0
00:00:01.700 --> 00:00:04.700
There we go reintroduction. This is our guest

1
00:00:04.700 --> 00:00:08.000
 lecture today on Núñez, MD, FACP. She's

2
00:00:07.400 --> 00:00:10.500
 a professor of General Internal Medicine and Vice

3
00:00:10.500 --> 00:00:13.800
 Dean for a Diversity Equity and Inclusion at the University of Minnesota

4
00:00:13.800 --> 00:00:14.500
 medical school.

5
00:00:15.300 --> 00:00:18.500
Interval is vice Dean. She collaborates with faculty staff and

6
00:00:18.500 --> 00:00:21.200
 students across the medical school as well as

7
00:00:21.200 --> 00:00:25.000
 Community Partners to address issues of inequities, bias

8
00:00:24.600 --> 00:00:28.100
 and discrimination, and clinical programs recruiting curriculum

9
00:00:27.100 --> 00:00:28.600
 and research

10
00:00:29.400 --> 00:00:32.700
she's also been named as integration strategist a new

11
00:00:32.700 --> 00:00:35.700
 leadership position within the clinical and transitional Science Institute

12

00:00:35.700 --> 00:00:38.200
 or ctsi at the U of M where she

13
00:00:38.200 --> 00:00:42.000
 oversees initiatives that promote inclusive Excellence across CTSI and

14
00:00:41.200 --> 00:00:42.900
 with our communities.

15
00:00:43.600 --> 00:00:46.800
Dr.Núñez received her doctorate in medicine from Hahnemann

16
00:00:46.800 --> 00:00:49.400
 University and Bachelor of Science and chemistry from

17
00:00:49.400 --> 00:00:52.500
 Wilson University. She is fellowships in medical education for

18
00:00:52.500 --> 00:00:55.600
 Michigan State University and Health Services Research from

19
00:00:55.600 --> 00:00:57.800
 the Association of American medical colleges.

20
00:00:58.700 --> 00:01:01.400
As a nationally recognized medical education and Health

21
00:01:01.400 --> 00:01:04.700
 Services researcher, Dr. Núñez has developed novel curricula

22
00:01:04.700 --> 00:01:07.500
 in the areas of sex and gender medicine, Primary Care

23
00:01:07.500 --> 00:01:11.100
 trauma violence prevention and cultural competence

24
00:01:10.100 --> 00:01:13.600
 prior to joining U of M. She

25
00:01:13.600 --> 00:01:16.300
 served as the associate dean of diversity equity and

26
00:01:16.300 --> 00:01:19.300
 inclusion at Drexel University College of Medicine for four years.

27
00:01:19.300 --> 00:01:22.600
 She also served as a director for Drexel's nationally

28
00:01:22.600 --> 00:01:25.000
 recognized just start excuse me

29
00:01:25.500 --> 00:01:27.600
 nationally designed center of excellence in women's health.

30
00:01:28.400 --> 00:01:31.600
In addition, Dr. Núñez has been principal investigator on

31
00:01:31.600 --> 00:01:34.700
 numerous educational and Health Service Services Grants

32
00:01:34.700 --> 00:01:37.200
 served as the inaugural Editor in Chief of

33
00:01:37.200 --> 00:01:40.800
 Health Equity and brings nearly 30 years of established clinical

34
00:01:40.800 --> 00:01:43.500
 practice. She was recently appointed as

35
00:01:43.500 --> 00:01:46.300
 chair-elect to the AAMC group

36
00:01:46.300 --> 00:01:48.400
 on diversity and inclusion steering committee.

37
00:01:49.300 --> 00:01:52.300
And without further adieu, I will not now turn it over to Dr. Núñez.

38
00:01:53.200 --> 00:01:56.300
Thank you so much. Matt. One of our attendees shared

39
00:01:56.300 --> 00:01:59.600
 that they couldn't see the chat. So if you could repost the

40
00:01:59.600 --> 00:02:02.200
 dean's lecture web page in the Q&A, I think

41
00:02:02.200 --> 00:02:05.400
 everybody can see it there. Thank you. Good morning.

42
00:02:05.400 --> 00:02:08.200
 Good morning. How's everybody doing? As I

43
00:02:08.200 --> 00:02:12.100
 mentioned, I had the opportunity of initiating my

44
00:02:11.100 --> 00:02:14.300
 morning with sort of a slip in the

45
00:02:14.300 --> 00:02:17.600
 wonderful ice while letting the dog out. So hopefully

46
00:02:17.600 --> 00:02:21.500
 that didn't happen to any of you. All right.

47
00:02:21.500 --> 00:02:25.100
 So, let me see if I can do the shares screen

48
00:02:24.100 --> 00:02:25.300
 here.

49
00:02:30.300 --> 00:02:31.400
Oh, that's okay.

50
00:02:33.700 --> 00:02:35.600

Okay, can we see? Can you see that map?

51
00:02:37.100 --> 00:02:39.500
Yep looks great. Okay. All right.

52
00:02:40.700 --> 00:02:43.300
All right. Well, I am delighted to

53
00:02:43.300 --> 00:02:46.800
 be with you today and I want to cover sort of

54
00:02:46.800 --> 00:02:50.000
 if you will the the Eye of inclusion and

55
00:02:49.200 --> 00:02:52.300
 so what does that mean in terms of some of

56
00:02:52.300 --> 00:02:55.200
 the things that we need to sort of attend to as well as some

57
00:02:55.200 --> 00:02:59.000
 of the things I've seen that people are doing really well. So my

58
00:02:58.600 --> 00:03:01.600
 intention in here is to sort

59
00:03:01.600 --> 00:03:04.300
 of share with you over the past two and a half years some of

60
00:03:04.300 --> 00:03:07.800
 the things that I've seen and invite you in the

61
00:03:07.800 --> 00:03:11.600
 Q&A to share some of the ideas my second

62
00:03:11.600 --> 00:03:13.500
 some of you as you hear this will say, huh?

63

00:03:14.200 --> 00:03:17.700
That's a thing. I do that all the time. It just seemed to make sense or other

64
00:03:17.700 --> 00:03:20.800
 people say, oh that is a way to promote inclusive environment

65
00:03:20.800 --> 00:03:24.000
 who knew Others May say, wow,

66
00:03:23.300 --> 00:03:27.400
 just one little thing like this can make a difference cool and

67
00:03:26.400 --> 00:03:29.500
 some may say this is really different.

68
00:03:29.500 --> 00:03:32.900
 I've never done this before which is okay putting the

69
00:03:32.900 --> 00:03:35.600
 effort to really sort of go where we intend to

70
00:03:35.600 --> 00:03:38.400
 that action makes a huge difference and we're

71
00:03:38.400 --> 00:03:40.500
 here to help you do that. So, let's just Jump Right In

72
00:03:41.100 --> 00:03:44.700
My intention is to share with you a

73
00:03:44.700 --> 00:03:47.100
 lot in a short period of time. So this is

74
00:03:47.100 --> 00:03:51.400
 chock-full as you maybe have come to expect with me, but

75
00:03:50.400 --> 00:03:53.100
 it's also as a way to sort of

76
00:03:53.100 --> 00:03:56.200
 be thought-proaching you have the PDFs. The slides are

77
00:03:56.200 --> 00:03:59.300
 here the tape will be there soon there'll be a cereal box. You can

78
00:03:59.300 --> 00:04:02.200
 sort of look at this information at your leisure and then come back and say

79
00:04:02.200 --> 00:04:05.500
 can we talk more about X Y and Z. I also tried

80
00:04:05.500 --> 00:04:08.400
 intentionally to put in Practical examples and

81
00:04:08.400 --> 00:04:11.300
 practical tips opportunities to that. You can

82
00:04:11.300 --> 00:04:14.400
 sort of play with a little bit, you know in the privacy of

83
00:04:14.400 --> 00:04:17.100
 your own home in a way that you can sort of

84
00:04:17.100 --> 00:04:20.600
 say how am I doing in terms of these areas? So feel free

85
00:04:20.600 --> 00:04:22.800
 to sort of let me know sort of how that works for you.

86
00:04:23.400 --> 00:04:26.300
So the goals and objectives were listed whatever you signed up

87
00:04:26.300 --> 00:04:29.100
 for this we're going to focus on issues including sort of

88
00:04:29.100 --> 00:04:33.000
 relational harmony as well as the elements in terms of getting an inclusive

89
00:04:32.300 --> 00:04:36.200
 environment. There are no faculty conflicts that

90
00:04:36.200 --> 00:04:39.500
 I have in terms of presentation. I will mention that

91
00:04:39.500 --> 00:04:43.500
 early this morning the previous at

92
00:04:43.500 --> 00:04:46.600
 7:30 in the department of Pediatrics Grand

93
00:04:46.600 --> 00:04:49.200
 rounds, Dr. Michelle Rowe our new director for the

94
00:04:49.200 --> 00:04:53.100
 Center for Women in medicine and science to the spectacular presentation about

95
00:04:52.100 --> 00:04:55.200
 women in medicine and I would

96
00:04:55.200 --> 00:04:58.700
 encourage you to sort of check that out as well in terms of a great

97
00:04:58.700 --> 00:05:00.600
 way to kind of get to some of the information

98
00:05:01.600 --> 00:05:04.100
So generally I'm going to talk about how do we get under the

99
00:05:04.100 --> 00:05:07.300
 hood of inclusion and why we need to do that the core

100
00:05:07.300 --> 00:05:10.500
 elements you us your leadership

101
00:05:10.500 --> 00:05:13.700

relationships, environment, communication and courage

102
00:05:13.700 --> 00:05:16.700
 why we need to do this becoming intentional and

103
00:05:16.700 --> 00:05:19.400
 practicing and then for you to sort

104
00:05:19.400 --> 00:05:22.500
 of consider. What are takeaways that you can do you've heard

105
00:05:22.500 --> 00:05:25.600
 me say before we all have a piece in the

106
00:05:25.600 --> 00:05:28.700
 diversity pie and the peace

107
00:05:28.700 --> 00:05:31.300
 in here is that we need to be able to up regulate

108
00:05:31.300 --> 00:05:34.500
 that everybody needs to bring themselves. And

109
00:05:34.500 --> 00:05:37.600
 the question is how much are we in it how

110
00:05:37.600 --> 00:05:40.300
 much maybe are our wings clipped a little bit in terms

111
00:05:40.300 --> 00:05:43.500
 of the current environment that when we make it better we

112
00:05:43.500 --> 00:05:47.200
 all consider be there in terms of doing that better

113
00:05:46.200 --> 00:05:49.800
 results in terms of the productivity of

114

00:05:49.800 --> 00:05:52.700
 having sort of effective teams and again,

115
00:05:52.700 --> 00:05:55.200
 so there's what are the exemplars on a good

116
00:05:55.200 --> 00:05:58.000
 team that you've experienced or you sort of overseeing?

117
00:05:58.600 --> 00:06:01.400
You've seen this before in terms of equal everybody get a

118
00:06:01.400 --> 00:06:04.800
 lollipop in Equitable everybody getting what they need to succeed

119
00:06:04.800 --> 00:06:07.300
 and I'll share with you that when

120
00:06:07.300 --> 00:06:11.200
 we talk about crafting environments that are inclusive. Everybody

121
00:06:10.200 --> 00:06:13.200
 doesn't need the same thing. So when we

122
00:06:13.200 --> 00:06:16.500
 have folks come in welcome, here's your orientation. Here's

123
00:06:16.500 --> 00:06:19.900
 your box. That isn't necessarily Equitable

124
00:06:19.900 --> 00:06:22.500
 in terms of having them be sort

125
00:06:22.500 --> 00:06:25.600
 of part. So we have to be nimble to say who needs what

126
00:06:25.600 --> 00:06:28.500
 and how do we do this so that we can get the goal in

127
00:06:28.500 --> 00:06:31.400
 this case to see the baseball game or for soccer fans,

128
00:06:31.400 --> 00:06:35.000
 maybe the World Cup, right so that everybody can

129
00:06:34.400 --> 00:06:37.100
 sort of have the outcomes we're seeking.

130
00:06:38.700 --> 00:06:41.800
We have done a lot and there are incredible kudos

131
00:06:41.800 --> 00:06:44.500
 to all of you in terms of this work and sort

132
00:06:44.500 --> 00:06:47.700
 of future Kudos in terms of what we need to go ahead. I

133
00:06:47.700 --> 00:06:51.400
 mean this past calendar year of our new faculty recruits 26%

134
00:06:50.400 --> 00:06:53.300
 of our new faculty are diverse

135
00:06:53.300 --> 00:06:56.700
 that wouldn't happen without all of your hard work in

136
00:06:56.700 --> 00:06:59.100
 moving this forward and so it is really important. We are

137
00:06:59.100 --> 00:07:02.100
 still about half the national average. So we start work to do

138
00:07:02.100 --> 00:07:05.500
 in terms of moving things forward and the LCME will

139
00:07:05.500 --> 00:07:08.300
 want to hear from us in August about some of the forward work. So we

140
00:07:08.300 --> 00:07:11.700
 still have to keep pedal to the metal and it's important in

141
00:07:11.700 --> 00:07:15.100
 terms of diversifying our Workforce but inclusive Excellence

142
00:07:14.100 --> 00:07:17.200
 is more than jar of jelly beans. It

143
00:07:17.200 --> 00:07:20.100
 isn't just that we have all these different colors it is how we work

144
00:07:20.100 --> 00:07:20.400
 together.

145
00:07:21.300 --> 00:07:24.400
How those relationships form? How We Do Dynamic problem

146
00:07:24.400 --> 00:07:26.900
 solving how we address things that are different?

147
00:07:28.200 --> 00:07:31.200
And not say no. No once I fits all everybody should be like this.

148
00:07:31.200 --> 00:07:34.500
 But how do we make room for those differences in terms

149
00:07:34.500 --> 00:07:35.500
 of being able to progress?

150
00:07:36.700 --> 00:07:39.300
So when I talk about inclusion and I've done

151
00:07:39.300 --> 00:07:42.400
 before you've seen all these different elements, I'm going

152
00:07:42.400 --> 00:07:45.200

to reframe this that little weird bubble around. This

153
00:07:45.200 --> 00:07:49.000
 is about a learning and growing environment.

154
00:07:49.900 --> 00:07:52.400
So our work environments or educational

155
00:07:52.400 --> 00:07:55.700
 environments are research environments. Our clinical care environments

156
00:07:55.700 --> 00:07:58.200
 should move towards a learning and

157
00:07:58.200 --> 00:08:01.600
 growing environment. And that means it supports growth

158
00:08:01.600 --> 00:08:04.200
 and change in getting this all

159
00:08:04.200 --> 00:08:07.100
 done. And that's what I'm going to sort of focus a lot about about pieces to sort

160
00:08:07.100 --> 00:08:10.300
 of get there. So why is it important? So you see the sad little bird

161
00:08:10.300 --> 00:08:13.900
 who somehow because Google blocks stepped on my words the sad

162
00:08:13.900 --> 00:08:16.900
 little bird the talks about unsupportive environments

163
00:08:16.900 --> 00:08:20.000
 decrease productivity, less time spent work

164
00:08:19.500 --> 00:08:22.700
 decrease quality, people avoiding folks

165

00:08:22.700 --> 00:08:25.900
 because it's just not a good interaction noticing and

166
00:08:25.900 --> 00:08:29.300
 Decline and frustration, and commitments frustrations out

167
00:08:29.300 --> 00:08:33.400
 on other folks and potentially even sort of leaving whereas supportive

168
00:08:32.400 --> 00:08:35.600
 environments where you have all these beautiful little birds and

169
00:08:35.600 --> 00:08:37.700
 they're all hanging out and they're all a little bit different.

170
00:08:38.500 --> 00:08:41.400
Greater productivity, better quality, more people

171
00:08:41.400 --> 00:08:44.300
 sort of working together because you're not evading sort of challenging folks

172
00:08:44.300 --> 00:08:47.900
 increase satisfaction organizational commitment fewer episodes

173
00:08:47.900 --> 00:08:50.400
 and sort of metaphorically kicking the dog or

174
00:08:50.400 --> 00:08:53.800
 taking out frustration as well as sort of retention. We know

175
00:08:53.800 --> 00:08:56.400
 in terms of our data both university and some

176
00:08:56.400 --> 00:08:59.400
 of our snapshot data from sort of the DES survey that

177
00:08:59.400 --> 00:09:02.700
 we can brag about level of commitment

178
00:09:02.700 --> 00:09:05.300
 to our purpose here in our medical school.

179
00:09:05.300 --> 00:09:08.300
 It's Top Notch people are here because they

180
00:09:08.300 --> 00:09:11.200
 care about healthcare outcomes. They care about

181
00:09:11.200 --> 00:09:14.300
 research and discovery they care about sort of excellence in

182
00:09:14.300 --> 00:09:17.100
 education. That's pretty clear. And so

183
00:09:17.100 --> 00:09:20.400
 now we need to ensure that everybody can

184
00:09:20.400 --> 00:09:23.100
 sort of have their wings spread to be in sort of

185
00:09:23.100 --> 00:09:26.600
 supportive environments. We have data that shows that diverse

186
00:09:26.600 --> 00:09:29.600
 diverse groups do better in terms

187
00:09:29.600 --> 00:09:32.600
 of publications in terms of market share in

188
00:09:32.600 --> 00:09:36.200
 terms of clinical care in terms of patient satisfaction in

189
00:09:35.200 --> 00:09:38.400
 terms of peer review in

190
00:09:38.500 --> 00:09:41.600
of work, so we know that it makes sense to

191
00:09:41.600 --> 00:09:44.800
 have everybody there and all the talents being

192
00:09:44.800 --> 00:09:45.300
 activated.

193
00:09:46.100 --> 00:09:50.300
We also know that the culture doesn't work for everyone across

194
00:09:49.300 --> 00:09:52.500
 the United States and this is my dear colleague

195
00:09:52.500 --> 00:09:55.600
 Dr. Wilson Branas work in terms of the minority experience

196
00:09:55.600 --> 00:09:58.100
 and R1 institutions about issues about

197
00:09:58.100 --> 00:10:02.300
 hostility being unwelcoming inadequacy perceived discrimination

198
00:10:01.300 --> 00:10:04.600
 and interactions between folks

199
00:10:04.600 --> 00:10:07.600
 devaluing of research Dr. Rowe mentioned

200
00:10:07.600 --> 00:10:11.100
 in terms of NIH funding of less per studies

201
00:10:10.100 --> 00:10:13.700
 for women as compared to men across the

202
00:10:13.700 --> 00:10:16.600
 board integration and expectation in

203
00:10:16.600 --> 00:10:19.600

terms of service demands as well as sort of sacrifices. So

204
00:10:19.600 --> 00:10:22.300
 the culture and and one of the things that

205
00:10:22.300 --> 00:10:24.900
 she spoke about this morning that really landed on me is she said

206
00:10:25.800 --> 00:10:29.200
Men and women in terms of literature perceive

207
00:10:28.200 --> 00:10:31.200
 our world's differently we both think that

208
00:10:31.200 --> 00:10:34.300
 we're in the same world, but it lands on us differently in

209
00:10:34.300 --> 00:10:37.200
 terms of those expectations. And so getting some insight on

210
00:10:37.200 --> 00:10:40.600
 how it lands for me and for you, it's really important because

211
00:10:40.600 --> 00:10:43.400
 what you see is just what you're seeing. It isn't

212
00:10:43.400 --> 00:10:46.200
 what everybody's saying, but the fundamental reason why we need

213
00:10:46.200 --> 00:10:49.500
 to sort of attend to inclusion is actually because of

214
00:10:49.500 --> 00:10:49.800
 you.

215
00:10:51.200 --> 00:10:54.400
You are all whether you know it or not. So the superheroes to

216

00:10:54.400 --> 00:10:57.600
 be right. So I did Wonder Woman and Superman and

217
00:10:57.600 --> 00:11:01.200
 there's actually now so that they a genderqueer sort

218
00:11:01.200 --> 00:11:04.100
 of kid quick that was sort of a

219
00:11:04.100 --> 00:11:05.200
 new superhero that I found.

220
00:11:06.700 --> 00:11:10.300
But you all have superhero capabilities and

221
00:11:09.300 --> 00:11:12.400
 we need to activate that we really really need to

222
00:11:12.400 --> 00:11:15.100
 activate them. If you look in terms of your sphere of

223
00:11:15.100 --> 00:11:18.200
 control think about for example two or

224
00:11:18.200 --> 00:11:21.800
 three people, but if you sent them an email in terms of thanking them

225
00:11:21.800 --> 00:11:24.400
 for what they did. We're sort of sharing that you really appreciate.

226
00:11:24.400 --> 00:11:26.700
 What a great job. They did how you'd make their day.

227
00:11:27.500 --> 00:11:31.000
That's part of your sphere influence. Think about the individuals that

228
00:11:30.300 --> 00:11:34.000
 sort of you've mentored formally or informally as

229
00:11:33.000 --> 00:11:34.700
 colleagues.

230
00:11:35.500 --> 00:11:38.300
You are all leaders and you were

231
00:11:38.300 --> 00:11:41.200
 all co-contributors in terms of our environment. And

232
00:11:41.200 --> 00:11:44.700
 so your leadership in this is really important. And so

233
00:11:44.700 --> 00:11:47.300
 authors talk about, you know, we need you to shine your

234
00:11:47.300 --> 00:11:50.300
 light. We can't have a dimmed you can't so to be just so they're

235
00:11:50.300 --> 00:11:53.200
 going along and sort of the default. We need you to be sort of

236
00:11:53.200 --> 00:11:56.600
 activated in terms of doing it which takes effort but has

237
00:11:56.600 --> 00:11:59.200
 great reward in terms of connectedness as I

238
00:11:59.200 --> 00:12:02.600
 mentioned culture and climate and environment are

239
00:12:02.600 --> 00:12:05.600
 learned behaviors. We make them. There's no Gene

240
00:12:05.600 --> 00:12:08.300
 code for sort of cultural environment. And so

241
00:12:08.300 --> 00:12:11.400
 how do we create them? And then how do we make room

242
00:12:11.400 --> 00:12:14.100
 to change them is on us because we're the ones

243
00:12:14.100 --> 00:12:14.900
 who put it together.

244
00:12:15.600 --> 00:12:16.900
This is what we want to go to.

245
00:12:18.300 --> 00:12:21.700
That we can have sort of workspaces with inspiration with

246
00:12:21.700 --> 00:12:24.300
 coaching with facilitated mobility with

247
00:12:24.300 --> 00:12:27.900
 transparency with a culture of recognition. We

248
00:12:27.900 --> 00:12:30.100
 want all these things. Are we there? Nope?

249
00:12:31.300 --> 00:12:34.000
Can we get there? I think so. I think that in terms

250
00:12:34.100 --> 00:12:37.600
 of the collective effort. We have the ability to sort of get there which

251
00:12:37.600 --> 00:12:40.300
 will make rise all boats in terms of making a better

252
00:12:40.300 --> 00:12:43.000
 for all so the elements that are there in terms

253
00:12:43.100 --> 00:12:46.400
 of inclusive Excellence. You all people who's here and

254
00:12:46.400 --> 00:12:49.700

who were creating next with individual relational leadership

255
00:12:49.700 --> 00:12:52.600
 that I mentioned. Interpersonal connections and those relationships

256
00:12:52.600 --> 00:12:55.800
 about positive change and support skills. And

257
00:12:55.800 --> 00:12:58.300
 again for some of you this is old hat you're gonna throw in

258
00:12:58.300 --> 00:13:01.200
 the Q&A all these great examples of what you're doing, which is

259
00:13:01.200 --> 00:13:04.600
 terrific because we need to hear about it and for others this might

260
00:13:04.600 --> 00:13:07.100
 be sort of new in terms of being able to learn how

261
00:13:07.100 --> 00:13:10.200
 to do this safety and comfort in terms of sort of

262
00:13:10.200 --> 00:13:13.300
 our spaces our places safe to

263
00:13:13.300 --> 00:13:16.600
 be able to do that. Can we be comfortable with the discomfort

264
00:13:16.600 --> 00:13:17.800
 of learning and growing?

265
00:13:18.900 --> 00:13:22.000
And in our work climate and culture reinforcing

266
00:13:21.400 --> 00:13:24.500
 open conversation. It supports

267

00:13:24.500 --> 00:13:27.300
Improvement that lodges the whims both small and

268
00:13:27.300 --> 00:13:30.100
big that engages everybody that encourages that growth

269
00:13:30.100 --> 00:13:33.500
of learning and makes room for others by changing the Status

270
00:13:33.500 --> 00:13:36.100
Quo not just adding a chair or sort of

271
00:13:36.100 --> 00:13:39.500
imparting sort of Conformity. So when I think about inclusive

272
00:13:39.500 --> 00:13:42.700
growth, I actually sort of default to my medical education sort

273
00:13:42.700 --> 00:13:45.600
of fellowship. It really makes me think about education

274
00:13:45.600 --> 00:13:49.700
because education is about growth and

275
00:13:49.700 --> 00:13:50.000
learning

276
00:13:50.600 --> 00:13:54.000
It is also dynamic tension. If you're obtunded in

277
00:13:53.300 --> 00:13:56.700
your Barcalounger, you're not going to be learning. You're

278
00:13:56.700 --> 00:13:59.000
just going to be attended. Right? So there it does

279
00:13:59.100 --> 00:14:02.700
take effort and energy to be able to do this. And so

280
00:14:02.700 --> 00:14:06.100
 those elements about sort of safety and progress good

281
00:14:05.100 --> 00:14:08.600
 learning and caring about each other is

282
00:14:08.600 --> 00:14:10.800
 really important in terms of making our way.

283
00:14:11.800 --> 00:14:14.300
So I want to start uncloaking some of these invisible things.

284
00:14:14.300 --> 00:14:17.100
 You've seen my fish before where I've asked as fish know

285
00:14:17.100 --> 00:14:20.600
 that waters of thing right sometimes our culture is so invisible.

286
00:14:20.600 --> 00:14:23.300
 It's been that way for so long. We've never seen it.

287
00:14:23.300 --> 00:14:26.100
 It takes a little bit for us to sort of look under the

288
00:14:26.100 --> 00:14:26.500
 hood.

289
00:14:27.500 --> 00:14:30.100
And I'm going to talk about sort of the gaps of sort of

290
00:14:30.100 --> 00:14:33.400
 nice. So and I moved to Minnesota. I was told the mantra instead

291
00:14:33.400 --> 00:14:36.300
 of nice and kind which was I thought was interesting because

292
00:14:36.300 --> 00:14:39.100
 in Philadelphia, I don't think we'd say we're nice and kind

293
00:14:39.100 --> 00:14:42.900
 and so it was very different and nice

294
00:14:42.900 --> 00:14:45.000
 has lots of advantages in terms of sort of

295
00:14:45.300 --> 00:14:48.300
 good intention. But as we've talked before good intentions don't get

296
00:14:48.300 --> 00:14:51.300
 the job done, but they're also some other elements that

297
00:14:51.300 --> 00:14:54.500
 are associated with nice so nice can be polite and pleasant and

298
00:14:54.500 --> 00:14:58.000
 helpful and also be emotionally reserved and

299
00:14:57.200 --> 00:15:00.800
 it can often be avoidant of Confrontation. Right?

300
00:15:00.800 --> 00:15:04.000
 So if we're nice that means there's no discomfort

301
00:15:03.100 --> 00:15:07.200
 which kind of speaks to relational harmony

302
00:15:06.200 --> 00:15:09.600
 and relational harmony. When I use that term means

303
00:15:09.600 --> 00:15:12.100
 cultural conformity, right? It's like

304
00:15:12.100 --> 00:15:15.400
 everybody must fit into this particular mode and

305
00:15:15.400 --> 00:15:18.300

there is just one mode that isn't your culture.

306
00:15:18.300 --> 00:15:21.800
 It is the culture you're coming into, it isn't necessarily welcoming of

307
00:15:21.800 --> 00:15:24.400
 those differences or appreciating them and the

308
00:15:24.400 --> 00:15:27.100
 phrase you hear a lot is go along to get along, right?

309
00:15:27.500 --> 00:15:30.300
Allowed to be different as long as you act in sound and be like

310
00:15:30.300 --> 00:15:33.200
 us because we don't really tolerate sort of

311
00:15:33.200 --> 00:15:36.000
 that discomfort in terms of how do we sort of change things up?

312
00:15:36.900 --> 00:15:39.700
So that normative push is really

313
00:15:39.700 --> 00:15:42.300
 sort of difficult. It doesn't create sort of

314
00:15:42.300 --> 00:15:45.200
 an open sort of found family for folks to come

315
00:15:45.200 --> 00:15:48.500
 here. It doesn't invite creativity. Even if

316
00:15:48.500 --> 00:15:52.600
 it's members to say what about books that what

317
00:15:52.600 --> 00:15:52.700
 happened?

318

00:15:56.800 --> 00:15:57.600
Sorry about that.

319
00:15:58.600 --> 00:16:02.100
I didn't touch anything. It just did that. Okay. So relational

320
00:16:01.100 --> 00:16:04.600
 Harmony is a challenge in terms

321
00:16:04.600 --> 00:16:07.600
 of an inclusive culture. They're really sort of not supportive. I

322
00:16:07.600 --> 00:16:10.700
 just want to give a little sidebar about privilege because I've heard people say

323
00:16:10.700 --> 00:16:13.400
 like wait, you know, what is privilege what it's not as privilege if

324
00:16:13.400 --> 00:16:16.100
 I'm first gen and I'm not privileged and what are we

325
00:16:16.100 --> 00:16:19.500
 talking about? And I think it's important to unbundle that if you're listening

326
00:16:19.500 --> 00:16:19.800
 to me.

327
00:16:20.800 --> 00:16:23.700
It is more likely than not that you have privilege. And

328
00:16:23.700 --> 00:16:26.500
 I mean that from sort of an educational and access perspective

329
00:16:26.500 --> 00:16:29.700
 privilege doesn't mean you've never had adversity

330
00:16:29.700 --> 00:16:32.400
 privilege doesn't mean you've never had trying

331
00:16:32.400 --> 00:16:35.200
 times. It means that you can go to

332
00:16:35.200 --> 00:16:38.400
 the grocery store and get home probably safely. And so what

333
00:16:38.400 --> 00:16:42.600
 I wanted to share with you is this is this comes from Natasha Bowman's

334
00:16:42.600 --> 00:16:45.300
 book The Power of one which is interesting book

335
00:16:45.300 --> 00:16:48.400
 and I'd encourage you to sort of take a look at it, but she talks

336
00:16:48.400 --> 00:16:51.300
 about the invisibility privilege and if you look in

337
00:16:51.300 --> 00:16:55.200
 terms of some of these areas english's first language parents graduating

338
00:16:54.200 --> 00:16:57.300
 college never skipping a

339
00:16:57.300 --> 00:17:00.400
 meal lacking in terms of disabilities having health

340
00:17:00.400 --> 00:17:03.400
 insurance Etc. Never bullied as a

341
00:17:03.400 --> 00:17:06.500
 citizen, supportive family never questions by the

342
00:17:06.500 --> 00:17:09.300
 police policy because I look suspicious and with

343
00:17:09.300 --> 00:17:13.100
 more than 50 books at the house. If we look at this sort

344
00:17:12.100 --> 00:17:15.800
 of those are elements in terms of privilege

345
00:17:15.800 --> 00:17:18.700
 that if folks have three or less than

346
00:17:18.700 --> 00:17:20.500
 probably not so much but the more we

347
00:17:20.800 --> 00:17:23.300
Have the more privilege we have and the issue about

348
00:17:23.300 --> 00:17:26.400
 privilege is in the shame-blame thing. The issue is about privilege is

349
00:17:26.400 --> 00:17:29.600
 that's the influence and power that you have to help

350
00:17:29.600 --> 00:17:30.100
 someone else.

351
00:17:30.900 --> 00:17:33.600
And so using your privilege using your

352
00:17:33.600 --> 00:17:36.400
 vantage point in terms of sort of creating that culture

353
00:17:36.400 --> 00:17:39.600
 and sort of being sort of the coach and mentor is sort

354
00:17:39.600 --> 00:17:40.200
 of important piece.

355
00:17:41.100 --> 00:17:44.100
So again, it look get a little bit even deeper in terms of some of

356
00:17:44.100 --> 00:17:47.100

our mental models that sort of maybe get us stuck.

357
00:17:48.100 --> 00:17:51.700
And one of those I've mentioned before is about dominant culture

358
00:17:51.700 --> 00:17:54.400
 method messages. There's messages in terms

359
00:17:54.400 --> 00:17:57.400
 of been born on third base. Then I

360
00:17:57.400 --> 00:18:00.200
 deserve what I got in terms of the Home Run and so the

361
00:18:00.200 --> 00:18:03.200
 myth of meritocracy which isn't necessarily sort of

362
00:18:03.200 --> 00:18:06.200
 a valid thing. So we have to sort of unbundle that

363
00:18:06.200 --> 00:18:09.500
 I've already mentioned in terms of the promise of never being

364
00:18:09.500 --> 00:18:14.200
 uncomfortable. That's a dominant culture thing because the

365
00:18:12.200 --> 00:18:15.300
 promises is

366
00:18:15.300 --> 00:18:18.500
 that you rule the world so you never have to sort of feel uncomfortable but

367
00:18:18.500 --> 00:18:21.300
 the challenge is also it maintains the status quo. You don't

368
00:18:21.300 --> 00:18:24.200
 change it refutes a learning

369

00:18:24.200 --> 00:18:27.500
 and growth environment. It refutes sort of the opportunity to

370
00:18:27.500 --> 00:18:30.100
 sort of be able to sort of include and sort of

371
00:18:30.100 --> 00:18:33.300
 modify and be Innovative and issues about

372
00:18:33.300 --> 00:18:37.000
 either are and scarcity of these other elements play a

373
00:18:36.200 --> 00:18:39.400
 role in terms of potentially getting a stuck

374
00:18:39.400 --> 00:18:41.500
 or pushing away from an inclusive environment.

375
00:18:42.200 --> 00:18:46.100
The other thing that pushes against us are sort of hidden implicitous biases

376
00:18:45.100 --> 00:18:48.500
 that feeds sort of a singular narrative,

377
00:18:48.500 --> 00:18:51.400
 right, you know about one thing about this particular group.

378
00:18:51.400 --> 00:18:54.800
 And you say all everybody in that group is X right those

379
00:18:54.800 --> 00:18:55.600
 false narratives.

380
00:18:56.300 --> 00:18:59.400
It creates a keystone for those of you who aren't architecture

381
00:18:59.400 --> 00:19:02.600
 fans a keystone is a really cool brick that

382
00:19:02.600 --> 00:19:05.300
 holds up in Arch, you took that out the arch

383
00:19:05.300 --> 00:19:08.300
 fall down and some of these false narratives that we see for

384
00:19:08.300 --> 00:19:11.400
 example in Dorothy Roberts book about the false narrative

385
00:19:11.400 --> 00:19:14.100
 about race as a thing what I refer

386
00:19:14.100 --> 00:19:17.100
 to as the fable of race that we decide who is

387
00:19:17.100 --> 00:19:20.400
 and who isn't who gets it who doesn't get the truth is

388
00:19:20.400 --> 00:19:23.600
 we do have sort of more in common and issues in

389
00:19:23.600 --> 00:19:26.300
 terms of social barriers are so they're

390
00:19:26.300 --> 00:19:29.800
 bigger than anything else in terms of impeding do people who

391
00:19:29.800 --> 00:19:32.500
 are minoritized live racialized lives.

392
00:19:32.500 --> 00:19:35.400
 You betcha do they get followed around the store

393
00:19:35.400 --> 00:19:39.000
 do they get stopped in terms of police? We certainly know that so the

394
00:19:38.400 --> 00:19:41.600
 difference is in lived lives are real. But

395
00:19:41.600 --> 00:19:44.200
 in medicine when we say we put them in this bucket and we put him in

396
00:19:44.200 --> 00:19:47.800
 this bucket and they are different because of the amount of melanin. These

397
00:19:47.800 --> 00:19:51.200
 are sort of false narratives that we have to unbundle the

398
00:19:50.200 --> 00:19:53.700
 conditions that they live in certainly are

399
00:19:53.700 --> 00:19:56.100
 associated with sort of who different populations

400
00:19:56.300 --> 00:19:59.300
are but we have to sort of get it right rather than just grab that

401
00:19:59.300 --> 00:20:02.900
 false narrative and run with it. If you were uncomfortable working

402
00:20:02.900 --> 00:20:05.900
 through this false narrative about race. You're probably

403
00:20:05.900 --> 00:20:08.200
 doing the right way because that's the way to

404
00:20:08.200 --> 00:20:10.500
 get the results that we need. It takes work.

405
00:20:11.300 --> 00:20:15.300
Another factor that impedes inclusion is misattribution. So

406
00:20:14.300 --> 00:20:17.600
 we have sort of elements from the individual and

407
00:20:17.600 --> 00:20:20.800

from the context, right? So success means people like

408
00:20:20.800 --> 00:20:23.600
 all of you talented dedicated and determined

409
00:20:23.600 --> 00:20:26.600
 and then the space that you work in that environment and

410
00:20:26.600 --> 00:20:29.000
 the context that supports the efforts, the two of those things.

411
00:20:29.900 --> 00:20:32.100
Often times something that impedes in

412
00:20:32.100 --> 00:20:35.100
 this misattribution is when something goes sideways instead of

413
00:20:35.100 --> 00:20:38.300
 saying is there an issue in terms of person and an issue

414
00:20:38.300 --> 00:20:41.500
 with an assistant? We just blame the victim. We just say it's

415
00:20:41.500 --> 00:20:42.100
 a person thing.

416
00:20:42.700 --> 00:20:45.200
And so for example an imposter syndrome instead of

417
00:20:45.200 --> 00:20:48.700
 saying is this a situation that the

418
00:20:48.700 --> 00:20:51.400
 system says we don't want you here. You don't belong you

419
00:20:51.400 --> 00:20:54.400
 don't know the secret Nano Nano in terms of opening the doors,

420

00:20:54.400 --> 00:20:57.900
 right or is the problem the person because when

421
00:20:57.900 --> 00:21:01.200
 we talk about imposter syndrome women, underrepresented minorities

422
00:21:00.200 --> 00:21:03.800
 immigrants, first generation,

423
00:21:03.800 --> 00:21:06.100
 that's a whole lot of people it's a whole

424
00:21:06.100 --> 00:21:09.100
 lot of people to sort of have it be the Imposter system in terms of the

425
00:21:09.100 --> 00:21:12.400
 problem being the person the problem is probably the system. We also

426
00:21:12.400 --> 00:21:15.500
 see the same in terms of burnout. It is not the problem of

427
00:21:15.500 --> 00:21:18.200
 the person there are elements that contribute in the

428
00:21:18.200 --> 00:21:21.300
 individual but it is also a responsibility of sort

429
00:21:21.300 --> 00:21:24.500
 of the context to say, what's the system doing to sort

430
00:21:24.500 --> 00:21:27.300
 of help us in terms of sort of work life integration.

431
00:21:28.200 --> 00:21:31.800
So we have to be careful because sometimes people who identify problems

432
00:21:31.800 --> 00:21:34.400
 then become the problem back to that go

433
00:21:34.400 --> 00:21:38.000
 on sideways piece. And so how do we prevent that and

434
00:21:37.100 --> 00:21:40.600
 then how do we support in terms of the problem solving

435
00:21:40.600 --> 00:21:43.200
 from so that both elements so, you know we have

436
00:21:43.200 --> 00:21:43.800
 to sort of say

437
00:21:44.600 --> 00:21:47.400
Giving you examples in terms of the good stuff that is happening

438
00:21:47.400 --> 00:21:50.300
 out. There. Are you instead of cultures where there's

439
00:21:50.300 --> 00:21:53.600
 an open invitation to be forthright, give different viewpoints, have

440
00:21:53.600 --> 00:21:56.000
 transparency and feedback in terms

441
00:21:56.300 --> 00:21:59.500
 of what's happens having psychological safety about taking risks

442
00:21:59.500 --> 00:22:02.300
 talking about so the losses as well

443
00:22:02.300 --> 00:22:05.200
 as the winds and having support to be creative in human.

444
00:22:06.100 --> 00:22:09.600
Are you in challenging spaces in terms of workspaces? That

445
00:22:09.600 --> 00:22:12.300
 is a group thing. Everybody's supposed to say one thing

446
00:22:12.300 --> 00:22:15.800
 and not necessarily so the throw different things in the monkey

447
00:22:15.800 --> 00:22:18.800
 wrenchant. So the works so to say what about this? Is

448
00:22:18.800 --> 00:22:21.000
 there a lack of transparency in terms of

449
00:22:21.400 --> 00:22:24.500
 who's in the know or lack of feedback about what's happening or

450
00:22:24.500 --> 00:22:27.900
 their challenges in terms of safety that make people unwilling to

451
00:22:27.900 --> 00:22:30.700
 ask for help or admit problems. We have

452
00:22:30.700 --> 00:22:33.700
 to sort of be forthright in terms of those looks because otherwise

453
00:22:33.700 --> 00:22:36.700
 we can't make progress until we both find what

454
00:22:36.700 --> 00:22:39.400
 are exemplars that are doing it well and what are areas

455
00:22:39.400 --> 00:22:40.000
 that need help?

456
00:22:41.600 --> 00:22:44.300
Another fact a fact factor that you may or may not be aware of

457
00:22:44.300 --> 00:22:47.800
 it as an example is this thing called academic mobbing academic

458
00:22:47.800 --> 00:22:50.700

mobbing is physically non-violent sophisticated

459
00:22:50.700 --> 00:22:53.300
 ganging up Behavior kind of like paddling up on

460
00:22:53.300 --> 00:22:56.200
 football. The goal is to wear and tear down a particular

461
00:22:56.200 --> 00:22:59.700
 individual emotionally through unjustified accusations and

462
00:22:59.700 --> 00:23:02.200
 harassment people at risk are actually

463
00:23:02.200 --> 00:23:05.400
 people who are high Achievers who've good integrity and

464
00:23:05.400 --> 00:23:08.200
 principles based on the literature. This happens more in terms

465
00:23:08.200 --> 00:23:11.100
 of women and those underrepresented Medicine Science as well

466
00:23:11.100 --> 00:23:14.200
 as individuals who come and try to disrupt and the

467
00:23:14.200 --> 00:23:17.800
 literature shows the best treatment that response in

468
00:23:17.800 --> 00:23:21.000
 terms of Academic Mobbing is strong positive leaders

469
00:23:20.700 --> 00:23:23.200
 leaders, like everybody not just the

470
00:23:23.200 --> 00:23:26.000
 big boss everywhere, but like leaders like all of us.

471

00:23:27.300 --> 00:23:30.800
Other elements that impede inclusion, I've mentioned before, is about

472
00:23:30.800 --> 00:23:33.700
 the propensity and sort of less healthy

473
00:23:33.700 --> 00:23:36.500
 spaces to jump on this trauma triangle of

474
00:23:36.500 --> 00:23:39.300
 being a rescuer or perpetrator or a victim and running around that

475
00:23:39.300 --> 00:23:42.300
 triangle and staying off of that helping people help

476
00:23:42.300 --> 00:23:46.600
 themselves not rescuing not perpetrating avoidance

477
00:23:45.600 --> 00:23:48.300
 in terms of the sense of victimization

478
00:23:48.300 --> 00:23:51.200
 is important in terms of an inclusive environment.

479
00:23:52.100 --> 00:23:56.100
Other advice and other issues that sort of exclude is

480
00:23:55.100 --> 00:23:58.400
 the soft bigotry of low expectations. We

481
00:23:58.400 --> 00:24:01.300
 can't let this trainee in because we're worried they

482
00:24:01.300 --> 00:24:04.400
 might not do well. Angela

483
00:24:04.400 --> 00:24:08.200
 Duckworth on her book "Grit", at a presentation said that despite her

484
00:24:07.200 --> 00:24:10.200
 Decades of research in terms of this area

485
00:24:10.200 --> 00:24:13.400
 the best way to know whether someone can succeed when they

486
00:24:13.400 --> 00:24:16.400
 have evidence sort of success that might

487
00:24:16.400 --> 00:24:19.400
 be a diamond in the rough is to give them a chance. You don't know

488
00:24:19.400 --> 00:24:23.400
 what they could do in terms of grit and determination.

489
00:24:22.400 --> 00:24:25.100
 And so if we have the

490
00:24:25.100 --> 00:24:28.200
 soft bigotry of don't even let them try then we've already

491
00:24:28.200 --> 00:24:29.100
 started excluding

492
00:24:29.700 --> 00:24:32.700
The other element I'll tell you in terms of some discrimination. That's

493
00:24:32.700 --> 00:24:35.400
 really powerful. Is that people doing badness to

494
00:24:35.400 --> 00:24:38.900
 each other that happens? Okay, but more often in

495
00:24:38.900 --> 00:24:41.700
 terms of oppression is the withholding the

496
00:24:41.700 --> 00:24:45.000
 withholding and the benefit of the doubt Dr. Rowe

497
00:24:44.100 --> 00:24:48.000
 this morning talked about that in terms of expectations of

498
00:24:47.600 --> 00:24:50.400
 performance. There's actually a literature that

499
00:24:50.400 --> 00:24:53.400
 show man is compared to women and assist heteronautical way

500
00:24:53.400 --> 00:24:57.200
 have sort of a 30 to 35% bump in

501
00:24:56.200 --> 00:24:59.500
 expectations that they'll do well as compared to

502
00:24:59.500 --> 00:25:01.500
 a female candidate in the same position.

503
00:25:02.500 --> 00:25:05.100
Across the board. We withhold the benefit of the

504
00:25:05.100 --> 00:25:08.400
 doubt that both people will be able to perform equally even though

505
00:25:08.400 --> 00:25:11.600
 their CV may be exactly the same so important to

506
00:25:11.600 --> 00:25:14.800
 recognize that the benefit of the doubt it lays

507
00:25:14.800 --> 00:25:17.400
 there in terms of sort of a way of saying who is who isn't

508
00:25:17.400 --> 00:25:20.200
 who do I give to who do I not a colleague

509
00:25:20.200 --> 00:25:23.600

of mine went to the Freedom Trail in Boston and in front

510
00:25:23.600 --> 00:25:27.400
 of her was this really scholarly looking professorial

511
00:25:26.400 --> 00:25:29.700
 gentleman African-American man,

512
00:25:29.700 --> 00:25:32.200
 who asked for a trail map and the lady who

513
00:25:32.200 --> 00:25:34.500
 waited upon Him looked at him and said, I don't have any

514
00:25:35.500 --> 00:25:38.100
And he left and continue trying to

515
00:25:38.100 --> 00:25:41.200
 figure his way through and my colleague a white woman came up

516
00:25:41.200 --> 00:25:44.200
 asked the same question and the lady said, ah here,

517
00:25:44.200 --> 00:25:47.400
 I have a good one and gave a nice colorful sort of

518
00:25:47.400 --> 00:25:50.200
 peace to her in terms of who do you bring your

519
00:25:50.200 --> 00:25:53.300
 A game to who do you withhold it's a sad

520
00:25:53.300 --> 00:25:56.900
 example, but an example that happens all the time of with

521
00:25:56.900 --> 00:25:59.100
 whom do we sort of bring it in terms of our a game?

522

00:25:59.100 --> 00:26:02.400
With whom do we withhold and with whom do we have suspicion that

523
00:26:02.400 --> 00:26:05.300
they're not going to get there again? All these things coming from

524
00:26:05.300 --> 00:26:06.200
implicit bias.

525
00:26:07.500 --> 00:26:10.900
That withholding of information to navigate new spaces again. You

526
00:26:10.900 --> 00:26:13.800
just figure it out in a DIY space with complicated

527
00:26:13.800 --> 00:26:16.300
spaces like we have another way that can be

528
00:26:16.300 --> 00:26:17.000
exclusionary.

529
00:26:17.600 --> 00:26:20.500
So I've shown you this before but process

530
00:26:20.500 --> 00:26:23.100
in terms of becoming it want to anti-racist from the

531
00:26:23.100 --> 00:26:26.200
fear zone. This is tough. This is uncomfortable from The

532
00:26:26.200 --> 00:26:29.600
Learning Zone into the growth zone takes that initiative

533
00:26:29.600 --> 00:26:32.600
in terms of education and analysis and

534
00:26:32.600 --> 00:26:33.000
moving forward.

535
00:26:34.400 --> 00:26:37.700
Similarly in terms of sort of when I mentioned or

536
00:26:37.700 --> 00:26:41.100
 as as I mentioning in a learning and growth environment saying

537
00:26:40.100 --> 00:26:43.400
 what the ground rules are, what are our ground rules

538
00:26:43.400 --> 00:26:46.200
 that we want to work to together? How do we respect each other

539
00:26:46.200 --> 00:26:49.800
 by speech behavior and actions? How are we intentionally and

540
00:26:49.800 --> 00:26:52.400
 regularly showing gratitude and graciousness?

541
00:26:53.300 --> 00:26:56.500
How do we choose positivity so to

542
00:26:56.500 --> 00:26:59.100
 turn that dial into the positive versus the negative? How do we

543
00:26:59.100 --> 00:27:02.200
 have a team first approach looking for opportunities to help each other

544
00:27:02.200 --> 00:27:05.400
 and give effort to each other both in thinking about how

545
00:27:05.400 --> 00:27:08.400
 it is in their shoes and giving them compassion as they're struggling

546
00:27:08.400 --> 00:27:11.600
 and how do we have ownership from both the good and

547
00:27:11.600 --> 00:27:14.600
 the bad acknowledging losses and apologizing for

548
00:27:14.600 --> 00:27:17.100
 mistakes? We're human by the way and so we

549
00:27:17.100 --> 00:27:20.300
 will mistake have makes mistakes and we have to be able to sort of learn from

550
00:27:20.300 --> 00:27:20.600
 this.

551
00:27:21.400 --> 00:27:24.400
So I'm at the end. I have sort of extra bits that gives

552
00:27:24.400 --> 00:27:27.300
 examples of some ground rules that people can sort of post and

553
00:27:27.300 --> 00:27:30.500
 share the whole process of sort of becoming together. And then opening

554
00:27:30.500 --> 00:27:33.600
 this gathering by saying how we're going to work here together. It sets

555
00:27:33.600 --> 00:27:36.400
 the tone it reminds us and it can be modified in terms

556
00:27:36.400 --> 00:27:39.700
 of listen first and speak second. Listen to

557
00:27:39.700 --> 00:27:42.300
 understand and so setting a ground rule

558
00:27:42.300 --> 00:27:45.500
 is sort of a fairly straightforward way in terms of saying how do

559
00:27:45.500 --> 00:27:46.500
 we want to play in the space?

560
00:27:47.800 --> 00:27:50.700

Other signals that we have a learning and growth environment is

561
00:27:50.700 --> 00:27:54.600
 about sort of promoting engagement. But I've mentioned avoidance

562
00:27:53.600 --> 00:27:56.400
 of Gossip gossip is

563
00:27:56.400 --> 00:27:59.500
 deleterious really is sort of harmful in

564
00:27:59.500 --> 00:28:03.500
 terms of sort of inclusion a zero tolerance for this conduct refuting

565
00:28:02.500 --> 00:28:05.300
 that relational harmony now that we're

566
00:28:05.300 --> 00:28:08.200
 allowed to come from different perspectives. We're allowed to change

567
00:28:08.200 --> 00:28:11.600
 things up and then creating safe spaces

568
00:28:11.600 --> 00:28:14.800
 for mutually constructive disagreements and debates on

569
00:28:14.800 --> 00:28:17.100
 how to proceed and move forward now for some of you

570
00:28:17.100 --> 00:28:20.500
 in terms of wait, I was raised to be sort of good and polite and

571
00:28:20.500 --> 00:28:23.700
 nice and this sounds really scary

572
00:28:23.700 --> 00:28:26.100
 because debate seems sort of

573

00:28:26.100 --> 00:28:29.200
 negative and Etc. But the reality

574
00:28:29.200 --> 00:28:32.300
 of it is is that understanding what's working and what's not

575
00:28:32.300 --> 00:28:35.500
 working and looking at different viewpoints and problem solving

576
00:28:35.500 --> 00:28:38.300
 together is how we create a learning and growth

577
00:28:38.300 --> 00:28:41.100
 environment where people can try things and people can

578
00:28:41.100 --> 00:28:44.400
 make wonderful successes and sometimes they lose and learn from

579
00:28:44.400 --> 00:28:47.600
 those in terms of future successes. It's important in

580
00:28:47.600 --> 00:28:47.700
 terms of

581
00:28:47.800 --> 00:28:50.400
Being able to sort of have that in our space as I

582
00:28:50.400 --> 00:28:53.100
 mentioned about shutting down gossip, you know, for example, you have

583
00:28:53.100 --> 00:28:56.700
 somebody say did you hear about you consider say interrupted

584
00:28:56.700 --> 00:28:59.600
 before they even tell you and say, you know, I was worried the so-and-so

585
00:28:59.600 --> 00:29:01.300
 was having a hard time. Is there something we can do to help?

586
00:29:02.100 --> 00:29:05.300
Or if they tell you and can interrupt him, you can say I'm sorry to

587
00:29:05.300 --> 00:29:08.000
 hear that. They're having troubles. Do you think we should ask them if they need

588
00:29:08.300 --> 00:29:11.300
 some help or that's a shame it rots when we have

589
00:29:11.300 --> 00:29:14.700
 difficult patches and challenges that derails us, right? There's easy

590
00:29:14.700 --> 00:29:17.700
 ways to shut it down because that isn't promoting. So

591
00:29:17.700 --> 00:29:20.200
 the positivity that isn't promoting so that

592
00:29:20.200 --> 00:29:20.900
 the inclusion

593
00:29:21.800 --> 00:29:24.400
other things to push against our microaggressions and

594
00:29:24.400 --> 00:29:27.800
 our Learning and Development Group in terms of doing both implicit

595
00:29:27.800 --> 00:29:31.100
 bias training as well as microaggressions and allyship get

596
00:29:30.100 --> 00:29:33.300
 into the weeds more in this but I'll tell

597
00:29:33.300 --> 00:29:36.500
 you so to this decredentialing story and

598
00:29:36.500 --> 00:29:38.900
 in the story a

599
00:29:40.300 --> 00:29:43.300
Of institution found that whenever they

600
00:29:43.300 --> 00:29:46.900
 had grand round speakers all men were referred to all

601
00:29:46.900 --> 00:29:49.600
 Physicians who referred to as Dr. Smith.

602
00:29:49.600 --> 00:29:52.400
 Whereas all female physicians were referred

603
00:29:52.400 --> 00:29:55.100
 by the first name like Julia and this happened

604
00:29:55.100 --> 00:29:59.100
 all the time. And so they documented that this is a thing and so

605
00:29:58.100 --> 00:30:01.700
 it turns out that the the way that

606
00:30:01.700 --> 00:30:04.300
 they intervened in terms of this is a

607
00:30:04.300 --> 00:30:07.600
 new role was made that at grand

608
00:30:07.600 --> 00:30:10.900
 rounds all physicians and all speakers had

609
00:30:10.900 --> 00:30:13.000
 to be referred to by their full title. That was

610
00:30:13.200 --> 00:30:17.800
 the only way that they could not decredential Julia say

611
00:30:16.800 --> 00:30:20.600

Dr. Jones and uplift

612
00:30:19.600 --> 00:30:22.800
 sort of Dr. Smith. So sometimes

613
00:30:22.800 --> 00:30:25.600
 policy changes and say this is how we're gonna have people

614
00:30:25.600 --> 00:30:28.500
 be identified in terms of respected in

615
00:30:28.500 --> 00:30:31.500
 a uniform way have to happen. We have

616
00:30:31.500 --> 00:30:34.500
 to push against rationalizations of microaggressions when

617
00:30:34.500 --> 00:30:37.300
 things happen people's responses that they probably didn't

618
00:30:37.300 --> 00:30:39.800
 mean it. Did it really happen. It was probably a joke.

619
00:30:40.100 --> 00:30:43.800
Those should sort of ping that these are sort of rationalizations and

620
00:30:43.800 --> 00:30:48.000
 sort of say wait wait, maybe this is not not good things

621
00:30:46.400 --> 00:30:49.200
 that you hear in terms

622
00:30:49.200 --> 00:30:53.000
 of said about a woman. Well, she certainly just says what she thinks again

623
00:30:52.500 --> 00:30:55.700
 sort of implying that violating cultural norms

624

00:30:55.700 --> 00:30:58.100
 because women aren't supposed to be do that aren't supposed to do that

625
00:30:58.100 --> 00:31:01.500
 and yet we need to know how women think and how men think

626
00:31:01.500 --> 00:31:04.200
 and how gender non-defined folks

627
00:31:04.200 --> 00:31:07.300
 think we need everybody in terms of how they think and

628
00:31:07.300 --> 00:31:10.100
 so that being able to put it out there should not be sort of

629
00:31:10.100 --> 00:31:13.500
 presented as a deficit. I'd ask you sort of when has a

630
00:31:13.500 --> 00:31:16.800
 man been described as two emotional in terms of gender bias, your

631
00:31:16.800 --> 00:31:19.900
 advocacy and credibility and voice in

632
00:31:19.900 --> 00:31:23.000
 terms of saying I'm pushing back against microaggressions makes

633
00:31:22.300 --> 00:31:23.600
 a big difference.

634
00:31:24.600 --> 00:31:27.800
Some other practical activities and promoting a

635
00:31:27.800 --> 00:31:30.600
 learning and growth space in the relational harmony. So

636
00:31:30.600 --> 00:31:33.200
 they're saying we're not going to do sort of a one-size that fits

637
00:31:33.200 --> 00:31:36.400
 all let's talk about sort of differences. Let's talk about how we approach

638
00:31:36.400 --> 00:31:39.300
 things. Let's invite conversations about how

639
00:31:39.300 --> 00:31:42.200
 we sort of come to ideas how we sort of have sort

640
00:31:42.200 --> 00:31:45.900
 of our traditions how we understand things to be strive to

641
00:31:45.900 --> 00:31:48.400
 contribute to the feeling that each team member feels as somebody

642
00:31:48.400 --> 00:31:51.200
 there in the team has their back that they belong is

643
00:31:51.200 --> 00:31:54.900
 valued and included we need this for everybody everybody.

644
00:31:55.500 --> 00:31:58.200
Invite stretching the norms and expectations from how we

645
00:31:58.200 --> 00:32:01.600
 do it here or how it should be to how all

646
00:32:01.600 --> 00:32:04.200
 of us can be here and have that safe space

647
00:32:04.200 --> 00:32:07.800
 for disagreement talking about sort of consensus with

648
00:32:07.800 --> 00:32:10.300
 the idea about Mission. It isn't who wins. It

649
00:32:10.300 --> 00:32:13.300
 loses who holds it who lets it go but really

650
00:32:13.300 --> 00:32:16.800
 about how do we in a constructive way sort of

651
00:32:16.800 --> 00:32:18.700
 move forward so that brings me to feedback.

652
00:32:19.700 --> 00:32:22.700
Feedback is a word that's bounding about a lot and and

653
00:32:22.700 --> 00:32:26.200
 feedback is defined as specific modifiable behavior

654
00:32:25.200 --> 00:32:28.600
 presented in a way that shares confidence

655
00:32:28.600 --> 00:32:31.300
 that person can achieve it right in terms

656
00:32:31.300 --> 00:32:34.400
 of research funding. I'm a fan of smart goals

657
00:32:34.400 --> 00:32:37.200
 specific measurable achievable relevant and time-based and

658
00:32:37.200 --> 00:32:40.800
 that's kind of what feedback is so reinforcing feedback something. I

659
00:32:40.800 --> 00:32:43.600
 really appreciate you do as your problem solving giving people

660
00:32:43.600 --> 00:32:46.600
 reinforcing feedback of the good stuff. I think

661
00:32:46.600 --> 00:32:50.100
 you did a great job at highlights that you're good at why sometimes

662
00:32:49.100 --> 00:32:52.600

it's redirecting I'd like to give you some feedback is

663
00:32:52.600 --> 00:32:55.300
 now a good time. Can we talk about x what do

664
00:32:55.300 --> 00:32:58.700
 you think is going well and what not. So well, I want to hear your perspectives so

665
00:32:58.700 --> 00:33:01.900
 you can amplify and redirect and give concrete

666
00:33:01.900 --> 00:33:03.200
 ways to move forward.

667
00:33:04.200 --> 00:33:07.900
This isn't feedback right the sword the the arrow through

668
00:33:07.900 --> 00:33:10.200
 the heart sort of the you know, sort of

669
00:33:10.200 --> 00:33:13.500
 emoticons there blame, shame, criticism and

670
00:33:13.500 --> 00:33:17.200
 the challenges that we live in a world in terms of Articles and

671
00:33:16.200 --> 00:33:19.100
 so forth that we critique that we

672
00:33:19.100 --> 00:33:23.000
redline that we treat them in terms of filling in

673
00:33:22.100 --> 00:33:25.100
 terms of doing that. That's what criticism is and we

674
00:33:25.100 --> 00:33:28.700
forget that criticism isn't feedback feedback lands with

675

00:33:28.700 --> 00:33:30.300
a person and it's sort of engaged

676
00:33:31.300 --> 00:33:34.200
feedback has all of these skills in terms

677
00:33:34.200 --> 00:33:37.200
 of saying what's going. Well. Do you

678
00:33:37.200 --> 00:33:40.400
understand it? How do we move forward and the advantage in

679
00:33:40.400 --> 00:33:43.700
 terms of things feedback as you as Leaders to teams of

680
00:33:43.700 --> 00:33:46.900
 folks who work with is that then we collectively get

681
00:33:46.900 --> 00:33:47.700
 better at what we're doing.

682
00:33:48.400 --> 00:33:51.800
But it is an important skill in terms of moving forward. So we've

683
00:33:51.800 --> 00:33:54.100
 talked a bit about environment. I want to move in terms of the

684
00:33:54.100 --> 00:33:57.900
 process in terms of communication. What I refer to is forthright

685
00:33:57.900 --> 00:34:00.600
 communication. Forthright communication is truthful.

686
00:34:00.600 --> 00:34:03.400
 It's not buried by silence. It's not hidden by

687
00:34:03.400 --> 00:34:06.700
 niceties or youthism. It's clear in

688
00:34:06.700 --> 00:34:09.200
terms of what am I saying? And what do I mean and checking in with how

689
00:34:09.200 --> 00:34:13.100
 did it land but lack of clarity is actually unkind

690
00:34:13.900 --> 00:34:16.200
as I mentioned in terms of Minnesotans nice

691
00:34:16.200 --> 00:34:19.300
 and kind I'm a total fan. I'm all in in kind kind

692
00:34:19.300 --> 00:34:22.200
 is awesome. And in truth the folks I've met here who

693
00:34:22.200 --> 00:34:25.600
 have kind and nice are are like unique, you know, wonderful people

694
00:34:25.600 --> 00:34:28.000
 in the universe kindness is sort of

695
00:34:28.200 --> 00:34:31.800
 where we need to sort of move forward, but lack of clarity is unkind and

696
00:34:31.800 --> 00:34:32.800
 clarity brings people together.

697
00:34:33.700 --> 00:34:37.000
The other element is that when we have a conversation what I

698
00:34:36.400 --> 00:34:38.900
 say how it lands.

699
00:34:40.600 --> 00:34:43.100
The whole bratwurst right? I own the

700
00:34:43.100 --> 00:34:46.300
 whole thing. Right? I own the whole piece. I don't just sort of make words out

701
00:34:46.300 --> 00:34:49.900
 and then how it lands for you. That's your own business. No communication is

702
00:34:49.900 --> 00:34:52.800
 about ownership of the whole thing in terms

703
00:34:52.800 --> 00:34:55.100
 of how does it land? How does it land for that

704
00:34:55.100 --> 00:34:58.800
 recipient? And what does it mean and we need that correction and

705
00:34:58.800 --> 00:35:01.700
 performance and accountability to know what we're doing well and

706
00:35:01.700 --> 00:35:04.700
 how we need to be in terms of moving forward and have

707
00:35:04.700 --> 00:35:05.900
 sort of real discussion.

708
00:35:07.200 --> 00:35:10.400
So, you know someone might say can we do be two

709
00:35:10.400 --> 00:35:13.700
 forthright? Okay, and I would say you betcha because if

710
00:35:13.700 --> 00:35:16.600
 it's not done skillfully supportively and safely

711
00:35:16.600 --> 00:35:19.600
 it can be insensitive. Right? So if you

712
00:35:19.600 --> 00:35:22.300
 believe there's only way to say one way to say it and that's the way you say it

713
00:35:22.300 --> 00:35:25.200

you're missing it because there's lots of ways to say the same

714
00:35:25.200 --> 00:35:25.400
 thing.

715
00:35:26.100 --> 00:35:29.200
How might it feel if you received it the way you were sending it?

716
00:35:29.900 --> 00:35:32.200
Have you focused on using you and I statements which I'll talk

717
00:35:32.200 --> 00:35:35.200
 about in a minute. Did you first ask rather than

718
00:35:35.200 --> 00:35:35.700
 tell?

719
00:35:36.400 --> 00:35:39.500
Harassment isn't forthrightness for threateness

720
00:35:39.500 --> 00:35:42.800
 is not brutal. It's not messages coming from anger and

721
00:35:42.800 --> 00:35:45.600
 repetitive, angry messages usually land as harassment.

722
00:35:45.600 --> 00:35:48.100
 It's not misunderstanding just because it's clear in your own

723
00:35:48.100 --> 00:35:51.500
 head. That doesn't mean it's clear in their head. So straight shooting doesn't mean

724
00:35:51.500 --> 00:35:54.000
 the aim is where it needs to be. You have to sort of

725
00:35:54.300 --> 00:35:57.200
 see this is where I want it to be telling how did it land

726

00:35:57.200 --> 00:36:00.200
and sometimes how much and the pressure of

727
00:36:00.200 --> 00:36:03.000
it can be sort of overwhelming. So if this is sort of the

728
00:36:03.600 --> 00:36:06.200
Bazooka that's not going to be useful in terms of people

729
00:36:06.200 --> 00:36:09.500
being able to move forward. I mentioned you and I messages

730
00:36:09.500 --> 00:36:12.800
quite frankly your head is yours others heads

731
00:36:12.800 --> 00:36:15.100
or not. You can say how you feel an interpret from

732
00:36:15.100 --> 00:36:18.400
your perspective. You're not really standing inside their head and understand them.

733
00:36:18.400 --> 00:36:22.200
So it's not your head. So for example, if I say you are upset maybe

734
00:36:21.200 --> 00:36:24.000
I'm right. Maybe I'm wrong. I'm not in your

735
00:36:24.200 --> 00:36:27.600
head. But if I say, it feels to me that something I said upset

736
00:36:27.600 --> 00:36:30.300
you did it. I'm checking in terms of that Landing.

737
00:36:31.100 --> 00:36:34.100
Instead of saying you know what you're doing. You don't know

738
00:36:34.100 --> 00:36:37.400
what you're doing. If I say I'm frustrated that this problem keeps

739
00:36:37.400 --> 00:36:40.400
 happening. Can we find out why the you versus

740
00:36:40.400 --> 00:36:43.100
 I is really powerful because it really sort of States

741
00:36:43.100 --> 00:36:46.100
 from my experience inquiring in a positive way

742
00:36:46.100 --> 00:36:46.900
 for change.

743
00:36:48.300 --> 00:36:51.400
There's different ways to send a message. Right if something bad happens because there

744
00:36:51.400 --> 00:36:54.200
 will be errors again. We're human right and if somebody

745
00:36:54.200 --> 00:36:57.700
 says what the who did this that's accusatory potentially

746
00:36:57.700 --> 00:37:00.100
 angry reactive. Did you mess up?

747
00:37:00.100 --> 00:37:03.200
 This is an acceptable get out of my sight signaling someone

748
00:37:03.200 --> 00:37:07.200
 out accusatory and jumping in conclusions. Not helpful. This

749
00:37:06.200 --> 00:37:09.400
 isn't good because you have to acknowledge that errors or

750
00:37:09.400 --> 00:37:12.700
 errors. We have a problem. Can someone tell me what happened here? It's

751
00:37:12.700 --> 00:37:15.400
 identifies a broadcast the problem. It asks

752
00:37:15.400 --> 00:37:18.200
 about how it happens the tone of delivery. I make it less

753
00:37:18.200 --> 00:37:21.200
 or more safe. And if you find that there are spaces for

754
00:37:21.200 --> 00:37:24.400
 which those two first ones happen a lot then they're safety

755
00:37:24.400 --> 00:37:27.300
 challenges that we need to sort of work together to sort of decode.

756
00:37:28.100 --> 00:37:31.500
So ways to sort of uplift communication this forthright positive

757
00:37:31.500 --> 00:37:34.200
 way is first looking inside. You can't be

758
00:37:34.200 --> 00:37:37.800
 honest with others until you're honest with yourself. So, you know my ticked

759
00:37:37.800 --> 00:37:40.100
 off today in a bad mood. Do I kind of want to dump on

760
00:37:40.100 --> 00:37:43.300
 somebody am I really in need of validation? And without it

761
00:37:43.300 --> 00:37:46.200
 will check out am I annoyed that a team weight is getting all the

762
00:37:46.200 --> 00:37:49.600
 goodies and praise and I'm not like how am I doing in terms

763
00:37:49.600 --> 00:37:52.200
 of this? So the self-care stuff the wellness stuff we've been

764
00:37:52.200 --> 00:37:56.200

talking about is really important. We can't be okay unless

765
00:37:55.200 --> 00:37:58.200
 you're okay. And so all of those pieces are

766
00:37:58.200 --> 00:38:01.400
 important and as I mentioned a couple times, it's okay to

767
00:38:01.400 --> 00:38:04.200
 be human. We do the best we can check in and so

768
00:38:04.200 --> 00:38:06.900
 to try to be sort of real with ourselves in terms of moving forward.

769
00:38:07.800 --> 00:38:10.800
What are your what are what are my skills? Have I

770
00:38:10.800 --> 00:38:14.300
 Role Models have someone role models for me open positive

771
00:38:13.300 --> 00:38:16.600
 feedback or do I need to see it happen? Can I

772
00:38:16.600 --> 00:38:19.100
 use those eye sentences or send something in more than one

773
00:38:19.100 --> 00:38:22.500
 way am I comfortable putting it out there? How do

774
00:38:22.500 --> 00:38:26.100
 I know if it lands like comfortable checking in am

775
00:38:25.100 --> 00:38:28.900
 I good as receiving ascending in terms of a bidirectionality?

776
00:38:29.600 --> 00:38:32.200
And thirdly evaluating the Integrity of robustness of

777

00:38:32.200 --> 00:38:35.600
relationships relationships are the vehicle for problem

778
00:38:35.600 --> 00:38:39.400
solving for connectedness for anti-isolation for

779
00:38:38.400 --> 00:38:41.300
getting something inclusive excellence. And so

780
00:38:41.300 --> 00:38:45.100
looking at the health of this relationship is important giving and

781
00:38:44.100 --> 00:38:47.300
getting constructive feedback is a way to show care

782
00:38:47.300 --> 00:38:50.300
for each other. It optimizes our skills. Even if

783
00:38:50.300 --> 00:38:53.300
all we want to do is get praise and I would say if it feels like we're

784
00:38:53.300 --> 00:38:56.800
not good enough praise then we need to give each other praise and feedback. It

785
00:38:56.800 --> 00:38:59.800
is impossible to have strong resilient relationship without

786
00:38:59.800 --> 00:39:02.600
problem solving and support you can't walk on eggshells.

787
00:39:02.600 --> 00:39:03.500
You can't be on nicely.

788
00:39:04.300 --> 00:39:07.300
Genuine and real is needed to get the results you need

789
00:39:07.300 --> 00:39:10.600
clear information and clear instructions are

790
00:39:10.600 --> 00:39:13.600
 essential and so it's important to be able to practice this

791
00:39:13.600 --> 00:39:16.300
 and those might not be easy. This might not be something that you do

792
00:39:16.300 --> 00:39:19.500
 every day saying thank you for things giving support and coaching

793
00:39:19.500 --> 00:39:20.800
 is always a good look.

794
00:39:21.700 --> 00:39:24.500
So in the weeds of forthright communication, it's about

795
00:39:24.500 --> 00:39:27.100
 intentionality start with the Positive. It's like here's

796
00:39:27.100 --> 00:39:31.300
 the good stuff here. I know you could do this and let's talk about this invite

797
00:39:30.300 --> 00:39:33.500
 it. Let's get down to the real issues. I'm interested

798
00:39:33.500 --> 00:39:35.500
 in hearing about and let's talk about it.

799
00:39:36.300 --> 00:39:39.700
Speak to build up not tear down or wound

800
00:39:39.700 --> 00:39:40.900
 or that frustrations.

801
00:39:41.600 --> 00:39:44.100
And if you find that you're sort of going to the dark side, it may

802
00:39:44.100 --> 00:39:47.400
 actually say you need to do more work in terms of self-care because

803
00:39:47.400 --> 00:39:50.000
 you're not okay and that's important this sort of put

804
00:39:50.100 --> 00:39:53.200
 into that equation walk towards difficult conversations as

805
00:39:53.200 --> 00:39:57.400
 opportunities for growth relationship development Insight actively

806
00:39:56.400 --> 00:40:00.100
 seek Clarity drop euphemisms

807
00:39:59.100 --> 00:40:02.200
 and things that obstacate in terms

808
00:40:02.200 --> 00:40:05.400
 of doing it and practice but important to sort of

809
00:40:05.400 --> 00:40:06.200
 be succinct.

810
00:40:07.500 --> 00:40:10.300
I love this little bug here because look at his antenna aren't those

811
00:40:10.300 --> 00:40:13.200
 great crazy. I think that in terms of when we

812
00:40:13.200 --> 00:40:16.500
 have these conversations. We also have to look at our emotional impact.

813
00:40:16.500 --> 00:40:19.500
 It's important that we present things in

814
00:40:19.500 --> 00:40:22.400
 a common forthright way, but if things get heated if

815
00:40:22.400 --> 00:40:25.500

our hair get on fire if the person I'm talking

816
00:40:25.500 --> 00:40:28.400
 to is getting upset, it's my responsibility to

817
00:40:28.400 --> 00:40:31.300
 say might I becoming across an unkind or unfair way.

818
00:40:31.900 --> 00:40:34.100
Is you know my sharing too hard for

819
00:40:34.100 --> 00:40:35.000
 them to hear right now?

820
00:40:35.700 --> 00:40:38.400
If if my own hair gets on high fire

821
00:40:38.400 --> 00:40:41.300
 I get upset during this. I also responsibility to

822
00:40:41.300 --> 00:40:44.400
 say what if this is pushing my buttons. Why can't I

823
00:40:44.400 --> 00:40:47.700
 have some this positive constructive conversation? Maybe I

824
00:40:47.700 --> 00:40:50.400
 need to sort of put a pit in this and revisit this instead of

825
00:40:50.400 --> 00:40:53.500
 explore. And as I mentioned we need to be able to provide

826
00:40:53.500 --> 00:40:57.000
 feedback and receive feedback equally up

827
00:40:56.100 --> 00:40:57.700
 to everybody.

828

00:40:58.500 --> 00:41:02.200
So for example, here's some wins. I've seen a Kurt

829
00:41:01.200 --> 00:41:04.300
 tone in an email from somebody who usually doesn't

830
00:41:04.300 --> 00:41:07.500
 have Kurt tone in their email. And then just setting

831
00:41:07.500 --> 00:41:10.200
 up a checking message. Hi, how you doing? We haven't chatting a

832
00:41:10.200 --> 00:41:13.500
 while. Hope all is well. I'm here if you'd like to chat just that

833
00:41:13.500 --> 00:41:16.600
 reach out for maybe somebody via The Ether of

834
00:41:16.600 --> 00:41:19.200
 sort of emails doesn't seem like they're doing so well,

835
00:41:19.200 --> 00:41:22.800
 that's something that sort of easy to do other examples

836
00:41:22.800 --> 00:41:25.500
 I've seen in terms of wins after a traumatic.

837
00:41:26.500 --> 00:41:29.300
Intervention setting up a huddle to talk about how people

838
00:41:29.300 --> 00:41:32.200
 felt and how they're doing at the end of a clinic or

839
00:41:32.200 --> 00:41:35.600
 procedure having a practice with a whole interdisciplinary team

840
00:41:35.600 --> 00:41:38.100
 debriefs. What went well what didn't things to do

841
00:41:38.100 --> 00:41:41.100
 next time culminating on the leader thanking everybody for the

842
00:41:41.100 --> 00:41:44.200
 contributions in a research time setting a time after the

843
00:41:44.200 --> 00:41:47.300
 grant submission to celebrate getting the grant out and talking about

844
00:41:47.300 --> 00:41:50.900
 ideas about how to make it smoother next time identifying those

845
00:41:50.900 --> 00:41:53.700
 who help get it done and get credit and again thanking

846
00:41:53.700 --> 00:41:56.500
 everybody in terms of the team effort. We are here

847
00:41:56.500 --> 00:41:57.500
 for mission.

848
00:41:58.300 --> 00:42:01.300
We are here to leverage everybody's dedication

849
00:42:01.300 --> 00:42:04.200
 to Mission so that they can sort of fully expand

850
00:42:04.200 --> 00:42:07.400
 their wings and sort of contribute. So here's some misses and

851
00:42:07.400 --> 00:42:10.300
 I sort of seen right a message sent to a diverse person. Your English

852
00:42:10.300 --> 00:42:14.000
 is great person said I was born in Mankato, but the

853
00:42:13.500 --> 00:42:16.300
 rebound in it is saying, oh she silly me.

854
00:42:16.300 --> 00:42:19.000
I regret my assumption. So sorry clearly. I need to

855
00:42:19.100 --> 00:42:20.500
take you out for coffee and get to know you better.

856
00:42:21.300 --> 00:42:24.400
Or person with an accent. Where are you from response Seattle

857
00:42:24.400 --> 00:42:24.600
you

858
00:42:25.700 --> 00:42:28.300
Rebound. Okay. I'm originally from Duluth my

859
00:42:28.300 --> 00:42:31.400
family and centrally is from X. What are

860
00:42:31.400 --> 00:42:34.400
your family rooms having those conversations? Even if we miss

861
00:42:34.400 --> 00:42:38.000
we can Rebound in terms of working on those connections. So

862
00:42:37.300 --> 00:42:40.400
the game changer is you in terms

863
00:42:40.400 --> 00:42:44.100
of your control. Sometimes people think leaders are just positional leaders

864
00:42:44.100 --> 00:42:47.900
the big Maha the big role some boss person up

865
00:42:47.900 --> 00:42:50.200
in the ethers and those are leaders, too.

866
00:42:51.200 --> 00:42:54.500

But each of you are leaders in terms of relational power

867
00:42:54.500 --> 00:42:57.700
 you're connected with others and your influences incredibly

868
00:42:57.700 --> 00:43:00.200
 important for our Collective success.

869
00:43:01.200 --> 00:43:04.200
All of these skills. I don't know anybody on the

870
00:43:04.200 --> 00:43:07.500
 earth who's done in terms of these a personal skills, including

871
00:43:07.500 --> 00:43:10.400
 myself. These are things that we continue to work on and grow

872
00:43:10.400 --> 00:43:13.300
 and get better with and so it's sort of an ongoing sort

873
00:43:13.300 --> 00:43:16.600
 of effort a personal learning and growth to sort

874
00:43:16.600 --> 00:43:17.700
 of contribute to the environment.

875
00:43:18.600 --> 00:43:21.900
So I'm going to shift here and talk about the role of ah and

876
00:43:21.900 --> 00:43:22.500
 Hope.

877
00:43:23.100 --> 00:43:26.600
In terms of the fuel. So what I was looking at this there's lots of great pictures

878
00:43:26.600 --> 00:43:29.300
 of babies. I pretty according to Google I

879

00:43:29.300 --> 00:43:32.100
think hope belongs to babies because we have lots of

880
00:43:32.100 --> 00:43:35.300
babies pictures of babies, but the reality of

881
00:43:35.300 --> 00:43:38.900
it is is that what inspires us what repletes

882
00:43:38.900 --> 00:43:41.300
US what replenishes US is it

883
00:43:41.300 --> 00:43:44.300
snowshoeing, you know, is it going out for a run? Is

884
00:43:44.300 --> 00:43:46.500
it listening to amazing? Music or beautiful art?

885
00:43:47.500 --> 00:43:50.000
Whatever it is. We need that on a daily

886
00:43:50.300 --> 00:43:53.400
basis. We need sort of had to have the awe and

887
00:43:53.400 --> 00:43:56.800
hope and optimism that is sort of that that

888
00:43:56.800 --> 00:43:59.400
secret sauce in terms of moving us forward

889
00:43:59.400 --> 00:44:02.400
in terms of doing what we do. And so as we feel that

890
00:44:02.400 --> 00:44:05.300
maybe the gas takes a little bit empty. Maybe you need

891
00:44:05.300 --> 00:44:08.300
some more off think about that in terms of how does

892
00:44:08.300 --> 00:44:11.000
 that Inspire for us to continue in terms

893
00:44:11.100 --> 00:44:11.900
 of this important work?

894
00:44:12.900 --> 00:44:15.500
So what you do what you know, we are in an

895
00:44:15.500 --> 00:44:18.300
 action plan kind of space. I'd encourage

896
00:44:18.300 --> 00:44:21.300
 you to think about so what are three things that I could do in the areas

897
00:44:21.300 --> 00:44:24.700
 that I've mentioned sort of what's the do well part

898
00:44:24.700 --> 00:44:27.300
 of it is how can I be intentional in terms

899
00:44:27.300 --> 00:44:30.300
 of being disruptive? You see this flying fish who sort of moves around

900
00:44:30.300 --> 00:44:33.100
 sort of going for one place to the other. How can

901
00:44:33.100 --> 00:44:36.300
 I sort of ask how else could we do this? How do we make it not

902
00:44:36.300 --> 00:44:40.400
 be a one-size-fits all how do we turn from aspirations

903
00:44:39.400 --> 00:44:42.400
 to action? I've shown

904
00:44:42.400 --> 00:44:45.900
 you this before this is how we move in terms of the Multicultural institution

905
00:44:45.900 --> 00:44:49.200
 from exclusive to a club into

906
00:44:48.200 --> 00:44:51.500
 sort of identity change and structural change

907
00:44:51.500 --> 00:44:55.100
 and the words that pop out the action words understanding

908
00:44:54.100 --> 00:44:57.900
 analysis audits implements commits

909
00:44:57.900 --> 00:45:00.300
 redefines and rebuilds that's the

910
00:45:00.300 --> 00:45:03.300
 action that's the effort that we need in terms

911
00:45:03.300 --> 00:45:06.100
 of moving things forward the double AMC has all these

912
00:45:06.100 --> 00:45:09.300
 ways of inroads for change. I took that and

913
00:45:09.300 --> 00:45:12.600
 I actually changed that as an opportunity. Here's all these people doing yoga, right?

914
00:45:12.900 --> 00:45:15.100
Because if we're going to make change this isn't sort

915
00:45:15.100 --> 00:45:18.100
 of a once a year, I'll do change or once what I look

916
00:45:18.100 --> 00:45:21.000
 at my performance evaluation. I'll think about change. It really is sort of

917
00:45:21.100 --> 00:45:24.300

like yoga and pilates you have to practice it on a regular basis

918
00:45:24.300 --> 00:45:27.600
 for piano. You have to practice it to get good on a

919
00:45:27.600 --> 00:45:30.500
 daily basis. And so what are these practical strategies

920
00:45:30.500 --> 00:45:33.300
 that you want to move forward? How does it feel in terms

921
00:45:33.300 --> 00:45:36.400
 of more authenticity and bringing all of the different

922
00:45:36.400 --> 00:45:39.100
 elements of yourself into the space? How's it

923
00:45:39.100 --> 00:45:43.000
 in terms of asking about other people and their sense of belonging optimizing talents?

924
00:45:43.700 --> 00:45:47.500
Looking in terms of opportunities matching communication

925
00:45:46.500 --> 00:45:49.400
 skills doing one thing a

926
00:45:49.400 --> 00:45:52.200
 week about conscious inclusion practical things

927
00:45:52.200 --> 00:45:55.400
 about isolation management and creating spaces to

928
00:45:55.400 --> 00:45:59.000
 brainstorm and support each other in terms of ideas and

929
00:45:58.000 --> 00:45:59.200
 growth.

930

00:46:01.500 --> 00:46:06.100
All of these elements credibility coaching immediacy

931
00:46:04.100 --> 00:46:08.000
 humor care. These

932
00:46:07.100 --> 00:46:10.100
 are all important elements for all of

933
00:46:10.100 --> 00:46:13.000
 us and certainly core in terms of inclusive environment.

934
00:46:13.900 --> 00:46:16.100
So I mentioned to you sort of a word about

935
00:46:16.100 --> 00:46:16.600
 courage.

936
00:46:17.300 --> 00:46:20.200
To do this work takes courage. You can't

937
00:46:20.200 --> 00:46:23.600
 sit there and Sort of hope somebody else will do it, or you can phone it in you

938
00:46:23.600 --> 00:46:26.200
 have to stand up and speak up if there's something that's wrong.

939
00:46:26.200 --> 00:46:29.400
 You need to sort of Bring It Forward and there's opportunities in terms

940
00:46:29.400 --> 00:46:32.400
 of your different departments and units

941
00:46:32.400 --> 00:46:35.300
 the EI folks many folks in terms of being able

942
00:46:35.300 --> 00:46:38.600
 to do this and recognize in terms of when I say wrong. I'm

943
00:46:38.600 --> 00:46:41.400
 not meaning so the violating the law if that's violating law.

944
00:46:41.400 --> 00:46:44.800
 It's different thing when we have reporting structure for that and we

945
00:46:44.800 --> 00:46:47.100
 have sort of you bias reporting in terms of others, but

946
00:46:47.100 --> 00:46:50.500
 being able to challenge the status quo share a struggle accept

947
00:46:50.500 --> 00:46:53.300
 uncertainty ask how the others how they'd

948
00:46:53.300 --> 00:46:56.300
 like support and then do it the Cowardly Lion actually wasn't

949
00:46:56.300 --> 00:46:59.100
 that cowardly he actually did so the stand up but it was hard for

950
00:46:59.100 --> 00:47:02.200
 him to do but he did it and we all need to sort of

951
00:47:02.200 --> 00:47:05.400
 be able to sort of do this. This is not something that's necessarily easy.

952
00:47:06.300 --> 00:47:09.500
Also another acquired skill but your commitment to

953
00:47:09.500 --> 00:47:12.700
 be able to have the courage to do this to engage

954
00:47:12.700 --> 00:47:15.400
 and to spread your light your influence your

955
00:47:15.400 --> 00:47:18.400
 relational power to others. We'll have an impact to get

956
00:47:18.400 --> 00:47:21.400
 us to this Collective Excellence that we need. So there's ways

957
00:47:21.400 --> 00:47:24.400
 in terms of inclusive role modeling many of

958
00:47:24.400 --> 00:47:27.300
 you probably already do this and again do it

959
00:47:27.300 --> 00:47:30.900
 more instead of encouraging others in terms of creating sort

960
00:47:30.900 --> 00:47:31.700
 of these environments that we need.

961
00:47:32.900 --> 00:47:35.700
There are lots of ways in terms of helping folks

962
00:47:35.700 --> 00:47:38.600
 starting with simple things creating empathy through

963
00:47:38.600 --> 00:47:41.000
 celebration. There's different ways that we can sort of

964
00:47:41.300 --> 00:47:44.300
 move sort of the needle I've included here and this is also from

965
00:47:44.300 --> 00:47:47.300
 the power of one from Natasha Bowman even a

966
00:47:47.300 --> 00:47:50.300
 rating scale because I know we like surveys and numbers. So we're big on

967
00:47:50.300 --> 00:47:53.700
 that here so you can actually do this and take your score in terms

968
00:47:53.700 --> 00:47:56.600

of how much am I doing in terms of an environmental checklist?

969
00:47:56.600 --> 00:47:59.400
 So this is available in the PDF so you

970
00:47:59.400 --> 00:48:02.300
 can see in terms of how am I doing? And what

971
00:48:02.300 --> 00:48:03.700
 else can I do in terms of moving forward?

972
00:48:04.600 --> 00:48:08.300
Inclusion is about all of this together in

973
00:48:07.300 --> 00:48:10.500
 terms of learning and growing. It's about

974
00:48:10.500 --> 00:48:13.800
 us being able to spread our wings like that eagle all

975
00:48:13.800 --> 00:48:16.700
 of us and having room so kindness

976
00:48:16.700 --> 00:48:19.200
 and niceness are great when done in the

977
00:48:19.200 --> 00:48:21.000
 spirit of helpfulness, inclusion and togetherness.

978
00:48:21.900 --> 00:48:24.100
Do a daily practice of awe get outside of

979
00:48:24.100 --> 00:48:25.100
 your head fill up.

980
00:48:25.900 --> 00:48:28.600
Listen, even when it's difficult or uncomfortable and

981

00:48:28.600 --> 00:48:31.100
 stay connected learn in terms of sort of

982
00:48:31.100 --> 00:48:35.200
 what our areas and take advantage about your creativity

983
00:48:34.200 --> 00:48:37.400
 and how that learning fuels your ideas.

984
00:48:37.400 --> 00:48:40.700
 We are all human we do the best we can we're not perfect. We do

985
00:48:40.700 --> 00:48:43.200
 it we can and learn from our mistakes in terms of moving better.

986
00:48:43.200 --> 00:48:46.700
 We have to move from thinking about and aspiring to

987
00:48:46.700 --> 00:48:48.000
 small acts of daily practice.

988
00:48:48.800 --> 00:48:51.700
You need to be the courageous leader. You are and Unleash

989
00:48:51.700 --> 00:48:52.100
 Your superhero.

990
00:48:52.800 --> 00:48:55.300
We make our environment we already have and so

991
00:48:55.300 --> 00:48:58.600
 how do we do some of those Renovations? How do we help team night

992
00:48:58.600 --> 00:49:01.200
 teammates highlight the good stuff and make it even

993
00:49:01.200 --> 00:49:01.300
 better.

994
00:49:02.100 --> 00:49:05.000
I am absolutely full optimism in terms

995
00:49:05.100 --> 00:49:08.300
 of the fact that we can get there. We have come very very

996
00:49:08.300 --> 00:49:11.100
 far in a very short period of time and now we have

997
00:49:11.100 --> 00:49:14.200
 this next piece in terms of making this being an

998
00:49:14.200 --> 00:49:17.700
 environment where everybody's firming the join us because it's so great to be here. It's

999
00:49:17.700 --> 00:49:20.300
 work to do it's effort but that which is

1000
00:49:20.300 --> 00:49:23.100
 valuable so it takes the effort so I look forward

1001
00:49:23.100 --> 00:49:26.000
 to it. And if this is tough that's fine. We're here to

1002
00:49:26.300 --> 00:49:29.100
 work with you in terms of getting it done. I appreciate all the

1003
00:49:29.100 --> 00:49:32.700
 things you do and look forward to our collaboration. I'll mention

1004
00:49:32.700 --> 00:49:35.300
 to you this in the PDF this sort of all the

1005
00:49:35.300 --> 00:49:38.100
 elements that are in the office of diversity Equity inclusion as well

1006
00:49:38.100 --> 00:49:41.600
 as highlight our wonderful all of our wonderful Senators, including

1007
00:49:41.600 --> 00:49:44.300
 our new Learning and Development Division that's here

1008
00:49:44.300 --> 00:49:47.700
 to help and see if there's any of the time remaining so the comments

1009
00:49:47.700 --> 00:49:50.300
 or questions and thoughts. I know that

1010
00:49:50.300 --> 00:49:54.500
 there's lots of stuff. I always give too much sorry, but I'd

1011
00:49:54.500 --> 00:49:57.400
 like to set up continue these conversations and ultimately sort

1012
00:49:57.400 --> 00:50:00.200
 of say thank you for all of you for what you do every single

1013
00:50:00.200 --> 00:50:01.900
 day and sort of how we're

1014
00:50:01.900 --> 00:50:04.500
Taking the change in terms of the better. So,

1015
00:50:04.500 --> 00:50:04.700
 thank you.

1016
00:50:11.300 --> 00:50:12.700
Thank you so much drones.

1017
00:50:16.600 --> 00:50:18.600
I don't know how to get my video back on.

1018
00:50:22.400 --> 00:50:25.500
But I can be in background. That's okay too a lot

1019
00:50:25.500 --> 00:50:29.100

to sit with for sure. I realized speaking of

1020
00:50:29.100 --> 00:50:32.100
 Being Human making mistakes. I forgot to

1021
00:50:32.100 --> 00:50:35.300
 put out the poll at the start. So I'm gonna do that really quickly just to get a launch

1022
00:50:35.300 --> 00:50:35.900
 of our roll call.

1023
00:50:36.800 --> 00:50:39.600
So you could take a moment to answer those please and we

1024
00:50:39.600 --> 00:50:43.300
 have a couple of questions in the Q&A. I

1025
00:50:42.300 --> 00:50:45.400
 know I certainly have some questions as well. But let's

1026
00:50:45.400 --> 00:50:49.200
 start with some of some of the folks right here. Yes Barbara

1027
00:50:48.200 --> 00:50:51.200
 agree last digest and you mentioned

1028
00:50:51.200 --> 00:50:53.500
 Dr. Núñez, excuse me.

1029
00:50:54.500 --> 00:50:57.600
How you had too much to too

1030
00:50:57.600 --> 00:51:00.200
 much today? I don't think that that is too

1031
00:51:00.200 --> 00:51:03.300
 much personally. I think that there's certainly a lot for us to process through but

1032

00:51:03.300 --> 00:51:06.400
 it's just at least in my experience. It's always an ongoing

1033
00:51:06.400 --> 00:51:09.800
 process learning through Dei and understand these

1034
00:51:09.800 --> 00:51:12.500
 things. I'm looking forward to taking some time to go

1035
00:51:12.500 --> 00:51:15.900
 through that PDF that you shared with us and just really sitting with

1036
00:51:15.900 --> 00:51:18.300
 a lot of that content that you share that was that was

1037
00:51:18.300 --> 00:51:19.300
 really great. So, thank you for your time.

1038
00:51:20.600 --> 00:51:23.300
And thank you folks for filling out the poll. I'm going to close that

1039
00:51:23.300 --> 00:51:23.400
 now.

1040
00:51:25.700 --> 00:51:27.700
And let's get to there's a question here.

1041
00:51:28.800 --> 00:51:32.600
From Chris in the in the

1042
00:51:32.600 --> 00:51:35.500
 Q&A. It says I'll change starts with each individual person

1043
00:51:35.500 --> 00:51:38.100
 part of being a human being comes along with

1044
00:51:38.100 --> 00:51:41.600
 becoming desensitized to the racism that is embedded into

1045
00:51:41.600 --> 00:51:44.700
our culture conscious or unconscious. It's still

1046
00:51:44.700 --> 00:51:47.400
is racist and harmful. How are some ways we can

1047
00:51:47.400 --> 00:51:50.500
create a safe space that motivates individuals to First

1048
00:51:50.500 --> 00:51:53.900
internally flag these items and then speak up. How

1049
00:51:53.900 --> 00:51:56.600
do we have them say to themselves? I'm not okay. This

1050
00:51:56.600 --> 00:51:59.400
isn't okay instead of just seeing it as the

1051
00:51:59.400 --> 00:52:00.000
way things are.

1052
00:52:01.800 --> 00:52:04.100
It's a great question Chris. You know,

1053
00:52:04.100 --> 00:52:07.200
we are we are trained sort of if you

1054
00:52:07.200 --> 00:52:09.000
will when we see injustices look away.

1055
00:52:09.700 --> 00:52:12.200
Because if we look then we have to sort of

1056
00:52:12.200 --> 00:52:15.300
say you know, how am I culpable? How am I responsible? What

1057
00:52:15.300 --> 00:52:19.200
world do I play here? And sometimes it feels pretty overwhelming in

1058
00:52:18.200 --> 00:52:21.900
 terms of sort of making it through the day. So, you

1059
00:52:21.900 --> 00:52:24.100
 know, I think that part of it is sort of having Insight in terms

1060
00:52:24.100 --> 00:52:28.000
 saying, okay. Can I see how I walk in this world? And

1061
00:52:27.100 --> 00:52:29.400
 then how's that different from somebody else?

1062
00:52:30.300 --> 00:52:33.300
Right because even like that fish knowing that water's a

1063
00:52:33.300 --> 00:52:36.500
 thing, we don't usually see how we walk through the world in terms

1064
00:52:36.500 --> 00:52:39.600
 of the door automatically opens. Nobody pulls

1065
00:52:39.600 --> 00:52:42.800
 you over on the street in terms of sort of feelings of

1066
00:52:42.800 --> 00:52:46.800
 issues about safety. Like that's not a thing so finding

1067
00:52:45.800 --> 00:52:48.200
 out and getting to know each

1068
00:52:48.200 --> 00:52:53.100
 other and sort of hearing stories about how what's happening getting exposed

1069
00:52:52.100 --> 00:52:56.100
 in terms of whether in the Arts where

1070
00:52:55.100 --> 00:52:58.000

we have sort of lots of ways to sort of

1071
00:52:58.200 --> 00:53:01.800
be exposed to issues of differences reading in terms of understanding about

1072
00:53:01.800 --> 00:53:04.200
sort of different perspectives the book you might

1073
00:53:04.200 --> 00:53:08.200
not otherwise pick up because it seems to different including some

1074
00:53:08.200 --> 00:53:12.400
of those differences attending so those different events that

1075
00:53:12.400 --> 00:53:15.600
are sort of, you know, something you've never done before it's very

1076
00:53:15.600 --> 00:53:18.400
easy to kind of get into our usual the author of

1077
00:53:18.400 --> 00:53:21.300
The Power of one talks about sort of we get in this default mode where

1078
00:53:21.300 --> 00:53:24.300
we kind of clip our wings a little bit and just go so the walk walk

1079
00:53:24.300 --> 00:53:27.600
walk and don't really see things right so actively taking

1080
00:53:27.600 --> 00:53:29.500
off those blinders and sort of noticing

1081
00:53:30.300 --> 00:53:33.800
so I think building relationships starting to pay attention thinking about

1082
00:53:33.800 --> 00:53:36.100
just being reflective in terms of what are some

1083

00:53:36.100 --> 00:53:39.200
 of these things. Those are way ways to do this and then having

1084
00:53:39.200 --> 00:53:43.200
 conversations with other folks saying I'm going through this journey, too. Let

1085
00:53:42.200 --> 00:53:45.400
 me tell you something that surprised like, you know, read the

1086
00:53:45.400 --> 00:53:48.500
 the Fatal inventions book and so to say holy moly.

1087
00:53:49.100 --> 00:53:52.500
I had no idea. Let's talk about this. Have you seen this too

1088
00:53:52.500 --> 00:53:56.400
 right being able sort of have sort of conversations in

1089
00:53:56.400 --> 00:54:00.000
 terms of raising that awareness. That's the beginning. We can't

1090
00:53:59.100 --> 00:54:02.000
 sort of rip it all off in one. It's too big

1091
00:54:02.700 --> 00:54:05.900
 but we have to sort of recognize in terms of like there

1092
00:54:05.900 --> 00:54:08.100
 are there are things for which we need to sort of

1093
00:54:08.100 --> 00:54:11.000
 say, how do we do this differently right now? Our office is supporting for

1094
00:54:11.300 --> 00:54:13.400
 example paying attention to Childhood hunger.

1095
00:54:14.300 --> 00:54:17.700
So giving donations in terms of food knowing that 33% more

1096
00:54:17.700 --> 00:54:20.200
 children in Minnesota are hungry. That's a way

1097
00:54:20.200 --> 00:54:23.400
 to sort of make a difference. You might not do that. You might not go to the grocery store

1098
00:54:23.400 --> 00:54:26.700
 and get things and donate them or go to a food bank those are

1099
00:54:26.700 --> 00:54:29.100
 ways and maybe it's just one way at one point

1100
00:54:29.100 --> 00:54:32.100
 in time, but there's lots of ways sort of in it's just you have to

1101
00:54:32.100 --> 00:54:35.400
 figure something and start start with sort of the easier stuff than

1102
00:54:35.400 --> 00:54:36.500
 plan for the longer stuff.

1103
00:54:37.100 --> 00:54:37.800
Thank you, Chris.

1104
00:54:40.400 --> 00:54:43.600
Thank you. If you have a few other questions in here as well. Just looking

1105
00:54:43.600 --> 00:54:46.200
 at the time. Would you like to take another one? Otherwise, we can

1106
00:54:46.200 --> 00:54:49.800
 post these? Okay. The next question is from Justin.

1107
00:54:49.800 --> 00:54:52.600
 He says how do you acknowledge inclusion shortcomings and

1108
00:54:52.600 --> 00:54:55.600
 policy decisions without being patronizing or offensive

1109
00:54:55.600 --> 00:54:58.500
 for example, resending mask mandates on campus or

1110
00:54:58.500 --> 00:55:02.100
 in the workplace that's pertains to immuno compromise individuals or

1111
00:55:01.100 --> 00:55:04.600
 not providing a virtual option for meetings seminars

1112
00:55:04.600 --> 00:55:07.600
 and classroom instruction as pertains to individuals that have difficulty with

1113
00:55:07.600 --> 00:55:07.900
 access.

1114
00:55:08.700 --> 00:55:11.300
Okay, thank you. Justin for an easy question. I'm kidding.

1115
00:55:11.900 --> 00:55:14.400
 Um, so so it's it's

1116
00:55:14.400 --> 00:55:18.000
 real. I mean there are many sort of policy decisions that

1117
00:55:17.600 --> 00:55:20.400
 can end up being sort of patronizing and

1118
00:55:20.400 --> 00:55:23.000
 offensive. Certainly. I'm defaulting in terms

1119
00:55:23.100 --> 00:55:26.600
 of mission about health and we as sort of a place

1120
00:55:26.600 --> 00:55:29.500
 that health is our business really need to support

1121
00:55:29.500 --> 00:55:33.300

having sort of everybody within our community healthy. So

1122
00:55:32.300 --> 00:55:35.800
by sort of saying we support everybody

1123
00:55:35.800 --> 00:55:38.500
in terms of being healthy and we know that covid thank

1124
00:55:38.500 --> 00:55:41.200
you very much in this latest variant is still here. And so

1125
00:55:41.200 --> 00:55:44.600
we appreciate people considering about that safety. So it's

1126
00:55:44.600 --> 00:55:47.100
so far as their use of masks because we

1127
00:55:47.100 --> 00:55:50.300
do know in terms of you know, compromise folks that that's a

1128
00:55:50.300 --> 00:55:53.100
real thing. So, you know, I think that we need to sort of say what is

1129
00:55:53.100 --> 00:55:56.700
it that we aspire to what are we hope people to attend to which

1130
00:55:56.700 --> 00:55:59.700
can be very different than sort of mandates per

1131
00:55:59.700 --> 00:56:02.800
se and certainly it's in our wheelhouse in

1132
00:56:02.800 --> 00:56:05.400
terms of doing that, you know, sometimes making change

1133
00:56:05.400 --> 00:56:08.300
can be misread as offensive and I think that that's

1134

00:56:08.600 --> 00:56:11.300
Opportunity to have a conversation of help me understand

1135
00:56:11.300 --> 00:56:15.300
 why sort of this motion towards Health lands

1136
00:56:14.300 --> 00:56:17.400
 to you in an offensive way because again,

1137
00:56:17.400 --> 00:56:20.200
 you know quite frankly even in as it goes to masks. It's

1138
00:56:20.200 --> 00:56:23.000
 about rights and responsibilities. There's no such thing as a right

1139
00:56:23.200 --> 00:56:26.400
 without responsibility. So we have to pay attention to both of those. So

1140
00:56:26.400 --> 00:56:29.200
 you have a right to sort of be in the world and you are

1141
00:56:29.200 --> 00:56:32.800
 responsibility to not infringe on other people's rights to be in the world too. So

1142
00:56:32.800 --> 00:56:35.400
 I think that you know, it's interesting. There's a study that showed

1143
00:56:35.400 --> 00:56:38.900
 that if we put about when people go to like hotels if

1144
00:56:38.900 --> 00:56:41.300
 they get their living cleaned every day or not, if they

1145
00:56:41.300 --> 00:56:44.300
 put information that says this is what we're shorting for we care

1146
00:56:44.300 --> 00:56:47.100
 about climate change this percentage people don't do this

1147
00:56:47.100 --> 00:56:50.200
 in terms of getting it cleaned every day because they're not that dirty

1148
00:56:50.200 --> 00:56:53.400
 and so you can choose in terms of what you want to do. They

1149
00:56:53.400 --> 00:56:56.100
 found that actually people with that framing sort of said,

1150
00:56:56.100 --> 00:57:00.100
 well, I don't need to have my linen change every day either. I don't do that at home. And

1151
00:56:59.100 --> 00:57:02.400
 so I think that sort of sharing what is

1152
00:57:02.400 --> 00:57:05.400
 what are we striving for? And what are we what are generally people

1153
00:57:05.400 --> 00:57:08.100
 sort of in agreement about doing are ways in terms of sharing?

1154
00:57:08.600 --> 00:57:11.400
Why we're doing what we're doing in the example you

1155
00:57:11.400 --> 00:57:13.500
 gave in terms of health, but it's challenging.

1156
00:57:14.200 --> 00:57:17.400
And it takes work and it takes people who are making sort

1157
00:57:17.400 --> 00:57:20.300
 of policy decisions to actually take that Equity lens to

1158
00:57:20.300 --> 00:57:23.100
 say let's let's get underneath this and let's sort of say

1159
00:57:23.100 --> 00:57:26.600
 how do we sort of move forward in terms of sort of access? That

1160
00:57:26.600 --> 00:57:29.600
 is a safe literally safe learning environment as

1161
00:57:29.600 --> 00:57:32.500
 one of your examples here. How do we have a safe learning environment?

1162
00:57:32.500 --> 00:57:35.100
 And how do we set Collective ground rules that we want to

1163
00:57:35.100 --> 00:57:37.100
 do this together great question, Justin.

1164
00:57:38.600 --> 00:57:41.900
Absolutely. Thank you so much for your response to Dr. News. Love to

1165
00:57:41.900 --> 00:57:44.400
 keep going. We're over our time. Unfortunately, so

1166
00:57:44.400 --> 00:57:47.600
 these other questions which are also a fantastic questions. We'll make

1167
00:57:47.600 --> 00:57:50.000
 sure to post those on the Dean's lecture series webpage we can send

1168
00:57:50.300 --> 00:57:54.300
 those out and I'll make sure to send those to you afternoon. Yes, I'll add.

1169
00:57:57.400 --> 00:57:58.900
Your muted that you're muted.

1170
00:57:59.300 --> 00:58:03.800
You muted. Oh, I'm sorry about that. Thank you so much. I'm unfortunately

1171
00:58:02.800 --> 00:58:05.400
 we're over our time, so I'll

1172
00:58:05.400 --> 00:58:08.500

have to cut off, but I'll make sure just to add those

1173
00:58:08.500 --> 00:58:11.300
 questions share these questions with you these other great questions, and we

1174
00:58:11.300 --> 00:58:14.300
 can post those on our genes lecture series webpage. I just posted

1175
00:58:14.300 --> 00:58:17.400
 a chat again a link to that as well as a slight

1176
00:58:17.400 --> 00:58:20.700
 slide deck and our DLS Dash ODI

1177
00:58:20.700 --> 00:58:24.300
 email, which you can send a further questions to I'm going

1178
00:58:24.300 --> 00:58:27.500
 to stop a recording here. Have a great January everybody.

1179
00:58:27.500 --> 00:58:31.200
 Please come on back in February for our February teen

1180
00:58:30.200 --> 00:58:33.700
 special seminar second week of February.