

WEBVTT

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00:00:10.160 --> 00:00:12.259

Dean's Lecture Series: Good morning, everyone.

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00:00:13.600 --> 00:00:16.900

Dean's Lecture Series: We'll get started here and about 30 minutes.

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00:00:34.260 --> 00:00:37.189

Dean's Lecture Series: Okay, good morning, everyone. And welcome

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00:00:37.860 --> 00:00:53.950

Dean's Lecture Series: to another installment of the Dean's lecture series. I'm Joy Harkin, the administrative director for the office of Diversity, equity, and Inclusion. This session will be recorded and shared out within 2 days to all those who registered for the event.

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00:00:54.010 --> 00:01:00.500

Dean's Lecture Series: Otherwise the recording can be found under the education and training tab of the Odei website.

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00:01:00.850 --> 00:01:12.520

Dean's Lecture Series: Live transcription has been enabled. Please note that the live transcript is not perfect. As this is an auto transcript, we invite you to take care of yourself as necessary during today's session

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00:01:12.590 --> 00:01:14.489

Dean's Lecture Series: as we will not be taking a break

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00:01:15.310 --> 00:01:27.079

Dean's Lecture Series: any feedback or issues with accessibility. Please email us at DIs Od. ei@umn.edu. We ask that participants. Please use the QA. Function instead of the chat.

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00:01:27.100 --> 00:01:32.540

Dean's Lecture Series: We will do our best to answer your questions. But please understand, we are working within a set window of time.

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00:01:32.700 --> 00:01:50.470

Dean's Lecture Series: Should we not get to your question, we will work with the presenters to get unanswered questions posted on Dean's lecture series, webpage pasted in the chat you'll find links to the Dean's Lecture Series website, the slides to our presenters lecture and the Dean's Lecture Series email address.

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00:01:50.570 --> 00:01:55.699

Dean's Lecture Series: I will now turn it over to Vice de Nunez to introduce today's guest lectures.

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00:01:56.800 --> 00:02:24.220

Ana Nunez MD: Good morning, everybody. Welcome to December. It's going to be a balmy 40 degrees for those who, remote is in sort of the Twin Cities area, probably colder in Duluth, but from what I hear they're very upset that there's not snow on the ground there. So so warmer weather than we expect. Hope everybody is doing well. Delighted for you to join us here. And we have a fabulous presentation sort of on deck for you. We have

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00:02:24.220 --> 00:02:52.280

Ana Nunez MD: information about a most amazing group and most amazing team of individuals working together, our staff advancing diversity and inclusion and all the wonderful work that they're doing. Our Co. Leads in terms of this presentation are Shawn Jarz Jarvis, who goes by, he and him who's finance professional for the Department of Medicine, Sadie Committee Chair, and Mary Ann Riley Sponge, her psychologist and medical education.

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00:02:52.280 --> 00:03:06.770

Ana Nunez MD: the office student affairs and Sadie Co-chair shawn joined Sadie in October of 2019 and is a member of in addition to chair is member of communications and events and education subcommittees.

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00:03:06.940 --> 00:03:32.869

Ana Nunez MD: Maryanne has been a psychologist, providing confidential bridging, counseling services, academic performance, coaching and well being programming and collaboration students since 2 2018 in undergraduate medical education. And she's currently the Sadie Co. Chair and members of the Communications Subcommittee. I'm delighted to have you join us delighted here about all the fabulous stuff that's happening in Sadi. I'll turn it over to you, too, Shawn and Marianne. Welcome.

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00:03:36.160 --> 00:03:37.729

Shawn Jarvis: Good morning, and thank you.

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00:03:43.640 --> 00:03:46.179

Ruby, if I could take over screen share. Please.

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00:03:53.010 --> 00:03:54.399

Shawn Jarvis: Thank you very much.

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00:03:56.560 --> 00:04:11.950

Shawn Jarvis: So good morning. My name is Shawn. As Dr. Nunnia said, I am here on behalf of Sadie. I currently serve as our chair. We are looking forward to sharing our progress. Since our last presentation. We were last year, actually, 2 years ago in December of 2021

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00:04:12.460 --> 00:04:28.770

Shawn Jarvis: today you'll be hearing from members of all of our wonderful subcommittees. We're happy to lift uplift the work that has been undertaken by staff for all volunteers. With Sadie. Our intended overview is to go through our commitment in our history, introduce our leadership committee.

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00:04:28.800 --> 00:04:44.379

Shawn Jarvis: and then we will hear from the subcommittees on their missions, initiatives and updates. Those all include events in education, recruitment, development, and retention. The Communication Subcommittee and our affinity groups, and then our closing, and we would love to hear from you. What do you want from Sadie?

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00:04:45.840 --> 00:05:00.279

Shawn Jarvis: First and foremost our mission of Sadie is to identify, create, and support initiatives, to advance the values of equity, diversity, and inclusion for the University of Minnesota Medical School staff, both on the twin Cities and Duluth campuses.

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00:05:01.750 --> 00:05:14.969

Shawn Jarvis: First and foremost we are staff focused. So our commitment is to supporting medical school employees whose primary position is classified as staff. Whether that be full or part time, temporary and student employee positions.

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00:05:15.820 --> 00:05:34.030

Shawn Jarvis: and our leadership committee and subcommittees are dedicated to providing valuable learning and engagement opportunities, resources, support options and helping the medical school move towards a more diverse and inclusive workforce to better serve our school and community. I can't stress again how important it is to understand that we are actually here to serve staff

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00:05:34.500 --> 00:05:57.890

Shawn Jarvis: so little bit about our history. We were formed in 2,015 as a grass roots, effort by a group of medical school staff who recognized a need for Dei opportunities focused on staff, A sometimes overlook group between faculty and students. It should be noted that the U. Of M. Medical school was founded in 1888. Sadie was founded 127 years later.

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00:05:57.900 --> 00:06:18.909

Shawn Jarvis: We believe that we are one of the first groups to focus specifically on staff. And in our brief history we have made a vast amount of progress, advancing our initiatives and experienced tremendous growth. as you can see on the timeline. In 2,017 we began holding

some of our first for workshops and or dialogue circles for staff. These were on various topics that included how to become a better ally.

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00:06:19.340 --> 00:06:27.920

Shawn Jarvis: recognize implicit bias and microaggressions, understand privilege and advance racial equity, confront ableism, and so sexual harassment.

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00:06:28.900 --> 00:06:41.749

Shawn Jarvis: as you can see from the timeline. We have gained momentum in the past few years, both in the growth of our committees as well as initiatives we are undertaking. We started to align with the office of diversity, equity, inclusion in 2020, and then

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00:06:41.760 --> 00:06:45.860

Shawn Jarvis: 2022 to 23. We've continued to expand on our moment momentum

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00:06:48.440 --> 00:07:01.150

Shawn Jarvis: while we are under the umbrella of Odi. It is important to understand that we do function independently, and we do not report up to any one particular department or office. As I said previously, we are all volunteers from departments, all across the medical school

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00:07:01.490 --> 00:07:15.369

Shawn Jarvis: underneath the Ode Umbrella. We do have our leadership committee, which is made up of 12 members, including the Chair and Co. Chair. And then we currently have 3 subcommittees, each of which are responsible for advancing specific projects or programs within Sadie.

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00:07:15.830 --> 00:07:25.210

Shawn Jarvis: The creation of these subcommittees provided us with the flexibility and the people power to develop and organize. operationalize more ambitious goals than we had before.

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00:07:25.480 --> 00:07:42.640

Shawn Jarvis: As you can see, we have 3, so we have the Events and Education subcommittee. They host monthly events, connect and learn workshops and hot topics. We have our communication subcommittee, and then we have recruitment, development, and retention, under which is our affinity group, so you will hear from all of them a little bit later. In this presentation.

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00:07:44.810 --> 00:08:08.669

Shawn Jarvis: as I mentioned previously, we are all volunteers, with the addition of our subcommittee, Sadie has grown greatly to 27 members. We are across 23 departments currently, and we do have representatives from both twin cities and Duluth campuses. I'm

gonna hand it over next to Mary Ann Riley Spawn. She is my co-chair for 2023, and she will talk to you a little bit more about Sadi.

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00:08:10.020 --> 00:08:21.499

Maryanne Reilly-Spong (she/her): Thank you, Shawn, and thank you. Ode, Dr. Ninas and your whole staff. It takes a village to put this together, as we have witnessed in the last 24th.

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00:08:21.760 --> 00:08:33.830

Maryanne Reilly-Spong (she/her): This morning I'm going to speak a bit about who is Sadie, and not to confuse things. But any of you who have been to any of our discussions or initiative are Sadie participants and we appreciate you.

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00:08:33.890 --> 00:08:39.760

Maryanne Reilly-Spong (she/her): We're gonna focus on our leadership team. For my part of the talk and

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00:08:39.940 --> 00:09:02.329

Maryanne Reilly-Spong (she/her): a. And our aim and leadership is to represent all of Sadi, who also represent all of our staff here at the medical school. So this slide gives you a preview of what we look like our appearance per se we're all as Shawn said, volunteers, and in this group we have diversity in campus. Thank you. Duluth.

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00:09:02.330 --> 00:09:13.279

Maryanne Reilly-Spong (she/her): We also have great departmental representation and variation regarding length of service to the medical school and to the university on a larger scale.

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00:09:13.280 --> 00:09:32.959

Maryanne Reilly-Spong (she/her): And you know, maybe you recognize someone on this slide, or maybe work in a department that's represented here, and we would encourage you to reach out to any one of us. We'd love to hear from you directly that sort of shoulder tapping or if you're in research that snowball recruiting is a really wonderful way to get involved.

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00:09:33.420 --> 00:09:49.460

Maryanne Reilly-Spong (she/her): One of the things that Shawn and I have talked about a lot in the last year is how to diversify our committee further, so that it's more representative of the many identities held by medical school staff and the trainees who we ultimately serve.

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00:09:49.470 --> 00:10:03.069

Maryanne Reilly-Spong (she/her): I'll also note that most of these leaders, it also participate on one of our subcommittees, or are working on a Sadie project in the background as part of their leadership committee role. And and

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00:10:03.070 --> 00:10:24.719

Maryanne Reilly-Spong (she/her): how this looks on your calendar is that if you're part of the leadership team you're meeting twice a month. If you're on a subcommittee, you're probably meeting at about that same frequency. And some of us do work behind the scenes or schedule separate meetings to get things done. It's a lot of fun, actually, if you've ever thought about it. Please come and join us.

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00:10:26.110 --> 00:10:37.889

Maryanne Reilly-Spong (she/her): This next slide is a word cloud that represents some just some of the identities held by our whole committee. So leadership and all the subcommittees

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00:10:38.270 --> 00:10:55.560

Maryanne Reilly-Spong (she/her): So we created an identity survey, because a couple of years ago Sadie was called out in an open forum is appearing to be a white woman's organization, and we looked at ourselves on the screen, and we said, Yeah, we can sort of see that. But there's a lot that you can't see.

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00:10:55.680 --> 00:11:07.160

Maryanne Reilly-Spong (she/her): So we created this survey. And we update this as we update who's participating in our subcommittee some leadership? We run this frequently.

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00:11:07.290 --> 00:11:08.510

Maryanne Reilly-Spong (she/her): And

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00:11:08.800 --> 00:11:30.640

Maryanne Reilly-Spong (she/her): I think this tells a better story of Sadi. It shows that we're more than our appearances on Zoom, our volunteers that also identify as Lgbtqia plus or as being neuro diverse. Some of us live with the disability. We have a wide variety of cultural and religious and spiritual backgrounds and identities that we hold

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00:11:30.640 --> 00:11:43.200

Maryanne Reilly-Spong (she/her): and just a reminder. This isn't everything that we sampled, but we're also protective of our staff volunteers. So we want to make sure that no one person could be identified by words on this slide.

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00:11:46.130 --> 00:12:12.789

Maryanne Reilly-Spong (she/her): So a little bit about the structure, and some notes about our current work. So structurally, we have a chair, who you just met Sean, and I'm the privileged Co chair this year. We. He represents Sadie across the medical school I fill in for him when needed, and our general practice has been at the end of the year. The Co. Chair takes over the chair position.

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00:12:12.910 --> 00:12:21.739

Maryanne Reilly-Spong (she/her): We also have a full committee, including 10 additional members. So we have 12 leadership team members altogether.

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00:12:22.500 --> 00:12:34.869

Maryanne Reilly-Spong (she/her): Some current things that we're working on are tracking our strategic initiatives, and staff participation in safety. So every year we engage in forming strategic initiatives.

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00:12:34.870 --> 00:12:59.959

Maryanne Reilly-Spong (she/her): Usually January, February, we track those cause. We wanna make sure that if we're not completing them, that we're modifying them or being intentional about what's happening with those initiatives. And we track staff participation. So that means you may be on this webinar today you are our stakeholders. And so one of our outcomes. In measuring our success is our people showing up.

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00:13:00.360 --> 00:13:09.010

Maryanne Reilly-Spong (she/her): So, considering right, this structure and the multiple initiatives that were support that you're going to hear about from subcommittees in a few minutes

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Maryanne Reilly-Spong (she/her): one of the major considerations of our leadership team is, how do we create streamlined, documented ways for all of us to be efficient as possible to protect our volunteer hours and make it easier for new subcommittee members to feel confident in processes and procedures so they can jump in really quickly.

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00:13:28.210 --> 00:13:46.669

Maryanne Reilly-Spong (she/her): right? Because we're volunteers. So when volunteers show up. They're ready to do something. They want to get their hands dirty so how can we give them a literal manual that says, this is the subcommittee you're on. And this is the work. And this is how you do it. That allows us to get moving on things a lot faster.

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00:13:47.470 --> 00:13:48.510

Maryanne Reilly-Spong (she/her): Okay.

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00:13:48.550 --> 00:14:15.360

Maryanne Reilly-Spong (she/her): I am going to without further ado. Take a moment to introduce our next speaker. Our events and Education Subcommittee. Is next up and representing them is Gina Pinnacle. Gina is the fellowship administrator in the department of Pediatrics, and on the side she's our co-lead for events and Education subcommittee. Welcome Gina.

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00:14:17.260 --> 00:14:32.349

Gina Finical: Hello, and thank you, Mary Ann, for your wonderful introduction. As Marianne said, my name is Gina Finnikal and I serve as one of the co-leads for our events and education subcommittee.

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Gina Finical: I believe that our events and Ed team is a great example of a collaboration with multiple campuses. Again shout out to the loop and multiple departments.

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00:14:45.020 --> 00:14:58.029

Gina Finical: So the University of Minnesota has multiple locations that serve a variety of people. And we want to be able to reach out and get everyone involved in conversations and just learning about one another.

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00:14:58.090 --> 00:15:14.920

Gina Finical: One of the main reasons that I got involved in Sadie was a realization that I had a huge gap in my own knowledge. I grew up in a very white Christian Middle class college town in Central Iowa, and diversity was a rare occurrence.

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00:15:15.000 --> 00:15:29.159

Gina Finical: and it was barely touched on in our whitewashed history classes. So I really wanted to reach out and learn more about my new community and all of the people that live within it.

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00:15:32.410 --> 00:15:42.800

Gina Finical: So the mission of our events and education team, the official mission is to prepare and present events and discussion opportunities

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00:15:42.970 --> 00:15:47.990

Gina Finical: for University of Minnesota Medical School staff within the Twin Cities, and Duluth

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00:15:48.080 --> 00:15:56.940

Gina Finical: by organizing monthly, educational and thought provoking events, using relevant materials and resources.

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Gina Finical: It's a much shorter way to look at it is we just really want to get those conversations started and get people talking to one another.

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00:16:08.940 --> 00:16:15.140

Gina Finical: and the way that we do that is, with our 3 different forms of events.

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Gina Finical: So some of you out there may have attended some of these for those of you who haven't. The first event that we host is a connect and learn. And then we have workshops and hot topics.

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00:16:30.500 --> 00:16:42.489

Gina Finical: So our connect and learn events, focus on a single topic that relates to Dei. And these will have assigned resources for participants to review prior to event.

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00:16:42.980 --> 00:16:48.800

Gina Finical: This basically just helps everyone get an understanding of the topic for the day.

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00:16:48.900 --> 00:17:04.919

Gina Finical: If you aren't able to read or watch the resources that we give you ahead of time we still welcome you to come and participate. We like having that variety of outlooks and input on all of our discussions.

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00:17:05.119 --> 00:17:13.140

Gina Finical: So even if you haven't looked at the resources. That's okay. They are still available after the discussion. If you want to refer to them later.

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00:17:13.640 --> 00:17:26.329

Gina Finical: Our workshops, which in 2023 were actually held in collaboration with Odei, learning and development managers, Matt Edmondson and Shinea, Turner-smith.

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Gina Finical: They do a deeper dive into specific topics. Our last workshop series, the one in 2023 focused on workplace power dynamics, on workplace well-being and the different hierarchy levels in medical education.

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00:17:44.790 --> 00:18:14.590

Gina Finical: And then our hot topics really focus on current issues that are related to Dei that are happening in the news at that time. So when you see our schedule it will say that the hot topics, the topics, are to be determined, and that is because we like to look at things that are currently happening. Those don't have pre work because a lot of times people already know about the topic just because it's so big in the news.

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00:18:15.240 --> 00:18:31.679

Gina Finical: So for our other upcoming events. We have our connect and learn which is actually tomorrow, and we will just be kind of celebrating the season and looking at different traditions and beliefs and celebrations

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00:18:31.760 --> 00:18:42.950

Gina Finical: related to all kinds of religions and personal experiences. So come and join us tomorrow for that

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00:18:43.320 --> 00:18:49.940

Gina Finical: our other connect and learn that'll be coming up in January. We're gonna look at the Truth project reports

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00:18:50.430 --> 00:18:59.170

Gina Finical: and then hot topics to be determined, and we'll have a workshop in March that's based on sizes. And that phobia

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00:18:59.480 --> 00:19:28.909

Gina Finical: down at the bottom of this slide. If you do have a topic or article or book that you would like to discuss, feel free to email those to us at Sadd, at Umn Edu. We always look at recommendations and work them into our schedule when applicable. We we have a list of running topics that we've already covered as well. So sometimes it depends on how recently we covered a topic, or if we covered it at all. So.

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00:19:31.290 --> 00:19:51.650

Gina Finical: and then I want to. Introduce our next speaker, who is bar dicer. She is in the department of psychiatry and behavioral sciences. As an administrator. She's a nurse with a Phd. In organization and management, and has worked at the School of Medicine since 2,015

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Gina Finical: barb joined Sadie in 2,020, as a member of the Recruitment and Retention Committee, where she currently serves as the chair.

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00:20:02.040 --> 00:20:04.130

Barb Daiker: Thank you. Gina appreciate it.

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00:20:04.170 --> 00:20:11.970

Barb Daiker: and thank you to the Sadi leadership and vice, Dean Nunez for making this opportunity available to us.

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00:20:12.070 --> 00:20:34.090

Barb Daiker: We have a really dynamic group in the recruitment, development and retention subcommittees. The team is represented across both campuses and brings a lot of energy and ideas to the table. And with that energy and ideas we've been able to accomplish a few things we still have more to work on. But it's it's really fun group to work with.

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00:20:36.170 --> 00:20:53.140

Barb Daiker: So the Recruitment Development and Retention Committee is really working towards providing resources to the medical school departments, the programs, the units and offices to help them hire, develop, and retain those people who have been historically underrepresented in our staff.

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00:20:55.860 --> 00:21:08.130

Barb Daiker: So let me tell you a little bit about how we got to our particular topics, and then tell you what we're working on right now. I'm sure most of you know that it can be really difficult to navigate the application

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00:21:08.170 --> 00:21:24.149

Barb Daiker: job postings, all of those pros processes that allow you to get a job here in the medical school or the university in general. So with that in mind, we began digging a little bit deeper to try to figure out. You know, where were these barriers?

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Barb Daiker: And one of the ways we went about it is. We reached out to North Hennepin Community College, which is one of the 2 year colleges that often can feed into the university, and we talked with the team out there that helps their graduates.

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00:21:39.780 --> 00:21:59.399

Barb Daiker: Get placements and understand jobs and stuff like that. And we had a few meetings with them to better understand what is the barrier between what is happening? It with their graduates, and then at the University, and and it was very enlightening, and they were so gracious to give us their time and attention on this.

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00:21:59.410 --> 00:22:02.059

And what we identified is that

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00:22:02.410 --> 00:22:17.180

Barb Daiker: while we have positions that do not require bachelor's degrees or certain levels of education. Our job postings often imply it. We also set expectations sometimes in our job postings that

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00:22:17.610 --> 00:22:47.240

Barb Daiker: spell out things that are unique to the university. And so if we say that you need to have experience with it. knowing someone from the outside probably doesn't creates an immediate barrier to it. So with that in mind, the committee develops some job posting resources. These are targeting specifically the hiring managers to help them think a little bit more about what they're saying in their posting, to make it more accessible to people and to

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00:22:47.240 --> 00:22:57.290

Barb Daiker: encourage people to apply, because, as a hiring manager, we are in our best situation. If we have lots of qualified applicants to talk to, and

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00:22:57.290 --> 00:23:01.219

Barb Daiker: and by making following these tips

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00:23:01.300 --> 00:23:04.040

Barb Daiker: you can have a better posting.

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00:23:04.560 --> 00:23:31.469

Barb Daiker: The other thing that can happen is is that if we're only posting on the University's website that will only attract people who know how to navigate our website or are willing to try to tackle it. So the other thing we created was a list of alternative postings places. You could put the position, some of which have a small cost and some of which are free in order to get your job posting in front of a larger audience of people.

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00:23:31.610 --> 00:23:33.159

Barb Daiker: We have

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Barb Daiker: anecdotal information. I have had some personally in following these tips and using these that has created much better pool of candidates, and that allow us to recruit people who might not otherwise have applied.

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00:23:49.020 --> 00:24:09.059

Barb Daiker: So that's a great start. But there's more to be done. And so what we're working on right now is a project with Central Hr. At the university level to really modify those minimum requirements for certain job codes that will open up the door to greater inclusivity and broader access.

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00:24:09.060 --> 00:24:33.939

Barb Daiker: We've been welcomed in to Central Hr. To support that work and expect that in January we will have committee meetings where we can bring some ideas that we've already fostered, the examples of where things are kind of a mismatch from what the job code is and what the requirements are. And with that we hope to see some changes. With some of those

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00:24:34.360 --> 00:24:36.890

Barb Daiker: basic job code descriptions.

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00:24:37.800 --> 00:25:03.800

Barb Daiker: We're hoping to distribute our tips and tricks further. So thank you today for attending, you'll be able to get your hands on it. But we also think that there's an opportunity to

create tips for the community colleges and other places where their students or graduates might be feeding into us, so that they, too, can better navigate what's going on at the University, and then

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00:25:04.050 --> 00:25:27.449

Barb Daiker: we also are a very strong supporter of the affinity groups and provide whatever whatever support they're looking for. We are happy to do that with them. At 1 point it was kind of housed in this, in the middle of our committee. And now there's a group working specifically on it, which is great, it provides wonderful energy and support for for their work.

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00:25:30.660 --> 00:25:39.769

Barb Daiker: So with that I want to introduce Shelby Gill. Uses she her pronouns. She represents the Sadie's

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00:25:39.770 --> 00:26:05.249

Barb Daiker: Communications Subcommittee. She's worked at the University since 2,017, and is currently in the Gi. Division within the Department of Medicine. She's on their administrative team, and she helps manage the day-to-day operations, outreach academic and clinical projects. She joins Sadie's Communication committee in February of this year and helps manage the Sadi website, the Biweekly digest and other projects.

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00:26:07.000 --> 00:26:29.029

Shelby A Gill: Hey, thank you so much for the introduction. So our State Communications Subcommittee is made up of 6 staff from across the Medical School, representing multiple departments and areas of work. So together, we represent Department of Medicine, Family Medicine and Community Health department of Pediatrics Department of Surgery and Undergraduate Medical education.

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00:26:29.030 --> 00:26:38.480

Shelby A Gill: I absolutely love working with this subcommittee. It's a great group of people. We have a lot of fun. We meet every other week as a full committee, and

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00:26:38.480 --> 00:26:52.989

Shelby A Gill: it's really great to be able to work with people that I usually would not have run into working at the medical school and getting to collaborate with them on something that we all care about. So I'm gonna go through our mission. It's a little long, but I'm gonna read it out loud for us.

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00:26:52.990 --> 00:27:16.480

Shelby A Gill: So the Communication Subcommittee Mission is to design and maintain the city website, social media and other avenues of communication. The goal is to increase resource visibility, promote community and provide updates to medical school staff regarding the committee's activities, internal and external learning and engagement opportunities oed certification, Dei resources and available support.

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00:27:17.660 --> 00:27:23.140

Shelby A Gill: So what we do? We've listed out a few of our committees initiatives.

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00:27:24.380 --> 00:27:51.129

Shelby A Gill: and they are all really driven by our mission to increase resource visibility, promote community and provide updates to medical school staff, all in all. In general, our committee works to support all of the subcommittees within Sadie, and to promote all of the awesome work that they're doing and highlight Sadie's existence within the medical school. So I'm going to run through a few of our initiatives here and talk about how you can engage with Sadie's. So we have our bi weekly News digest

114

00:27:51.130 --> 00:28:16.000

Shelby A Gill: some of you may be already received. This this is an E. Newsletter that comes out on bike Tuesdays, and it's really uses an avenue for us to share information about upcoming Sadi events. Share resources that have been put together as well as we'll pull in different Di related events and resources from across the medical school in University. If you're not receiving our digest and you want to feel free to send us an email

115

00:28:16.000 --> 00:28:21.499

Shelby A Gill: at Sadie, at Umn Edu. And we can add you to our distribution list.

116

00:28:21.640 --> 00:28:39.850

Shelby A Gill: In addition to that, we manage our website. So we do have a website under Ode's web page. This is a great place. You can check out if you want to learn more about our committee. See what's going on and find information about upcoming events. I believe later in the presentation there'll be a QR. Code to go check that out.

117

00:28:40.070 --> 00:29:03.769

Shelby A Gill: We also, if you pay attention to the Odi newsletter that comes out, we have a recurring spot to put content, called the Sadie Spotlight. So our committee puts together. Content. That might be about Sadie might be about new resources we have, or just about current topics going on. So when you get those newsletters feel free to check out the Sadi spotlight and see what we're up to.

118

00:29:03.940 --> 00:29:27.280

Shelby A Gill: A new initiative of the Communications Subcommittee is really trying to focus on how we can engage with new staff members. So trying to put together. A process called like the new employee, welcome message, where we can be proactive about telling them about Sadie's existence, and how they can get involved in different resources that we have to offer them as they work here at the Medical School.

119

00:29:27.710 --> 00:29:34.970

In addition to the city spotlight I mentioned, our committee sometimes will help provide content. For the Odei Newsletter.

120

00:29:35.580 --> 00:30:03.840

Shelby A Gill: In addition as part of our mission social media is a big focus of our committee. We actually used to have a Twitter account for Sadi, but it wasn't used very much and wasn't really proving to be an effective communications avenue. So we're not using that anymore. But currently, our committee is looking into social media options. Trying to figure out what we want this to look like and how we can build a social media presence that is meaningful and effective for us.

121

00:30:03.870 --> 00:30:22.940

Shelby A Gill: And in addition to all of those initiatives, our committee helps with all sad communications, design and editing. So taking the lead, helping to create a brand for our committee. And really the main goal, with all of that is to make all Sadi communications clear and accessible.

122

00:30:23.010 --> 00:30:47.810

Shelby A Gill: And perhaps most fun to me this past year. Focusing on event signage and swag. So we've been really intentional about how we uplift Sadie's message, and how we can use our resources to spread awareness of the committee, and also just to build community within the medical school. So you can see a few examples of things that we've procured this last year. So on the right side, the like Circle Graphic and the.

123

00:30:47.810 --> 00:30:54.820

as you are graphic are to represent some stickers that we just got, and we also now have some branded Sadie pens.

124

00:30:54.910 --> 00:31:10.300

Shelby A Gill: and then on the left there's a image of a large retractable banner that we made this past year, and that can be used at different events that we attend, or if we have tabling opportunities, to help promote our committee and increase the visibility of Sadie.

125

00:31:10.430 --> 00:31:33.700

Shelby A Gill: So with that I have the pleasure of introducing Derek Hirsch, who is the leader of the Sadie Affinity groups, initiative. Derek joined the Sadie Leadership Committee in February of 2023 and currently oversees the Sadi Affinity groups. He works as a research services services manager in the Department of Family Medicine and Community Health, where he also serves on the justice, equity, diversity, and Inclusion Committee.

126

00:31:35.470 --> 00:31:57.179

Derek E Hersch: Great. Thank you so much, Shelby, that introduction. Yeah. So I'm going to talk about our affinity Groups initiative, which is not its own subcommittee just yet. But the

mission of the affinity groups is to build community and supportive spaces across the Medical school for Bipoc, Lgbtqi, plus disabled and other underrepresented and marginalized staff.

127

00:31:57.440 --> 00:32:17.499

Derek E Hersch: and this comes in the form of Zoom Meetings in person meetings. It's really flexible, and comes from the groups themselves to determine how they want to join together, whether that be an informal just meet up group or a more formal peer support group.

128

00:32:17.500 --> 00:32:30.289

Derek E Hersch: It's extremely flexible and completely group driven. We have 2 great facilitators right now. Who are helping with our 2 active groups?

129

00:32:30.530 --> 00:32:32.630

Derek E Hersch: and

130

00:32:32.900 --> 00:32:53.800

Derek E Hersch: they take a lot of direction from the members of those groups. And yeah, we just would like to keep that flexibility going forward. So right now, there are 17 staff across the medical school who are engaged in our our 2 active groups, and just like Sadie, they represent a variety of departments and divisions.

131

00:32:56.870 --> 00:33:18.090

Derek E Hersch: And so we are hoping to establish some new groups because we've received. Some interest specifically, a bipoc group, a Latinx or not Latin group, an Asian group, and a Middle Eastern or Arab group. So if any of those you have any of those identities, and are interested in connecting with other staff in the medical school. Please

132

00:33:18.100 --> 00:33:33.290

Derek E Hersch: submit our form, which we'll share in the next slide. But we currently have an Lgbtqi plus group and a disabled and neuro divergent group that meet on a monthly basis. And you're more than welcome to join those if you have one of those identities.

133

00:33:36.130 --> 00:33:54.900

Derek E Hersch: And lastly, I just want to share our link to a real, brief Google form that you can fill out to indicate your interest in participating in one or more of our affinity groups. And that's@zumn.edu slash Sadie hyphen affinity.

134

00:33:56.580 --> 00:34:02.799

Derek E Hersch: and that's all that I have. So I'd like to bring it back to Shawn Jarvis, our Sadie chair to finish this up.

135

00:34:05.550 --> 00:34:11.069

Shawn Jarvis: Great! Thank you, Derek, and thank you. Everyone that presented the mission and update

136

00:34:11.120 --> 00:34:34.039

Shawn Jarvis: updates from our subcommittees. As you can see, we are very busy, but our overall message is, we invite you to please. Come as you are along your Dei journey with Sadie. We're all learning this in this in this journey together, and we all bring something important to the table, and we want you to be a part of that discussion with Sadie. Help guide us on the topics you wanna hear from, or the initiatives you think are important that we could consider.

137

00:34:34.100 --> 00:34:46.829

Shawn Jarvis: I want to take a quick look back at some of the events that we've covered in the past year. Most of these come from our events and education. Subcommittee. We've had several book talks. You can see the titles listed here, and

138

00:34:47.400 --> 00:34:52.060

Shawn Jarvis: very busy. A wide range of topics that we've covered from allyship

139

00:34:52.330 --> 00:35:05.779

Shawn Jarvis: ableism and Disability University of Minnesota and travel relations. We did a 3 part connect and learn series this year about what is a woman that was in response to the Supreme Court rulings last spring. Affirmative action

140

00:35:06.140 --> 00:35:29.580

Shawn Jarvis: definitely. Some discussions going on. And we'll Ongo continue ongoing about remembering the holocaust and fighting anti-semitism. And then one additional thing not listed on the slide. I'd like to come back to is one of our initiatives we're looking forward to reporting out on is our Dei goals pilot will report on that later this spring. This was a really exciting project that we invited folks to participate in

141

00:35:29.830 --> 00:35:32.179

Shawn Jarvis: with the idea that

142

00:35:32.270 --> 00:35:49.750

Shawn Jarvis: you would consider having a Dei or community related goal as part of your performance. Appraisal tool your your end performance appraisal. And then just kind, we were hoping, helped provide resources on how would you achieve that? Whether it's, you know, connecting with Sadi or other diversity events across campus.

143

00:35:49.820 --> 00:36:05.629

Shawn Jarvis: and then using that to get the support of your supervisor to have the time to complete those goals. We have about 10 individuals and or leaders who are participating that. And so really looking forward to seeing the end results and sharing that back later this year

144

00:36:06.160 --> 00:36:15.429

Shawn Jarvis: to close. We would like to invite you to connect and join us. You can do so by scanning the QR. Code on the right of this slide.

145

00:36:15.630 --> 00:36:19.900

Shawn Jarvis: Or going to z dotn.edu slash Sadie

146

00:36:20.120 --> 00:36:28.449

Shawn Jarvis: sign up for our listserv. If you haven't already done so, you can do that by sending an email to sadi@umn.edu, or there's a form linked in our website.

147

00:36:28.830 --> 00:36:40.140

Shawn Jarvis: We would like to invite you to get involved with our subcommittees some of them have a need for more volunteers to help continue the work that we are doing. And

148

00:36:41.730 --> 00:36:52.349

Shawn Jarvis: hopefully, you would consider doing that after today's presentation. And then as well, we would like to invite you to participate in one of our monthly events that we've outlined earlier today.

149

00:36:52.690 --> 00:36:57.719

Shawn Jarvis: and with that I will hand it back over to. I see nurse for some of the questions.

150

00:36:58.640 --> 00:37:16.420

Ana Nunez MD: Great. Well, thank you very much. Again. Really, kudos to to all of you in terms of just amazing work, you know. It just sort of have to sort of put it out there in terms of, we know that culture is learned. Behavior and culture is something that we create together

151

00:37:16.420 --> 00:37:46.409

Ana Nunez MD: and so kudos to to Sadi in terms of sort of the the culture that you are creating and expanding and engaging cause. It's really important, you know, from the power of one to the collective wisdom of all in terms of making those changes. You know the the issues in terms of being flexible, just showing up, you know, engaging, and then sort of coming up with sort of good ideas and connecting are really really powerful and important in terms of moving the needle for us. So I think it's really really important.

152

00:37:46.410 --> 00:37:52.680

Ana Nunez MD: I'm curious in terms of the recruitment space

153

00:37:52.760 --> 00:38:21.259

Ana Nunez MD: in addition to some of the wonderful work in terms of sort of community colleges and such. Are there any other opportunities you come across, or are curious to hear about? If it exists out there. To either have kind of some, a pre-exposure and apprenticeship, an opportunity for people to see. Oh, this is this is a cool job. This might be something in terms of a trajectory. So that we can sort of raise awareness of individuals. You know, you've already shared that

154

00:38:21.260 --> 00:38:45.080

Ana Nunez MD: tough spalunking a little bit in terms of the job descriptions and things like that. I'm wondering if there's a little bit more granular opportunities to make connections. You know, sort of bring a friend to bring your friend's daughter or son to work. Kind of thing. But if there's ways like that, just to raise awareness of like, huh! I did. I didn't actually know that was a job like you could do that, you know. That might be something I'd be interested in

155

00:38:45.090 --> 00:38:51.479

Ana Nunez MD: does anything like that exist? Is that something that you feel might be useful to explore?

156

00:38:53.680 --> 00:39:06.860

Shawn Jarvis: Well, that is a great question. I might would probably invite Barb on to for some of her input from the Rdr. Committee. I do know. Personally, I haven't heard of many opportunities outside of some of the very specific science intern

157

00:39:06.990 --> 00:39:18.650

Shawn Jarvis: type programs that are available across campus over the summer. But as far as an interest in in diversifying those experiences, I haven't heard of anything. Bar might you have input?

158

00:39:19.860 --> 00:39:31.120

Barb Daiker: You know, we we have talked about various ideas, explored the possibility of having something similar to you, rob as a way of building

159

00:39:31.210 --> 00:39:43.759

Barb Daiker: opportunities. We haven't tackled it yet. I would love people to put forward ideas, and we would embrace figuring out what, what, how we might be able to do that

160

00:39:44.730 --> 00:40:12.490

Ana Nunez MD: I think it's a a great thing to explore. You know I always love that, you know. You come up with an idea, and you're like, Oh, there's folks here that are doing this, too, and we just have to connect with them. So there might be in the workforce space in the health workforce space. There might be people that are doing it more from the economic and sort of

business side rather than the economic side. But that's okay. We can play with all kinds of people right? So I think that would be a cool opportunity.

161

00:40:12.520 --> 00:40:37.800

Ana Nunez MD: So we have some some questions here, and and I think you're typing an answer. But I think it'd be nice to sort of elevate this for people to hear about it. Aside from education, awareness, and hiring process, what ideas do you have for staff to advance equity through changes in existing departmental administrative procedures and processes. Curious how staff in the admin pre awarded finance can help support this work day to day.

162

00:40:39.530 --> 00:41:00.729

Barb Daiker: Yes, another amazing topic. That we haven't fully a attacked yet. The Affinity group is an approach for that if people feel connected, and if they have, like minded individuals that that they can engage with that does help support people in their roles.

163

00:41:01.000 --> 00:41:16.069

Barb Daiker: I would love to hear people's ideas about how we can further that you're right. We've been kind of working on that front end like, how do we get people in the door? But it doesn't do us as much good if we can't keep them if they don't feel

164

00:41:16.550 --> 00:41:23.759

Barb Daiker: connected and part of the community. So affinity helps that there's also an opportunity for us to take a look at how we might

165

00:41:23.970 --> 00:41:38.929

Barb Daiker: be accidentally pushing people away. And I think that's where the processes and procedures come in and helping us really put a mirror on ourselves to say, Where are we doing that? And how can we do better? Similar to the job postings?

166

00:41:39.030 --> 00:41:47.270

Barb Daiker: We're putting a mirror on ourselves, saying, How are we pushing people away? We need to do the same with our standard operating procedures.

167

00:41:47.320 --> 00:41:48.350

Barb Daiker: in our work.

168

00:41:49.280 --> 00:42:14.040

Ana Nunez MD: Great point, you know. I think, that there is a piece of it that the the good news about patterns of behaviour is they're repeated. So that means that our usual tropes and our usual phrases that we use, for example, in a job description. Just keep resurfacing. You know, we have over and over. So we don't necessarily have to think about what's the job? Description of the next person, but kind of doing a look back in terms of like, let's look at sort of 10 of our last sort of job descriptions.

169

00:42:14.040 --> 00:42:38.390

Ana Nunez MD: And what are we saying, you know, in terms of? Are we really codifying the behaviors that are needed, the experiences that are needed? Or is this just, you know. Show me the paper to say you're loud in the door, and if you don't have the paper, then I don't look further to see who you are in terms of your experiences and abilities. You know what the paper is in terms of the degree, and so on. So forth. That's a Morse code to sort of say, okay.

170

00:42:38.390 --> 00:43:01.399

Ana Nunez MD: we. We give you that because you have that piece of paper, and that may be true. But there's lots of people in terms of E economic and educational disadvantage who have tons of experience, who don't get in the door. So are there ways to sort of tweak it, to have sort of behavioral aspects rather than sort of that short form in terms of doing that. So doing. That look, I think might be really helpful in terms of saying, Huh! How do we usually shut it down?

171

00:43:01.400 --> 00:43:26.360

Ana Nunez MD: And then how do we cross? Walk it so that we don't miss sort of talent in terms of sort of doing that. So kudos to you in terms of sort of doing that work doctor feel mentioned in terms of an area to sort of just get the word out in terms of what do you do, you know? Like in in your day job type of thing. That sort of being a little bit out of the box and maybe coming to a health, fair or doing sort of community sort of activities.

172

00:43:26.360 --> 00:43:49.059

Ana Nunez MD: Just to sort of be present. And when I say, who are you, and what do you do? That might actually be A pretty easy way to sort of, you know. Get people to sort of have an understanding as well as maybe make connections of people like. Oh, well, that'd be great if you could come to our group and give a talk about you know. What do you do? In terms of sort of awareness. So

173

00:43:49.370 --> 00:43:53.680

Ana Nunez MD: I think that's a wonderful opportunity to consider in terms of doing things

174

00:43:55.440 --> 00:43:56.670

Ana Nunez MD: right.

175

00:43:58.160 --> 00:44:01.570

Ana Nunez MD: Any other comments. I think we have a couple of sort of

176

00:44:02.940 --> 00:44:17.270

Ana Nunez MD: answer ones about details for workshops. If if somebody has an idea in terms of a workshop that they're interested in, or a theme, what's the best way for them to proceed to kind of get it to you or uplift it to you?

177

00:44:19.010 --> 00:44:32.909

Shawn Jarvis: So probably the most direct way is to email us at CD at Umndu and suggest it it is helpful, especially if it's a topic we're not very familiar with, like, if you know some articles, or either something that you can include in that.

178

00:44:33.110 --> 00:44:46.520

Shawn Jarvis: In that response, it's very helpful for us to actually use that as a direction of which way to plan. There is also a form linked on our website that they that can be submitted with ideas for connect and learns workshops, etc. as well.

179

00:44:46.730 --> 00:45:01.049

Shawn Jarvis: Depending on what's easier for that individual to suggest them. If you regularly attend our events, we do always have a post events survey, and in that survey we ask for suggestions. So we definitely look back at that and add those to our list as well.

180

00:45:01.700 --> 00:45:02.390

Great

181

00:45:02.960 --> 00:45:09.660

Ana Nunez MD: dr. Feel asked whether or not you'd consider translating job descriptions just to sort of make them more accessible.

182

00:45:09.660 --> 00:45:34.439

Ana Nunez MD: And, Mary Ann, you answered in terms of a great idea. It also might be useful, just in terms of, you know, beyond sort of us in the medical school to kind of ask back in terms of sort of the University from their perspective. Of what kind of things are they doing in terms of translating into language other than English and as well as sort of distributing so far as doing this across the board, not just

183

00:45:34.550 --> 00:45:58.500

Ana Nunez MD: doing amazing things exclusively in the medical school. There's a question here in terms of where an opportunity in terms of a Sadie event didn't land. Well, and I think you know, it's important to recognize that. You know. Fun. Fact, we're all human. And that means that we sort of do the best we can. And sometimes we screw up and sometimes things fall short. But it's really important for us to have a conversation about that.

184

00:45:58.500 --> 00:46:20.279

Ana Nunez MD: because we can't know if it's falling short. So thank you. In terms of sort of highlighting this. Because again, that's the way that we work harder. Get better, and sort of see those blind spots. If you never have any blind spots. You probably also don't have a pulse in our breathing. Because that's probably the only way to be perfect. But the reality of it is that

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00:46:20.590 --> 00:46:49.360

Ana Nunez MD: as we move forward, I think it's it useful for us collectively. If we could dynamically have sort of a an approach. That's sort of what I refer to as oops and ouches so that we don't have to wait for an evaluation form or sort of a later date to know that things didn't go the way that we wanted to and so Oops and Ouch is just in brief, oops means I realize that I said something. This is gonna land offly. It's not how I mean it. And I say, after I've said it, oops say

186

00:46:49.360 --> 00:47:10.089

Ana Nunez MD: that that wasn't what I meant, give me a chance to sort of rewrite the script in terms of doing that. Ouch! Is a little bit more dynamic, that is, I open my mouth and I say something, and I'm totally clueless that it lands poorly on you. And we have a deal with ups and outs that if it lands poorly on you, you can actually in real time say Ouch!

187

00:47:10.150 --> 00:47:15.390

Ana Nunez MD: Or the next day you can think about this and say, Hey, you know that thing you said yesterday. Ouch!

188

00:47:15.600 --> 00:47:27.400

Ana Nunez MD: Let's have a conversation about that that didn't land so well for me. So I think it's important for us to to be able to have sort of those, you know kind of auto corrects when things go sideways more dynamically.

189

00:47:27.700 --> 00:47:50.470

Ana Nunez MD: cause. That's the only way that we know in terms of sort of getting better as well as sort of balance. The fact that, you know, sometimes we all get off on the wrong side of the bed, and we aren't sort of 100% in terms of doing things. We do the best we can. But it's important to have that relationship and that communication so that we understand and we can improve, because that's the only way we get better. So you know, I think that

190

00:47:50.470 --> 00:48:13.839

Ana Nunez MD: if we waited to sort of not say anything until we were perfect. We'd all be mute, because that's not how it works. You know, we do the best we can, so it's important that we all need to engage in terms of giving feedback that's constructive and helpful, and sort of saying this worked. But and this didn't work, you know. One of the things that we've seen into bias training is if you're recruiting somebody, and you only have a column

191

00:48:13.840 --> 00:48:35.949

Ana Nunez MD: that they're just fabulous, and you can't have anything that sort of are any challenges or or issues with that person, then you're probably biased. And if you have a column, that's only how terrible they are, and can't say a single nice thing about them. Then you're probably biased right? Because we have everything in both columns in terms of sort of looking at it, and sometimes it's harder to see, and sometimes it's easier. So

192

00:48:36.140 --> 00:48:40.610

Ana Nunez MD: anyway, let's see if we have any other. Here we go.

193

00:48:41.650 --> 00:48:49.059

Ana Nunez MD: How are you ensuring? Here's a question from one of our attendees. How are you ensuring a safe space for people of color to join Sadie?

194

00:48:53.440 --> 00:49:00.780

Maryanne Reilly-Spong (she/her): Can I jump out here as one of those white women on the screen that got called out a couple years ago. I

195

00:49:00.850 --> 00:49:10.339

Maryanne Reilly-Spong (she/her): I appreciate your comments, Dr. Noon. Yes, that that you just offered. It reminds me of that tag line that I hear on Npr in the car.

196

00:49:10.400 --> 00:49:26.210

Maryanne Reilly-Spong (she/her): and they say we're not perfect, but we'll keep trying to get it right. You know, the the news is ever evolving and our understanding of what people need and our understanding of our own biases and everyone's own identities is always evolving and changing.

197

00:49:26.250 --> 00:49:33.149

Maryanne Reilly-Spong (she/her): So so this is, you know, a, a, a hard, it takes a lot of work, a lot of energy to do this

198

00:49:34.660 --> 00:49:45.289

Maryanne Reilly-Spong (she/her): from my perspective. And II come from mental health, and my answer would be, I can never ensure a completely 100% safe space for anyone.

199

00:49:45.390 --> 00:50:01.860

Maryanne Reilly-Spong (she/her): Unfortunately, despite like all of the years and training and experience that I have, I can't promise that. What I can offer is that by diversifying our leadership committee, this is one of the ways where we create that safe space.

200

00:50:02.250 --> 00:50:04.040

Maryanne Reilly-Spong (she/her): so that participants

201

00:50:04.130 --> 00:50:13.909

Maryanne Reilly-Spong (she/her): have affinity with others. Who who align with their identities, who understand their lived experiences. So we've intentionally done that

202

00:50:14.140 --> 00:50:26.259

Maryanne Reilly-Spong (she/her): and I'm I'm curious about Shawn's thoughts on this as well. But but for sure we could offer to connect anyone who's interested in joining Sadi with a person of color

203

00:50:26.400 --> 00:50:43.060

Maryanne Reilly-Spong (she/her): who's already part of our team, who would be willing to have more than willing to have a conversation about what their experiences been like in Sadie, and what they found helpful and write a frank conversation about where they think our blind spots are.

204

00:50:43.310 --> 00:50:55.700

Maryanne Reilly-Spong (she/her): I think that's that's what each of us brings to Sadie. Is that strength by being willing to be vulnerable, and share and do self examination, and just keep trying to get better.

205

00:50:58.970 --> 00:51:02.729

Shawn Jarvis: Thank you, Mary, and I would echo your sentiments.

206

00:51:02.910 --> 00:51:14.439

Shawn Jarvis: I would also like to further add that you know one of our founding principles is, we all come to this table where we're at in the in our journey, and we all recognize, acknowledge that none of us are experts. We might have missteps. We do our best

207

00:51:14.640 --> 00:51:30.150

Shawn Jarvis: when it comes to participating in our events like the connect and learns the hot topic and the workshops. We do abide by grounding principles that everyone has a voice at the table and feel safe to share whether that means providing it in chat, because they're not

208

00:51:30.260 --> 00:51:40.279

Shawn Jarvis: comfortable speaking, or, you know, using our I statements. But definitely we owe. We try to keep those conversations open for everyone. We invite everyone to come

209

00:51:40.900 --> 00:51:52.890

Shawn Jarvis: And and and like Marianne said, We do. I want to hear more. I want more people to come to our table and help us because we're here for staff. We're here to provide those opportunities to connect, to grow, to learn.

210

00:51:53.210 --> 00:51:57.879

Shawn Jarvis: and in advance in our career and medical school that hasn't historically been available to any of our staff.

211

00:52:00.560 --> 00:52:19.689

Ana Nunez MD: and from what I heard from you in terms of your affinity groups. They're they're kind of self determined. Right? Your your groups come together in terms of people sort of with an area of interest. And so what they do and how they do it, and when they do it it's like rock and roll so that that there is a sort of space in terms of connection.

212

00:52:19.690 --> 00:52:35.440

Ana Nunez MD: So just a matter of people sort of coming together and starting that instead of create helping you in terms of almost a snowball technique, you know, you get a couple of people, and you get a couple more, and then you get a couple more. And so now you you actually do have sort of a robust sort of group in terms of moving forward

213

00:52:35.460 --> 00:52:37.760

Ana Nunez MD: absolutely opportunity.

214

00:52:37.870 --> 00:52:44.319

Shawn Jarvis: And I think to add to that, you know, especially with our affinity groups. We have what we have, because that's who has come to the table. So far.

215

00:52:44.330 --> 00:53:07.279

Shawn Jarvis: we, we're obviously hearing that we need more. And we want everyone to feel it. Please come to them. Obviously, someone who is doesn't identify as bipoc should not and will not necessarily lead that group. We want that to be a safe space for that group to really be there, together with the lived experiences that they have with their identity, and and a place to connect and and and build

216

00:53:07.700 --> 00:53:18.409

Shawn Jarvis: on that. So if you're interested in leading one of those or joining one of them, please fill out the form we want to hear from you. We want our affinity groups to continue to grow and expand.

217

00:53:19.950 --> 00:53:27.559

Ana Nunez MD: Lindsay? Chris asked. I know there's a program that brings students over the summer that exposes them to and jobs. I believe Pete's department

218

00:53:27.560 --> 00:53:51.739

Ana Nunez MD: has participated in it as anybody familiar with it. I think you might, Lindsey, be referring to the step up program for high school students. And so there has been sort of participation, I think, over the past couple of years in terms of the step-up program. There has to be support from the department to be able to sort of give the stipends for the students over that experience. But that's that might be one, unless

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00:53:51.740 --> 00:53:54.070

Ana Nunez MD: folks know about another one that's out there.

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00:53:58.610 --> 00:54:03.440

Shawn Jarvis: The only other program I know of is there are a few research oriented projects.

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00:54:03.580 --> 00:54:10.500

Shawn Jarvis: our our groups over the summer, but the primary one, Dr. Ninas that came to my mind immediately was, step up.

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00:54:15.830 --> 00:54:18.349

Ana Nunez MD: I guess the last thing I'll put out there is

223

00:54:18.490 --> 00:54:33.699

Ana Nunez MD: thinking about as removing the needle to 2024. Can you believe that? My goodness, it's gonna be 2024? We're gonna blink our eyes in a few minutes. What's something exciting that you're looking forward to in terms of the work that you're doing in Sadi for 2024?

224

00:54:40.050 --> 00:55:04.980

Shawn Jarvis: That was a question I was not prepared for. Yes, I think from a Sadi perspective, I, personally am looking forward to just continuing to see what we do continue to grow. You know, we haven't identified 3 workshops. You know. We have 3 more workshop opportunities outside of March that we have not identified. I'm really looking forward to seeing where that goes.

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00:55:04.980 --> 00:55:26.849

Shawn Jarvis: As one of the original people who started the Events and Education Committee back in 2020, it has really expanded. And I'm really looking forward. You know, we we do our best to respond to what's happening right here and now, and I look forward to seeing where we can take that, and how we can actually help each other on our Dei journey. I'm I'm looking at a stack of books I still have yet to read from 2023, cause I've got

226

00:55:26.850 --> 00:55:38.159

Shawn Jarvis: sidetracked with other other things that became more important than the books I thought I would do get to this year. So for me, I think it's just seeing Sadie continue to ho! Fill the space and bring more people to the table. I hope

227

00:55:39.990 --> 00:55:44.770

Maryanne Reilly-Spong (she/her): I'm looking forward to getting swag into the hands of our

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00:55:44.820 --> 00:55:56.260

Maryanne Reilly-Spong (she/her): of our subcommittee members and people who participate. We've got to figure that out, but we do have swag now. And and I think you know, that's a nice outward sign that

229

00:55:56.260 --> 00:56:17.760

Maryanne Reilly-Spong (she/her): that Sandy has a really important presence here in the medical school in January, February. This strategic initiatives development for 2024 will have a lot of energy around it, because it's always more fun to come up with new initiatives than to track the old ones. And it'll be a time to celebrate like what we got done in 2023 wh. Which was a lot.

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00:56:23.260 --> 00:56:50.949

Ana Nunez MD: Celebrations important, you know. Sometimes you get so busy in a do that we're like the next thing, and the next thing, and the next thing, and like what? Right. So coming up for air you know, paying attention to each other and sort of celebrating is a really important thing in terms of moving things forward we will be having some initiatives from the office versus inclusion in terms of listening spaces. Helping people who are helping others in terms of moving forward and getting your thoughts in terms of how we can

231

00:56:51.030 --> 00:57:04.259

Ana Nunez MD: attend to each other in terms of how we matter. So stay tuned more, more to come, but look forward in terms of ongoing collaboration and great support and work from our you colleagues that are

232

00:57:04.520 --> 00:57:12.030

Ana Nunez MD: demonstrating your leadership in terms of Sadie in the work that you do any last thoughts, closings, thoughts

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00:57:12.360 --> 00:57:21.239

Ana Nunez MD: other than click on the QR. Code and join Sadie right other than that, and and send ideas for workshops and things that you'd like

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00:57:21.310 --> 00:57:42.769

Ana Nunez MD: great. Well, thank you very much. I appreciate. You know, it's it's it's a big reach to have sort of this many presenters in the time frame. You all did a fantastic job. Thanks. So much for everything that you do, and I hope that during sort of winter break. You have wonderful restful times where you've replenished getting ready to rock and roll for 2024. So, thanks so much.

235

00:57:43.650 --> 00:57:44.950

Dean's Lecture Series: Thank you.

236

00:57:45.120 --> 00:58:00.080

Dean's Lecture Series: A one question survey will appear in your web Browser, immediately after ending the Zoom session. So please take the time to complete the survey, to let us know of future presentation topics. And I do see another question in the QA. And

237

00:58:00.090 --> 00:58:16.759

Dean's Lecture Series: at at first glance it really looks like something that could be a a presentation topic. Reminder that this session was recorded, and will be shared within 2 days to all those who registered for the event. Otherwise the recording can be found under the education and training tab on the Odei website.

238

00:58:16.900 --> 00:58:30.289

Dean's Lecture Series: Save the date, the Ne. The next Dean's lecture series session will be on Wednesday, January tenth, 2024, with, and members from the office of diversity, equity, and Inclusion. Thank you, and have a great day.