96650815
00:49:42.005 --> 00:49:43.045 values close and do this
NOTE Confidence: 0.96650815

00:49:43.045 --> 00:49:44.005 work because we love our
NOTE Confidence: 0.96650815

00:49:44.005 --> 00:49:45.685 families, our communities, ourselves, and
NOTE Confidence: 0.96650815

00:49:45.685 --> 00:49:47.145 humanity in general. In medicine,
NOTE Confidence: 0.96650815

00:49:47.365 --> 00:49:48.165 we are in the business
NOTE Confidence: 0.96650815

00:49:48.165 --> 00:49:49.525 of preventing death and saving
NOTE Confidence: 0.96650815

00:49:49.525 --> 00:49:50.645 lives. People are dying, and
NOTE Confidence: 0.96650815

00:49:50.645 --> 00:49:52.085 the moral imperative to acknowledge
NOTE Confidence: 0.96650815

00:49:52.085 --> 00:49:53.365 and honor the sanctity and
NOTE Confidence: 0.96650815

00:49:53.365 --> 00:49:55.219 miracle of life is a
NOTE Confidence: 0.96650815

00:49:55.219 --> 00:49:56.900 higher calling than serving any
NOTE Confidence: 0.96650815

00:49:56.900 --> 00:49:58.040 particular institution.
NOTE Confidence: 0.96919465

00:49:59.300 --> 00:50:00.339 I'll close with this. Doctor
NOTE Confidence: 0.96919465

00:50:00.339 --> 00:50:00.839 King,
NOTE Confidence: 0.9799964

00:50:01.380 --> 00:50:02.819 preparing for today made me
NOTE Confidence: 0.9799964

00:50:02.819 --> 00:50:03.859 go back to the basics.
NOTE Confidence: 0.9799964

00:50:03.859 --> 00:50:05.000 When I was an undergraduate,

NOTE Confidence: 0.9799964
00:50:05.140 --> 00:50:06.654 which I realize now was
NOTE Confidence: 0.9799964
00:50:06.654 --> 00:50:08.174 only ten years after Martin
NOTE Confidence: 0.9799964
00:50:08.174 --> 00:50:09.394 Luther King was killed,
NOTE Confidence: 0.96489584
00:50:10.335 --> 00:50:12.094 he his last book in
NOTE Confidence: 0.96489584
00:50:12.094 --> 00:50:12.894 the last year of his
NOTE Confidence: 0.96489584
00:50:12.894 --> 00:50:13.394 life,
NOTE Confidence: 0.83260894
00:50:13.855 --> 00:50:14.734 it was called Where Do
NOTE Confidence: 0.83260894
00:50:14.734 --> 00:50:16.015 We Go from Here, Chaos
NOTE Confidence: 0.83260894
00:50:16.015 --> 00:50:16.755 or Community?
NOTE Confidence: 0.9847888
00:50:17.134 --> 00:50:18.914 And he was you know,
NOTE Confidence: 0.9847888
00:50:19.134 --> 00:50:20.515 the country was in turmoil
NOTE Confidence: 0.9847888
00:50:20.575 --> 00:50:22.020 then. And, of course, he
NOTE Confidence: 0.9847888
00:50:22.020 --> 00:50:23.300 lost his life in part
NOTE Confidence: 0.9847888
00:50:23.300 --> 00:50:24.660 of that turmoil. But he
NOTE Confidence: 0.9847888
00:50:24.660 --> 00:50:26.200 wrote about building a multiracial
NOTE Confidence: 0.9847888

00:50:26.340 --> 00:50:27.880 coalition for civil rights,
NOTE Confidence: 0.9549132

00:50:28.420 --> 00:50:29.860 abolishing poverty for all. He
NOTE Confidence: 0.9549132

00:50:29.860 --> 00:50:31.300 was developing the Poor People's
NOTE Confidence: 0.9549132

00:50:31.300 --> 00:50:31.800 March,
NOTE Confidence: 0.983933

00:50:32.739 --> 00:50:34.280 trying to develop that project,
NOTE Confidence: 0.93322825

00:50:34.635 --> 00:50:36.975 addressing militarism, opposing the war,
NOTE Confidence: 0.93322825

00:50:37.114 --> 00:50:38.315 the Vietnam War at the
NOTE Confidence: 0.93322825

00:50:38.315 --> 00:50:39.355 time. And he also wrote
NOTE Confidence: 0.93322825

00:50:39.355 --> 00:50:40.875 about dealing with backlash to
NOTE Confidence: 0.93322825

00:50:40.875 --> 00:50:41.375 progress.
NOTE Confidence: 0.9621631

00:50:41.995 --> 00:50:43.675 So I felt like it
NOTE Confidence: 0.9621631

00:50:43.675 --> 00:50:45.114 it it's ironic that this
NOTE Confidence: 0.9621631

00:50:45.114 --> 00:50:46.735 is now, you know,
NOTE Confidence: 0.9223499

00:50:47.100 --> 00:50:48.400 decades and decades ago.
NOTE Confidence: 0.99442136

00:50:48.940 --> 00:50:51.360 And but history is cyclic.
NOTE Confidence: 0.94491714

00:50:51.660 --> 00:50:54.140 So my my wish for

NOTE Confidence: 0.94491714
00:50:54.140 --> 00:50:55.180 all of us, and I
NOTE Confidence: 0.94491714
00:50:55.180 --> 00:50:56.380 felt like I was kinda
NOTE Confidence: 0.94491714
00:50:56.380 --> 00:50:57.440 bummed, and I
NOTE Confidence: 0.9328321
00:50:57.980 --> 00:50:59.020 how can I inspire? But
NOTE Confidence: 0.9328321
00:50:59.020 --> 00:51:00.060 it actually inspired me to
NOTE Confidence: 0.9328321
00:51:00.060 --> 00:51:01.415 think about this. To they
NOTE Confidence: 0.9328321
00:51:01.415 --> 00:51:03.035 want us to build community,
NOTE Confidence: 0.9757602
00:51:03.494 --> 00:51:05.015 envision the future. We can
NOTE Confidence: 0.9757602
00:51:05.015 --> 00:51:05.915 make things better.
NOTE Confidence: 0.9801323
00:51:06.455 --> 00:51:07.594 We can do this together.
NOTE Confidence: 0.9824953
00:51:09.575 --> 00:51:11.275 And that is the end.
NOTE Confidence: 0.95899415
00:51:17.910 --> 00:51:19.190 Thank you, Sunil. I was
NOTE Confidence: 0.95899415
00:51:19.190 --> 00:51:20.950 especially inspired by your final
NOTE Confidence: 0.95899415
00:51:20.950 --> 00:51:21.450 thoughts.
NOTE Confidence: 0.8934855
00:51:21.830 --> 00:51:22.790 Thank you for your spin
NOTE Confidence: 0.8934855

00:51:22.790 --> 00:51:23.750 up to New Haven to
NOTE Confidence: 0.8934855

00:51:23.750 --> 00:51:26.310 honor India, this Right. Any
NOTE Confidence: 0.8934855

00:51:26.310 --> 00:51:27.590 questions from the audience? I
NOTE Confidence: 0.8934855

00:51:27.590 --> 00:51:28.869 know there's about fifty people
NOTE Confidence: 0.8934855

00:51:28.869 --> 00:51:30.410 online as well. I
NOTE Confidence: 0.9401348

00:51:30.805 --> 00:51:31.765 understand you can speak up
NOTE Confidence: 0.9401348

00:51:31.765 --> 00:51:32.725 and ask questions if you'd
NOTE Confidence: 0.9401348

00:51:32.725 --> 00:51:34.985 like if you're online. Questions?
NOTE Confidence: 0.9031635

00:51:35.525 --> 00:51:36.645 I have a comment. Yes,
NOTE Confidence: 0.9031635

00:51:36.645 --> 00:51:38.245 Daniel. Yes. So I think,
NOTE Confidence: 0.9031635

00:51:38.245 --> 00:51:39.445 Jack, you know, it's really
NOTE Confidence: 0.9031635

00:51:39.445 --> 00:51:40.905 important for us to
NOTE Confidence: 0.9430734

00:51:41.765 --> 00:51:43.739 remind everyone that it's forty
NOTE Confidence: 0.9430734

00:51:43.739 --> 00:51:46.480 years since health disparities addressing
NOTE Confidence: 0.9430734

00:51:46.540 --> 00:51:48.480 health disparities became a national
NOTE Confidence: 0.9430734

00:51:48.540 --> 00:51:49.040 agenda.

NOTE Confidence: 0.9919255
00:51:49.739 --> 00:51:51.100 But I also think that
NOTE Confidence: 0.9919255
00:51:51.100 --> 00:51:52.300 in the midst of all
NOTE Confidence: 0.9919255
00:51:52.300 --> 00:51:54.160 of this, what I'm reminded
NOTE Confidence: 0.9919255
00:51:54.219 --> 00:51:55.200 of is that
NOTE Confidence: 0.91559464
00:51:55.655 --> 00:51:56.714 we, as researchers,
NOTE Confidence: 0.99967474
00:51:57.015 --> 00:51:58.055 have to do a better
NOTE Confidence: 0.99967474
00:51:58.055 --> 00:51:58.555 job
NOTE Confidence: 0.99836695
00:51:58.935 --> 00:51:59.675 in explaining
NOTE Confidence: 0.95827824
00:52:00.135 --> 00:52:01.734 our work and the impact
NOTE Confidence: 0.95827824
00:52:01.734 --> 00:52:03.114 to the broader society.
NOTE Confidence: 0.97906375
00:52:03.575 --> 00:52:04.714 Because if they understood
NOTE Confidence: 0.9738377
00:52:05.974 --> 00:52:07.575 the impact of what's going
NOTE Confidence: 0.9738377
00:52:07.575 --> 00:52:09.094 on, I think people feel
NOTE Confidence: 0.9738377
00:52:09.094 --> 00:52:10.450 on the street, but folks
NOTE Confidence: 0.9738377
00:52:10.450 --> 00:52:12.150 don't understand what we do.
NOTE Confidence: 0.9586639

00:52:12.690 --> 00:52:14.290 I agree. I I think
NOTE Confidence: 0.9586639

00:52:14.290 --> 00:52:16.210 that we we have you
NOTE Confidence: 0.9586639

00:52:16.210 --> 00:52:17.410 know, we don't do a
NOTE Confidence: 0.9586639

00:52:17.410 --> 00:52:19.090 good job necessarily at transmitting
NOTE Confidence: 0.9586639

00:52:19.090 --> 00:52:20.450 that information. And, of course,
NOTE Confidence: 0.9586639

00:52:20.450 --> 00:52:21.250 the way I look at
NOTE Confidence: 0.9586639

00:52:21.250 --> 00:52:22.230 issues of,
NOTE Confidence: 0.9486083

00:52:23.025 --> 00:52:24.464 health equity research and,
NOTE Confidence: 0.9914099

00:52:26.065 --> 00:52:26.565 and,
NOTE Confidence: 0.96599144

00:52:27.905 --> 00:52:29.425 you know, work on training
NOTE Confidence: 0.96599144

00:52:29.425 --> 00:52:31.025 young people and encouraging them
NOTE Confidence: 0.96599144

00:52:31.025 --> 00:52:32.805 to go to health careers,
NOTE Confidence: 0.9995012

00:52:33.184 --> 00:52:34.484 that benefits everyone.
NOTE Confidence: 0.9388583

00:52:34.890 --> 00:52:36.489 It's not something that only
NOTE Confidence: 0.9388583

00:52:36.489 --> 00:52:36.989 benefits
NOTE Confidence: 0.9747911

00:52:37.849 --> 00:52:39.710 some groups. It's you know?

NOTE Confidence: 0.9747911
00:52:39.770 --> 00:52:40.270 But
NOTE Confidence: 0.9923855
00:52:40.650 --> 00:52:41.309 just like
NOTE Confidence: 0.9967731
00:52:42.089 --> 00:52:44.089 you triage the most heavily
NOTE Confidence: 0.9967731
00:52:44.089 --> 00:52:45.529 injured person, you need to
NOTE Confidence: 0.9967731
00:52:45.529 --> 00:52:46.410 look at some of the
NOTE Confidence: 0.9967731
00:52:46.410 --> 00:52:47.710 people that are most heavily
NOTE Confidence: 0.97013587
00:52:48.245 --> 00:52:49.445 impacted to try to figure
NOTE Confidence: 0.97013587
00:52:49.445 --> 00:52:50.565 out how to help them.
NOTE Confidence: 0.97013587
00:52:50.565 --> 00:52:51.445 A lot I think that
NOTE Confidence: 0.97013587
00:52:51.445 --> 00:52:52.405 a lot of times, minority
NOTE Confidence: 0.97013587
00:52:52.405 --> 00:52:53.205 health is kind of the
NOTE Confidence: 0.97013587
00:52:53.205 --> 00:52:54.325 canary in the whole mind
NOTE Confidence: 0.97013587
00:52:54.325 --> 00:52:54.825 because,
NOTE Confidence: 0.9930346
00:52:55.605 --> 00:52:57.525 our patients that of color
NOTE Confidence: 0.9930346
00:52:57.525 --> 00:52:58.805 that are dealing with chronic
NOTE Confidence: 0.9930346

00:52:58.805 --> 00:53:00.745 disease and multiple medical problems,
NOTE Confidence: 0.9873368

00:53:01.530 --> 00:53:02.489 you know, I'm dealing with
NOTE Confidence: 0.9873368

00:53:02.489 --> 00:53:04.170 lots of social issues. You
NOTE Confidence: 0.9873368

00:53:04.170 --> 00:53:04.890 know, if we can learn
NOTE Confidence: 0.9873368

00:53:04.890 --> 00:53:06.410 how to improve their health,
NOTE Confidence: 0.9873368

00:53:06.410 --> 00:53:07.450 we're gonna be able to
NOTE Confidence: 0.9873368

00:53:07.450 --> 00:53:08.890 improve everybody's health because we're
NOTE Confidence: 0.9873368

00:53:08.890 --> 00:53:10.430 gonna learn from those lessons.
NOTE Confidence: 0.7356688

00:53:11.930 --> 00:53:12.670 Yeah. Yeah.
NOTE Confidence: 0.8227607

00:53:14.025 --> 00:53:14.905 I was just gonna say,
NOTE Confidence: 0.8227607

00:53:14.905 --> 00:53:15.864 I have a comment to
NOTE Confidence: 0.8227607

00:53:15.864 --> 00:53:17.305 say thank you, Ava and
NOTE Confidence: 0.8227607

00:53:17.305 --> 00:53:19.085 Patrick, for creating this space
NOTE Confidence: 0.8367599

00:53:19.385 --> 00:53:20.585 and you're so excited for
NOTE Confidence: 0.8367599

00:53:20.585 --> 00:53:22.185 being here because this is
NOTE Confidence: 0.8367599

00:53:22.185 --> 00:53:23.704 part of building community to

NOTE Confidence: 0.8367599
00:53:23.704 --> 00:53:24.505 be able to have a
NOTE Confidence: 0.8367599
00:53:24.505 --> 00:53:25.005 space
NOTE Confidence: 0.7861849
00:53:25.305 --> 00:53:26.364 to have these conversations.
NOTE Confidence: 0.9903085
00:53:27.010 --> 00:53:28.390 Because in many places,
NOTE Confidence: 0.8282114
00:53:28.770 --> 00:53:29.910 these are not open.
NOTE Confidence: 0.8904733
00:53:30.210 --> 00:53:31.090 In fact, when I was
NOTE Confidence: 0.8904733
00:53:31.090 --> 00:53:32.690 coming here, people were asking
NOTE Confidence: 0.8904733
00:53:32.690 --> 00:53:34.130 me if, if this was
NOTE Confidence: 0.8904733
00:53:34.130 --> 00:53:35.410 still happening and who is
NOTE Confidence: 0.8904733
00:53:35.410 --> 00:53:36.550 still calling a DEI.
NOTE Confidence: 0.8666848
00:53:37.330 --> 00:53:38.770 So it is we're in
NOTE Confidence: 0.8666848
00:53:38.770 --> 00:53:40.470 a very different difficult space.
NOTE Confidence: 0.91517997
00:53:40.850 --> 00:53:41.685 And one of the things
NOTE Confidence: 0.91517997
00:53:41.685 --> 00:53:42.645 I'm going to say added
NOTE Confidence: 0.91517997
00:53:42.645 --> 00:53:43.305 to the
NOTE Confidence: 0.961238

00:53:45.765 --> 00:53:47.364 individual level is that we

NOTE Confidence: 0.961238

00:53:47.364 --> 00:53:48.485 need to pay attention to

NOTE Confidence: 0.961238

00:53:48.485 --> 00:53:49.465 the to our,

NOTE Confidence: 0.99182117

00:53:51.125 --> 00:53:52.425 health and and well-being

NOTE Confidence: 0.9975598

00:53:52.725 --> 00:53:53.925 in order for us to

NOTE Confidence: 0.9975598

00:53:53.925 --> 00:53:54.425 keep

NOTE Confidence: 0.93544436

00:53:54.849 --> 00:53:55.890 doing this work in this

NOTE Confidence: 0.93544436

00:53:55.890 --> 00:53:58.210 space. And that this also

NOTE Confidence: 0.93544436

00:53:58.210 --> 00:53:59.489 shall pass. We'll be in

NOTE Confidence: 0.93544436

00:53:59.489 --> 00:54:00.690 a better place as we

NOTE Confidence: 0.93544436

00:54:00.690 --> 00:54:02.150 continue to work together

NOTE Confidence: 0.9956994

00:54:02.450 --> 00:54:03.190 as a community.

NOTE Confidence: 0.5549536

00:54:03.890 --> 00:54:04.710 Health care,

NOTE Confidence: 0.99880487

00:54:05.010 --> 00:54:05.829 super important.

NOTE Confidence: 0.65317196

00:54:08.145 --> 00:54:08.645 Alana.

NOTE Confidence: 0.9992681

00:54:09.425 --> 00:54:10.785 I was just reflecting on

NOTE Confidence: 0.9992681
00:54:10.785 --> 00:54:11.925 this idea of
NOTE Confidence: 0.9792138
00:54:13.425 --> 00:54:15.425 communicating about the value of,
NOTE Confidence: 0.9792138
00:54:15.425 --> 00:54:16.545 you know, the the work
NOTE Confidence: 0.9792138
00:54:16.545 --> 00:54:17.265 that we do. And I
NOTE Confidence: 0.9792138
00:54:17.265 --> 00:54:18.145 I guess I wanted to
NOTE Confidence: 0.9792138
00:54:18.145 --> 00:54:19.185 maybe push back on it
NOTE Confidence: 0.9792138
00:54:19.185 --> 00:54:20.165 a little bit because
NOTE Confidence: 0.99510103
00:54:20.670 --> 00:54:21.549 I'm not sure that it
NOTE Confidence: 0.99510103
00:54:21.549 --> 00:54:22.510 is really a problem of
NOTE Confidence: 0.99510103
00:54:22.510 --> 00:54:23.010 information.
NOTE Confidence: 0.980706
00:54:23.469 --> 00:54:23.969 Like,
NOTE Confidence: 0.9846117
00:54:24.349 --> 00:54:25.469 vaccines are maybe a good
NOTE Confidence: 0.9846117
00:54:25.469 --> 00:54:26.670 example of how we have
NOTE Confidence: 0.9846117
00:54:26.670 --> 00:54:28.190 really good information, and yet,
NOTE Confidence: 0.9846117
00:54:28.190 --> 00:54:30.049 like, that doesn't convince people.
NOTE Confidence: 0.9522771

00:54:31.469 --> 00:54:32.870 And, really, it seems more
NOTE Confidence: 0.9522771

00:54:32.870 --> 00:54:34.030 a question of,
NOTE Confidence: 0.97578454

00:54:34.989 --> 00:54:36.130 belief, emotion,
NOTE Confidence: 0.8790154

00:54:36.665 --> 00:54:37.565 values, culture.
NOTE Confidence: 0.95128995

00:54:37.945 --> 00:54:38.665 And, like, do you have
NOTE Confidence: 0.95128995

00:54:38.665 --> 00:54:39.625 any thoughts about how to
NOTE Confidence: 0.95128995

00:54:39.625 --> 00:54:40.425 get at those things? It
NOTE Confidence: 0.95128995

00:54:40.425 --> 00:54:42.205 seems so much harder to,
NOTE Confidence: 0.9969757

00:54:42.585 --> 00:54:43.565 I don't know, influence.
NOTE Confidence: 0.9992783

00:54:44.105 --> 00:54:44.605 Yeah.
NOTE Confidence: 0.9271081

00:54:46.825 --> 00:54:48.525 And I didn't I realized
NOTE Confidence: 0.9271081

00:54:48.665 --> 00:54:49.724 I hardly mentioned,
NOTE Confidence: 0.9928414

00:54:50.450 --> 00:54:51.570 except for using the word
NOTE Confidence: 0.9928414

00:54:51.570 --> 00:54:52.070 TikTok,
NOTE Confidence: 0.99113286

00:54:52.850 --> 00:54:54.450 social media. So we are
NOTE Confidence: 0.99113286

00:54:54.450 --> 00:54:55.570 in a different time in

NOTE Confidence: 0.99113286
00:54:55.570 --> 00:54:56.550 terms of information,
NOTE Confidence: 0.9972803
00:54:56.930 --> 00:54:58.710 how it's how it's disseminated,
NOTE Confidence: 0.9317421
00:54:59.890 --> 00:55:01.510 how the potential for misinformation
NOTE Confidence: 0.9691278
00:55:03.525 --> 00:55:04.565 that's out there. And I
NOTE Confidence: 0.9691278
00:55:04.565 --> 00:55:05.464 agree with you.
NOTE Confidence: 0.749696
00:55:07.125 --> 00:55:07.625 There's,
NOTE Confidence: 0.98773247
00:55:10.005 --> 00:55:11.204 a lot of emotion that's
NOTE Confidence: 0.98773247
00:55:11.204 --> 00:55:13.045 at play. But I that
NOTE Confidence: 0.98773247
00:55:13.045 --> 00:55:14.664 said, though, I do feel
NOTE Confidence: 0.98773247
00:55:14.724 --> 00:55:15.224 that
NOTE Confidence: 0.998059
00:55:17.989 --> 00:55:18.630 there hasn't
NOTE Confidence: 0.9946014
00:55:19.030 --> 00:55:20.150 I do feel like people
NOTE Confidence: 0.96435094
00:55:21.430 --> 00:55:22.869 you know, not everyone is
NOTE Confidence: 0.96435094
00:55:22.869 --> 00:55:24.069 gonna respond to everything that
NOTE Confidence: 0.96435094
00:55:24.069 --> 00:55:24.950 we do. But I think
NOTE Confidence: 0.96435094

00:55:24.950 --> 00:55:25.989 that there is a group
NOTE Confidence: 0.96435094

00:55:25.989 --> 00:55:27.369 of people that potentially
NOTE Confidence: 0.94184124

00:55:28.230 --> 00:55:28.730 can,
NOTE Confidence: 0.999555

00:55:29.510 --> 00:55:30.730 resonate with
NOTE Confidence: 0.9934281

00:55:31.364 --> 00:55:33.125 personal outreach. I think that's
NOTE Confidence: 0.9934281

00:55:33.125 --> 00:55:34.185 one of the ways.
NOTE Confidence: 0.93427354

00:55:35.205 --> 00:55:37.045 But even not personal. Like,
NOTE Confidence: 0.93427354

00:55:37.045 --> 00:55:38.325 you know, what we experienced
NOTE Confidence: 0.93427354

00:55:38.325 --> 00:55:39.765 with our with our COVID
NOTE Confidence: 0.93427354

00:55:39.765 --> 00:55:41.445 students, obviously, they're predisposed to
NOTE Confidence: 0.93427354

00:55:41.445 --> 00:55:42.725 be interested in science. But
NOTE Confidence: 0.93427354

00:55:42.725 --> 00:55:44.140 still, these were, like, lay
NOTE Confidence: 0.93427354

00:55:44.140 --> 00:55:45.600 kids. They're they were young.
NOTE Confidence: 0.96781105

00:55:46.300 --> 00:55:47.119 Many of them,
NOTE Confidence: 0.99912316

00:55:48.700 --> 00:55:50.400 then went on to
NOTE Confidence: 0.94978446

00:55:51.100 --> 00:55:52.460 educate their families. And one

NOTE Confidence: 0.94978446
00:55:52.460 --> 00:55:53.660 of the things that happen
NOTE Confidence: 0.94978446
00:55:53.660 --> 00:55:54.780 every week, especially in the
NOTE Confidence: 0.94978446
00:55:54.780 --> 00:55:56.300 beginning when the vaccines first
NOTE Confidence: 0.94978446
00:55:56.300 --> 00:55:57.195 came out, it was like,
NOTE Confidence: 0.94978446
00:55:57.195 --> 00:55:58.315 I took my whole family
NOTE Confidence: 0.94978446
00:55:58.315 --> 00:55:59.515 to get the vaccine, and
NOTE Confidence: 0.94978446
00:55:59.515 --> 00:56:00.715 I convinced so and so.
NOTE Confidence: 0.94978446
00:56:00.715 --> 00:56:01.594 You know? So I think
NOTE Confidence: 0.94978446
00:56:01.594 --> 00:56:01.915 that,
NOTE Confidence: 0.9977505
00:56:02.875 --> 00:56:03.535 you know,
NOTE Confidence: 0.94647616
00:56:04.635 --> 00:56:06.255 there's a potential to disseminate
NOTE Confidence: 0.9995039
00:56:06.635 --> 00:56:07.375 some of these
NOTE Confidence: 0.99600226
00:56:07.835 --> 00:56:08.335 things
NOTE Confidence: 0.9818997
00:56:09.290 --> 00:56:10.250 in ways that we don't
NOTE Confidence: 0.9818997
00:56:10.250 --> 00:56:10.989 even expect.
NOTE Confidence: 0.9684673

00:56:12.489 --> 00:56:12.989 And,
NOTE Confidence: 0.9993748
00:56:13.530 --> 00:56:15.609 but there haven't really been
NOTE Confidence: 0.9993748
00:56:15.609 --> 00:56:17.070 a lot of interfaces
NOTE Confidence: 0.9992803
00:56:17.609 --> 00:56:20.109 between us and community organizations
NOTE Confidence: 0.919683
00:56:20.969 --> 00:56:22.270 or community groups.
NOTE Confidence: 0.9983316
00:56:22.730 --> 00:56:23.849 And I think I think
NOTE Confidence: 0.9983316
00:56:23.849 --> 00:56:24.830 we could do better.
NOTE Confidence: 0.3735259
00:56:26.625 --> 00:56:27.125 Thank
NOTE Confidence: 0.99892056
00:56:27.985 --> 00:56:29.105 you so much for coming
NOTE Confidence: 0.99892056
00:56:29.105 --> 00:56:30.645 here and inspiring us.
NOTE Confidence: 0.9937226
00:56:31.425 --> 00:56:32.485 I really liked
NOTE Confidence: 0.9836821
00:56:32.864 --> 00:56:34.305 the the the and and
NOTE Confidence: 0.9836821
00:56:34.305 --> 00:56:35.905 congratulations on what you do,
NOTE Confidence: 0.9836821
00:56:36.225 --> 00:56:37.265 you know, in your community
NOTE Confidence: 0.9836821
00:56:37.265 --> 00:56:38.465 at Cornell at so many
NOTE Confidence: 0.9836821
00:56:38.465 --> 00:56:40.520 levels. I liked how you

NOTE Confidence: 0.9836821
00:56:40.520 --> 00:56:41.980 you end on an optimistic
NOTE Confidence: 0.9836821
00:56:42.119 --> 00:56:43.320 note. Right? And I I
NOTE Confidence: 0.9836821
00:56:43.320 --> 00:56:43.820 think
NOTE Confidence: 0.9105854
00:56:45.400 --> 00:56:46.780 some of us may struggle,
NOTE Confidence: 0.96361893
00:56:47.080 --> 00:56:48.920 right, with that, but I
NOTE Confidence: 0.96361893
00:56:48.920 --> 00:56:50.119 I I I I take
NOTE Confidence: 0.96361893
00:56:50.119 --> 00:56:51.239 to heart that we need
NOTE Confidence: 0.96361893
00:56:51.239 --> 00:56:52.219 to speak up.
NOTE Confidence: 0.9997204
00:56:53.405 --> 00:56:55.244 How do we inspire that
NOTE Confidence: 0.9997204
00:56:55.244 --> 00:56:55.744 optimism
NOTE Confidence: 0.93332857
00:56:56.364 --> 00:56:57.645 and and the belief that
NOTE Confidence: 0.93332857
00:56:57.645 --> 00:56:58.605 we can do better in
NOTE Confidence: 0.93332857
00:56:58.605 --> 00:56:59.344 our trainees?
NOTE Confidence: 0.99397355
00:56:59.805 --> 00:57:00.844 And then what you just
NOTE Confidence: 0.99397355
00:57:00.844 --> 00:57:01.585 said, how
NOTE Confidence: 0.8983218

00:57:02.205 --> 00:57:03.105 in our communities
NOTE Confidence: 0.96070254

00:57:03.565 --> 00:57:05.165 where our patients now might
NOTE Confidence: 0.96070254

00:57:05.165 --> 00:57:05.825 be scared
NOTE Confidence: 0.9988604

00:57:06.205 --> 00:57:07.645 to even see us because
NOTE Confidence: 0.9988604

00:57:07.645 --> 00:57:08.145 of
NOTE Confidence: 0.9430365

00:57:08.550 --> 00:57:10.390 ice and and and and
NOTE Confidence: 0.9430365

00:57:10.390 --> 00:57:12.390 and and fear. How do
NOTE Confidence: 0.9430365

00:57:12.390 --> 00:57:14.870 we reach that to to
NOTE Confidence: 0.9430365

00:57:14.870 --> 00:57:15.770 also convey
NOTE Confidence: 0.7857819

00:57:16.870 --> 00:57:18.550 those possibilities and that thought
NOTE Confidence: 0.7857819

00:57:18.550 --> 00:57:19.290 of autism?
NOTE Confidence: 0.97638893

00:57:20.724 --> 00:57:21.845 Thanks for that question. So
NOTE Confidence: 0.97638893

00:57:21.845 --> 00:57:22.885 first of all, in terms
NOTE Confidence: 0.97638893

00:57:22.885 --> 00:57:23.385 of,
NOTE Confidence: 0.997586

00:57:24.325 --> 00:57:25.545 inspiring our trainees,
NOTE Confidence: 0.98667324

00:57:28.085 --> 00:57:29.204 you know, I I have

NOTE Confidence: 0.98667324
00:57:29.204 --> 00:57:30.325 found even though, you know,
NOTE Confidence: 0.98667324
00:57:30.325 --> 00:57:31.224 we all complain,
NOTE Confidence: 0.9699572
00:57:32.244 --> 00:57:33.785 I have found that actually
NOTE Confidence: 0.9699572
00:57:33.845 --> 00:57:35.545 being engaged in patient care
NOTE Confidence: 0.9990903
00:57:36.240 --> 00:57:36.400 is
NOTE Confidence: 0.9994589
00:57:37.120 --> 00:57:38.720 has been very comforting to
NOTE Confidence: 0.9994589
00:57:38.720 --> 00:57:40.340 me on a personal level
NOTE Confidence: 0.95602304
00:57:40.800 --> 00:57:42.080 that, you know, when the
NOTE Confidence: 0.95602304
00:57:42.080 --> 00:57:43.440 world is upside down, at
NOTE Confidence: 0.95602304
00:57:43.440 --> 00:57:45.200 least I can control this
NOTE Confidence: 0.95602304
00:57:45.200 --> 00:57:46.020 guy's hypertension
NOTE Confidence: 0.94438106
00:57:46.480 --> 00:57:47.780 and keep him from dying.
NOTE Confidence: 0.94438106
00:57:48.000 --> 00:57:48.960 You know? That I'm doing
NOTE Confidence: 0.94438106
00:57:48.960 --> 00:57:50.020 something constructive.
NOTE Confidence: 0.9966
00:57:51.414 --> 00:57:53.095 And this this, you know,
NOTE Confidence: 0.9966

00:57:53.095 --> 00:57:54.775 patient who, you know, doesn't
NOTE Confidence: 0.9966

00:57:54.775 --> 00:57:55.734 have a nickel to his
NOTE Confidence: 0.9966

00:57:55.734 --> 00:57:56.234 name,
NOTE Confidence: 0.98371774

00:57:56.535 --> 00:57:58.055 I'm doing something to help
NOTE Confidence: 0.98371774

00:57:58.055 --> 00:57:59.494 him. And so I think
NOTE Confidence: 0.98371774

00:57:59.494 --> 00:58:00.615 that's one thing that we
NOTE Confidence: 0.98371774

00:58:00.615 --> 00:58:02.875 are doing, you know, that
NOTE Confidence: 0.98371774

00:58:02.960 --> 00:58:04.720 that, we're doing God's work,
NOTE Confidence: 0.98371774

00:58:04.720 --> 00:58:05.440 you know, and that we
NOTE Confidence: 0.98371774

00:58:05.440 --> 00:58:07.359 need to remind our our
NOTE Confidence: 0.98371774

00:58:07.359 --> 00:58:08.900 residents that that's,
NOTE Confidence: 0.9984875

00:58:09.759 --> 00:58:10.579 that's compelling.
NOTE Confidence: 0.91630363

00:58:12.640 --> 00:58:13.759 Although meeting some of your
NOTE Confidence: 0.91630363

00:58:13.759 --> 00:58:15.200 residents today, they're pretty awesome
NOTE Confidence: 0.91630363

00:58:15.200 --> 00:58:17.059 and pretty pretty jazzed,
NOTE Confidence: 0.99814576

00:58:17.519 --> 00:58:18.500 about about

NOTE Confidence: 0.9678889
00:58:19.075 --> 00:58:20.995 their mission. So I'm very
NOTE Confidence: 0.9678889
00:58:20.995 --> 00:58:21.955 impressed by the group I
NOTE Confidence: 0.9678889
00:58:21.955 --> 00:58:22.695 met with.
NOTE Confidence: 0.9324985
00:58:23.395 --> 00:58:24.195 But I think how do
NOTE Confidence: 0.9324985
00:58:24.195 --> 00:58:25.555 we keep ourselves inspired? I
NOTE Confidence: 0.9324985
00:58:25.555 --> 00:58:26.275 mean, this is what I've
NOTE Confidence: 0.9324985
00:58:26.275 --> 00:58:27.395 been struggling to. I do
NOTE Confidence: 0.9324985
00:58:27.395 --> 00:58:28.435 feel like the self care
NOTE Confidence: 0.9324985
00:58:28.435 --> 00:58:28.935 thing,
NOTE Confidence: 0.9848996
00:58:29.795 --> 00:58:31.175 like, we wanna be informed,
NOTE Confidence: 0.9848996
00:58:31.235 --> 00:58:32.435 but we don't wanna be
NOTE Confidence: 0.9848996
00:58:32.435 --> 00:58:32.935 necessarily
NOTE Confidence: 0.9999025
00:58:34.080 --> 00:58:34.580 flooded
NOTE Confidence: 0.99976605
00:58:35.120 --> 00:58:35.780 with despair
NOTE Confidence: 0.9305815
00:58:36.320 --> 00:58:38.160 and fury. I was telling
NOTE Confidence: 0.9305815

00:58:38.160 --> 00:58:39.360 Abba, like, I got really
NOTE Confidence: 0.9305815

00:58:39.360 --> 00:58:40.400 irritated. It was you know,
NOTE Confidence: 0.9305815

00:58:40.400 --> 00:58:41.120 I came up on the
NOTE Confidence: 0.9305815

00:58:41.120 --> 00:58:42.240 train with a guy on
NOTE Confidence: 0.9305815

00:58:42.240 --> 00:58:43.280 the train that was, like,
NOTE Confidence: 0.9305815

00:58:43.280 --> 00:58:44.580 taking up the whole seat.
NOTE Confidence: 0.9305815

00:58:44.640 --> 00:58:45.760 And I was, like, really
NOTE Confidence: 0.9305815

00:58:45.760 --> 00:58:46.785 mad, and I was like,
NOTE Confidence: 0.9305815

00:58:46.865 --> 00:58:47.744 what is wrong? I mean,
NOTE Confidence: 0.9305815

00:58:47.744 --> 00:58:48.625 I didn't do anything to
NOTE Confidence: 0.9305815

00:58:48.625 --> 00:58:49.345 him, but I just was,
NOTE Confidence: 0.9305815

00:58:49.345 --> 00:58:49.845 like,
NOTE Confidence: 0.9655475

00:58:50.865 --> 00:58:51.365 fuming.
NOTE Confidence: 0.98352593

00:58:51.905 --> 00:58:53.025 And it was just you
NOTE Confidence: 0.98352593

00:58:53.025 --> 00:58:54.224 know, I think that, you
NOTE Confidence: 0.98352593

00:58:54.224 --> 00:58:56.065 know, there's we are all

NOTE Confidence: 0.98352593
00:58:56.065 --> 00:58:57.424 under stress, and it comes
NOTE Confidence: 0.98352593
00:58:57.424 --> 00:58:58.545 out in lots of different
NOTE Confidence: 0.98352593
00:58:58.545 --> 00:58:59.825 weird ways. And we need
NOTE Confidence: 0.98352593
00:58:59.825 --> 00:59:00.325 to
NOTE Confidence: 0.9997177
00:59:00.625 --> 00:59:02.164 figure out a way to
NOTE Confidence: 0.994863
00:59:02.840 --> 00:59:04.120 get the information that we
NOTE Confidence: 0.994863
00:59:04.120 --> 00:59:05.580 need, but not necessarily
NOTE Confidence: 0.9099644
00:59:06.600 --> 00:59:08.440 have morning, moon, noon, and
NOTE Confidence: 0.9099644
00:59:08.440 --> 00:59:09.420 night be
NOTE Confidence: 0.9992306
00:59:09.960 --> 00:59:10.460 engulfed
NOTE Confidence: 0.99967396
00:59:10.760 --> 00:59:11.260 in
NOTE Confidence: 0.9907213
00:59:12.040 --> 00:59:13.640 the negativity. I don't know
NOTE Confidence: 0.9907213
00:59:13.640 --> 00:59:15.420 the solution completely. But
NOTE Confidence: 0.990229
00:59:16.665 --> 00:59:17.945 but I I do I
NOTE Confidence: 0.990229
00:59:17.945 --> 00:59:19.545 think being at least conscious
NOTE Confidence: 0.990229

00:59:19.545 --> 00:59:20.665 and aware of it is
NOTE Confidence: 0.990229

00:59:20.665 --> 00:59:21.405 really important.
NOTE Confidence: 0.9986316

00:59:22.505 --> 00:59:23.725 In terms of the community,
NOTE Confidence: 0.9986316

00:59:23.785 --> 00:59:24.745 I do feel we may
NOTE Confidence: 0.9986316

00:59:24.745 --> 00:59:25.565 need to have
NOTE Confidence: 0.82553244

00:59:27.225 --> 00:59:28.125 other strategies
NOTE Confidence: 0.9902086

00:59:28.825 --> 00:59:31.589 to make our places feel
NOTE Confidence: 0.9902086

00:59:31.589 --> 00:59:32.089 safer.
NOTE Confidence: 0.995873

00:59:32.950 --> 00:59:33.770 I know that,
NOTE Confidence: 0.95179105

00:59:34.150 --> 00:59:35.190 I did mention to you
NOTE Confidence: 0.95179105

00:59:35.190 --> 00:59:36.710 earlier, but, you know, one
NOTE Confidence: 0.95179105

00:59:36.710 --> 00:59:38.069 thing that besides being here
NOTE Confidence: 0.95179105

00:59:38.069 --> 00:59:39.049 with you today,
NOTE Confidence: 0.9991765

00:59:39.510 --> 00:59:40.010 yesterday,
NOTE Confidence: 0.93270093

00:59:40.470 --> 00:59:42.630 we at United Hospital, which
NOTE Confidence: 0.93270093

00:59:42.630 --> 00:59:43.670 was mentioned I'm on the

NOTE Confidence: 0.93270093
00:59:43.670 --> 00:59:44.410 board of,
NOTE Confidence: 0.9567461
00:59:44.765 --> 00:59:45.805 we have actually a health
NOTE Confidence: 0.9567461
00:59:45.805 --> 00:59:46.625 equity fellowship
NOTE Confidence: 0.96106064
00:59:47.005 --> 00:59:49.565 and which trains clinicians in
NOTE Confidence: 0.96106064
00:59:49.565 --> 00:59:50.305 health equity
NOTE Confidence: 0.8118219
00:59:51.885 --> 00:59:52.945 and and interventions.
NOTE Confidence: 0.94942164
00:59:53.645 --> 00:59:55.085 And one of our, my
NOTE Confidence: 0.94942164
00:59:55.085 --> 00:59:55.585 mentee,
NOTE Confidence: 0.9987872
00:59:56.605 --> 00:59:57.745 is working on
NOTE Confidence: 0.9972787
00:59:58.680 --> 00:59:59.900 developing a provider
NOTE Confidence: 0.9912847
01:00:00.280 --> 01:00:02.220 guidance on how to,
NOTE Confidence: 0.99833626
01:00:03.319 --> 01:00:03.819 help
NOTE Confidence: 0.6519697
01:00:05.000 --> 01:00:05.500 undocumented
NOTE Confidence: 0.9992436
01:00:05.960 --> 01:00:06.460 patients
NOTE Confidence: 0.9926041
01:00:06.760 --> 01:00:08.119 and, you know, to provide
NOTE Confidence: 0.9926041

01:00:08.119 --> 01:00:09.180 knowledge about immigration
NOTE Confidence: 0.82855505

01:00:09.480 --> 01:00:09.980 law
NOTE Confidence: 0.94257784

01:00:10.280 --> 01:00:11.400 and, you know, just to
NOTE Confidence: 0.94257784

01:00:11.400 --> 01:00:12.839 just to empower the providers
NOTE Confidence: 0.94257784

01:00:12.839 --> 01:00:13.955 because the providers feel very
NOTE Confidence: 0.94257784

01:00:13.955 --> 01:00:15.655 helpless and and also afraid.
NOTE Confidence: 0.96348125

01:00:17.075 --> 01:00:18.595 And so thinking about in
NOTE Confidence: 0.96348125

01:00:18.595 --> 01:00:19.495 our own institutions,
NOTE Confidence: 0.9996025

01:00:19.875 --> 01:00:20.855 how we can
NOTE Confidence: 0.99744534

01:00:21.235 --> 01:00:22.215 educate ourselves,
NOTE Confidence: 0.9767167

01:00:22.915 --> 01:00:24.115 figure out how we can
NOTE Confidence: 0.9767167

01:00:24.115 --> 01:00:25.975 protect patients within the institutions.
NOTE Confidence: 0.99783695

01:00:26.280 --> 01:00:26.920 Do we need to do
NOTE Confidence: 0.99783695

01:00:26.920 --> 01:00:28.040 a different kind of outreach
NOTE Confidence: 0.99783695

01:00:28.040 --> 01:00:29.080 and go to where people
NOTE Confidence: 0.99783695

01:00:29.080 --> 01:00:30.120 feel safer? I don't know

NOTE Confidence: 0.99783695

01:00:30.120 --> 01:00:31.000 all the answers, but I

NOTE Confidence: 0.99783695

01:00:31.000 --> 01:00:32.520 think that just doing nothing

NOTE Confidence: 0.99783695

01:00:32.520 --> 01:00:33.480 is probably not a good

NOTE Confidence: 0.99783695

01:00:33.480 --> 01:00:33.980 answer.

NOTE Confidence: 0.83485156

01:00:35.480 --> 01:00:37.000 Okay. So our celebration of

NOTE Confidence: 0.83485156

01:00:37.000 --> 01:00:38.440 the meeting will continue throughout

NOTE Confidence: 0.83485156

01:00:38.440 --> 01:00:39.340 the day. Humulating

NOTE Confidence: 0.83785695

01:00:39.640 --> 01:00:40.920 that. Thanks for having dinner

NOTE Confidence: 0.83785695

01:00:40.920 --> 01:00:42.545 this evening in her honor

NOTE Confidence: 0.83785695

01:00:42.545 --> 01:00:43.265 and in the honor of

NOTE Confidence: 0.83785695

01:00:43.265 --> 01:00:44.005 our speaker.

NOTE Confidence: 0.8322196

01:00:44.945 --> 01:00:46.405 Susanna, thank you for inspiring

NOTE Confidence: 0.9241297

01:00:47.105 --> 01:00:48.005 Thank you. Information.

NOTE Confidence: 0.79674816

01:00:48.785 --> 01:00:49.665 I will thank you for

NOTE Confidence: 0.79674816

01:00:49.665 --> 01:00:50.165 organizing,

NOTE Confidence: 0.9536251

01:00:50.705 --> 01:00:52.325 this event and these events.

NOTE Confidence: 0.89180464

01:00:53.121 --> 01:00:54.081 And, indeed, I thank you

NOTE Confidence: 0.89180464

01:00:54.081 --> 01:00:55.841 for being you, and, thank

NOTE Confidence: 0.89180464

01:00:55.841 --> 01:00:56.841 you for being here today.

NOTE Confidence: 0.89180464

01:00:56.841 --> 01:00:58.181 I really appreciate it.