WEBVTT

1
00:00:05.580 --> 00:00:10.849
Matt Amundson (he/him): Good morning, everyone. We're gonna wait a minute or so for folks to join us.

2
00:00:11.080 --> 00:00:13.670
Matt Amundson (he/him): So if you want to get cozy, get comfortable.

3
00:00:13.870 --> 00:00:22.210
Matt Amundson (he/him): make sure your coffee is nice and warm. And if you could take a moment to fill out the roll call poll, we would appreciate that as well, so we know who's in this space with us

4
00:01:00.930 --> 00:01:03.270
Matt Amundson (he/him): all right and get started.

5
00:01:03.920 --> 00:01:22.829
Matt Amundson (he/him): Good morning, everyone, and welcome to another installment of the Dean's lecture series. I'm Matt Amundsen. I'm a learning development manager for the office of diversity, equity, and inclusion. This session will be recorded and shared out within 2 days to all who registered for the event and otherwise recording can be found under the education and training tab of the Odei website.

6
00:01:22.960 --> 00:01:43.059
Matt Amundson (he/him): Live transcription has been enabled. And please note that the live transcript is not perfect, as as it is an auto transcript. We invite you to take care of yourself as necessary during today's session. As we will not be taking a break, and any feedback or issues with accessibility, please email us@dlsdashodei.

7
00:01:43.200 --> 00:02:06.659
Matt Amundson (he/him): sorry dls dash Odei. At Umnedu we ask the participants, please use the Q. And a. Function instead of the chat. In order to ask questions of our presenter, we will have a Q&A function later on today, and we will do our best to respond to every question. But please understand that we are working within a set window of time. Should we not get to your question, we will work with the presenter to get all unanswered questions posted on the Dean's lecture series, webpage

8
00:02:06.980 --> 00:02:19.400
Matt Amundson (he/him): and Paste. 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, and I will now turn it over to Dr. Samarguda, who will be hosting us today.

9
00:02:20.660 --> 00:02:30.890
Nadia A Sam-Agudu: Thank you, Matt, and good morning, everyone. Thank you so much for making it to today's installment of the Dean's lecture series. Today I'm standing in for Dean Nunez.

10
00:02:31.090 --> 00:02:49.680
Nadia A Sam-Agudu: My name is Nadia Sama Gudu, and I am the Associate Dean for the Center for Multicultural Affairs and engagement, where our focus is on medical students, and I really hope there are medical students on the call today to listen to this lecture. So please do allow me to introduce

11
00:02:50.030 --> 00:02:54.299
Nadia A Sam-Agudu: Dr. Arnoldo Curiel, who will be the speaker for today.

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00:02:55.300 --> 00:03:03.819
Nadia A Sam-Agudu: Dr. Curiel is the director of the inclusion, diversity, equity, and accessibility at the University of Minnesota physicians.

13
00:03:03.930 --> 00:03:21.580
Nadia A Sam-Agudu: Currently, Dr. Curiel is responsible for developing and expanding programming in the areas of inclusion, diversity, equity, and accessibility for the University of Minnesota physicians. He has served as the ide that is, the inclusion, diversity and equity, administrator

14
00:03:21.580 --> 00:03:47.849
Nadia A Sam-Agudu: and civil rights coordinator for Dakota County, working with internal stakeholders on administration, development and deployment of diversity plans and ensuring their connectedness to county strategies and goals. He's also served as a vice president of racial justice and public policy for Ywca. Minneapolis, where he provided leadership, vision, and represented them on racial equity

15
00:03:47.970 --> 00:04:08.889

Nadia A Sam-Agudu: and public policy, related issues both locally and nationally. Dr. Curel has worked in higher education for over 15 years most recently at Normandale Community college teaching diversity in human services. So it is really my pleasure to introduce him and to hand over

16
00:04:08.980 --> 00:04:12.189
Nadia A Sam-Agudu: the platform, so to speak, so that he shares his thoughts

17
00:04:12.540 --> 00:04:17.789
Nadia A Sam-Agudu: on the topic of cultural awareness. Thank you so much, Dr. Kirill.

18
00:04:17.790 --> 00:04:38.610
Arnoldo Curiel, Ed.D., MPA: Thank you for the introduction, and I'm gonna apologize ahead of time to folks. If you see me move a little slow through my slides. I had hand surgery a week ago on my dominant hand, so that always makes it a little bit interesting when you're trying to navigate Powerpoints again. Thank you for the introduction. I'm gonna make sure I share my screen here first.st

19
00:04:39.200 --> 00:04:40.180
Arnoldo Curiel, Ed.D., MPA: Alright.

20
00:04:40.620 --> 00:04:47.229
Arnoldo Curiel, Ed.D., MPA: And now you should be seeing my opening by cultural self awareness and health care. I often tell folks

21
00:04:47.880 --> 00:04:56.278
Arnoldo Curiel, Ed.D., MPA: I've been doing Dei work since 2,000. I'm not an expert in healthcare, Dei. I'm not an expert in

22
00:04:57.000 --> 00:05:07.163
Arnoldo Curiel, Ed.D., MPA: you know, county or nonprofit. I look at Dei overall as a framework, and how I kind of navigate life and kind of navigate creating

23
00:05:07.660 --> 00:05:10.280
Arnoldo Curiel, Ed.D., MPA: social justice and equity throughout.

24
00:05:10.900 --> 00:05:29.870

Arnoldo Curiel, Ed.D., MPA: Our systems. And I've gone from a variety of institutes to do that. So I'm gonna talk a little bit about the approach that I use within the Dei work, how you use that within yourself and healthcare. And then also talk about one of the tools that we're using currently at Ump to implement these kind of things.

25
00:05:29.870 --> 00:05:49.829
Arnoldo Curiel, Ed.D., MPA: I often tell folks. Oftentimes, when you come into an organization, we often come from a problem focused approach to do the Dei work. And what I mean by that is, we often look at what's wrong. What do we have to come in and intervene. I think about the times when I worked at the Ywca. And we used to do outside consulting.

26
00:05:50.120 --> 00:06:04.519
Arnoldo Curiel, Ed.D., MPA: I would always ask one question when folks would come up and say, Hey, we want someone to come in and do some work with us. I I would always ask, Are you looking to do culture change or responding to an Hr issue.

27
00:06:04.520 --> 00:06:27.749
Arnoldo Curiel, Ed.D., MPA: because those are 2 different things. Typically, when you're responding to an Hr issue, you're going to come in and do some sort of microaggression training, bias, training, gender training, racial racism, training. When you're talking about culture change, it's a whole different thing. Because oftentimes, when you look at the Dei work, we started to focus as like, what's wrong, let's fix it. We need to intervene.

28
00:06:28.180 --> 00:06:30.390
Arnoldo Curiel, Ed.D., MPA: prevent it from happening again.

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00:06:30.890 --> 00:06:54.619
Arnoldo Curiel, Ed.D., MPA: and then promoting the values that we want to preparing ourselves. I even think about my role within Ump. I was hired after the Civil Unrest with George Floyd. There was a meeting done. Collaboration happened, and it was determined that they needed somebody in this role and created this role to kind of address. Social justice issues within the organization.

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00:06:55.390 --> 00:07:05.450
Arnoldo Curiel, Ed.D., MPA: I came in because of a problem focused approach. There was something missing. We need to fix it. I made it abundantly clear if I'm coming in. It's not about fixing the problem. It's about creating a culture

31
00:07:05.530 --> 00:07:09.610
Arnoldo Curiel, Ed.D., MPA: and to create a culture. You know, we have to understand

32
00:07:11.270 --> 00:07:15.279
Arnoldo Curiel, Ed.D., MPA: that we are influenced by our value system and experiences.

33
00:07:15.744 --> 00:07:29.520
Arnoldo Curiel, Ed.D., MPA: I always love using cartoons. A little side note here farsighted just the best for this. Inadvertently, Roy dooms the entire earth to annihilation. When an attempt to be friendly, he seizes their leader by the head and shakes vigorously.

34
00:07:30.000 --> 00:07:36.710
Arnoldo Curiel, Ed.D., MPA: We often think about how we interact with folks, how we do things from our own perspective. If you look at this.

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00:07:36.750 --> 00:07:45.970
Arnoldo Curiel, Ed.D., MPA: Roy is doing what he was taught, he's welcoming somebody into this world, that is, you know, the Golden Rule. Treat others how you would want to be treated.

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00:07:46.370 --> 00:07:52.160
Arnoldo Curiel, Ed.D., MPA: The philosophy that I take within the work, and a really great mentor of mine taught me what the platinum rule

37
00:07:52.747 --> 00:08:04.969
Arnoldo Curiel, Ed.D., MPA: do on to others as they would have done onto themselves, which means we have to take the time, not only to get to know ourselves, but to know the individual and see what they want, and see how we can connect with them.

38
00:08:05.870 --> 00:08:17.079
Arnoldo Curiel, Ed.D., MPA: I know all of you are probably familiar with the iceberg concept of identity, the levels of culture that we have. But I often tell folks that, you know, we often look

39

00:08:17.150 --> 00:08:40.449
Arnoldo Curiel, Ed.D., MPA: at 2 levels of that iceberg. We don't often go deep diving into multiple levels. We look at the visible, those things, those way of life, the customs, institution, method, techniques, rituals, language. We look at the different things that we can see. You kind of. Look at the picture. You've heard the story, you know you of myself. You got my resume my background.

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00:08:40.450 --> 00:08:48.919
Arnoldo Curiel, Ed.D., MPA: Those are some of the things that are on the bottom level, thinking the norm, the role, the ideologies, the beliefs, the philosophies I often think about. You know, a lot of folks

41
00:08:49.250 --> 00:09:15.659
Arnoldo Curiel, Ed.D., MPA: make assumptions about, you know why you get into this work. It's those kinds of things that happen that we look at the top 2 levels when we're talking about cultural self awareness, what we're really trying to get down to is the feeling, the values, attitudes, desires, assumptions, expectations of who we are and what we want to do. It's that deeper dive that drives us, you know. I often tell folks you know

42
00:09:15.880 --> 00:09:34.511
Arnoldo Curiel, Ed.D., MPA: we think about our life story, and we think about how we get to where we're at. And do we really understand why we're doing what we're doing and what drives us to that capacity? We often ignore the feeling aspect of it. I always share the story, because folks often talk about like, well, you know what got you into the Dei work, whether the social

43
00:09:35.010 --> 00:09:42.310
Arnoldo Curiel, Ed.D., MPA: you know, was there some sort of social issues in the community. I grew up in the Frogtown community in Saint Paul, you know. I

44
00:09:42.730 --> 00:09:59.819
Arnoldo Curiel, Ed.D., MPA: my parents, were migrant farm workers. They moved up there in 1974. I'm going to aid myself about 52. At the age of 18. I just knew the lifestyle I was living there. I couldn't be a street pharmacist forever. So I left. I went to college, and I was telling folks that

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00:10:00.370 --> 00:10:08.309
Arnoldo Curiel, Ed.D., MPA: you know I was bouncing around aimlessly. I just knew I had to get a college degree. I had no idea what I wanted to do.

46
00:10:08.380 --> 00:10:28.119
Arnoldo Curiel, Ed.D., MPA: and I wish there was some great story about how I got into this work. But really what happened is, I was crossing the bridge at the University of Minnesota from the west bank to the east bank there was a young woman hanging out, handing out a flyer about being a big buddy to kids in North Minneapolis through the university. Y.M.C.A.

47
00:10:28.180 --> 00:10:34.109
Arnoldo Curiel, Ed.D., MPA: Now I wish I could say that. You know I thought about the program. Thought, oh, this would be great! I want to be a mentor. No.

48
00:10:34.170 --> 00:10:41.420
Arnoldo Curiel, Ed.D., MPA: I looked at the young woman. She was very cute, and I thought, Here's my opportunity to meet somebody new. I'm gonna go to this event.

49
00:10:41.440 --> 00:10:59.919
Arnoldo Curiel, Ed.D., MPA: Well, I went to the event. I never found the young woman, but I started hearing stories about these kids who needed somebody else in their life, and I think back to growing up how my older brother had always been there for me. So all of a sudden I decided I'm going to be a big buddy. Next thing I know I'm volunteering at the bridge for youth in Minneapolis.

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00:10:59.920 --> 00:11:19.880
Arnoldo Curiel, Ed.D., MPA: Now I'm a street outreach worker. I move over to the Wilder Foundation, start doing community organizing in the Frogtown community where I grew up and really trying to make a difference and show kids in this community that there's something different there, there. I got involved. With one woman consulting, and started doing diversity work with them.

51
00:11:20.080 --> 00:11:33.060
Arnoldo Curiel, Ed.D., MPA: and, you know, went through their trainings and everything else. Next thing I know I'm a diversity training coordinator at the University of Minnesota youth Work Institute. Now I'm teaching at the College of Saint Scholastica in their school of education.

52
00:11:33.680 --> 00:11:48.520
Arnoldo Curiel, Ed.D., MPA: and here's where I am now 5 years down the lane, and I bring that up because you have to understand what drives you, what your motivation.

We often don't think about that. Whenever we're doing the work you think about. Why you got into your profession, you know.

53
00:11:48.790 --> 00:12:01.960
Arnoldo Curiel, Ed.D., MPA: Yeah, maybe it's like, you know, the money is going to be great to prepare. But thinking about tapping into what was that drive, that value, that desire, that expectation of what you're hoping to get out of the work and you're doing.

54
00:12:02.090 --> 00:12:11.559
Arnoldo Curiel, Ed.D., MPA: And when we often think about culture, we stay at the surface level. We don't. You know, we often think about race, gender, identity, sexual orientation.

55
00:12:11.890 --> 00:12:13.540
Arnoldo Curiel, Ed.D., MPA: and ethnicity.

56
00:12:13.800 --> 00:12:26.469
Arnoldo Curiel, Ed.D., MPA: There are over 15 different ways we identify when we talk about culture, there's your religion, your spirituality, faith, meaning physical, psychological, mental and learning abilities, sex assigned at birth

57
00:12:26.650 --> 00:12:37.280
Arnoldo Curiel, Ed.D., MPA: in education, social, economic, class, nation of origin, body, size, ethnicity, age, vocation, home geographic roots, family background, work experience

58
00:12:37.780 --> 00:12:40.289
Arnoldo Curiel, Ed.D., MPA: often tell folks that you know

59
00:12:40.670 --> 00:12:55.650
Arnoldo Curiel, Ed.D., MPA: I'm gonna do a little exercise with you. Obviously, I'm not gonna ask you to put anything to chat. But I just kinda want want you to do something in your head for me right now. I want you to take a look at this list right, or take a look at this slide here and ask yourself

60
00:12:56.020 --> 00:12:59.909
Arnoldo Curiel, Ed.D., MPA: what would be the top 3 ways that you would identify in your workplace?

61
00:13:04.240 --> 00:13:08.365
Arnoldo Curiel, Ed.D., MPA: What would be the top 3 ways that you would identify in your community.

62
00:13:09.690 --> 00:13:13.770
Arnoldo Curiel, Ed.D., MPA: And then what would be the top? 3 ways that you would identify in your personal life?

63
00:13:13.820 --> 00:13:17.890
Arnoldo Curiel, Ed.D., MPA: I'll go back a slide, so you can see those ways that we identify.

64
00:13:25.350 --> 00:13:30.709
Arnoldo Curiel, Ed.D., MPA: And as you're going through that, ask yourself, are they all the same?

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00:13:33.260 --> 00:13:37.999
Arnoldo Curiel, Ed.D., MPA: More than likely not. You might have one common identity across

66
00:13:38.240 --> 00:13:42.839
Arnoldo Curiel, Ed.D., MPA: all 3 of them. But then ask yourself, why is that identity important?

67
00:13:43.760 --> 00:13:50.790
Arnoldo Curiel, Ed.D., MPA: Because what I tell folks is that is your core value. That is, who you are. Anybody who talks to me knows that I identify as being Latino

68
00:13:51.030 --> 00:14:08.450
Arnoldo Curiel, Ed.D., MPA: knows that I identified growing up in the Frogtown community. So my geographical location and then my family background. My parents were migrant workers. That's how we wound up in Minnesota, and on days like today. I often ask myself why they chose not to move back to Texas, where I was born.

69
00:14:10.190 --> 00:14:12.080
Arnoldo Curiel, Ed.D., MPA: So when you take a look at this.

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00:14:13.100 --> 00:14:24.889
Arnoldo Curiel, Ed.D., MPA: this is what we try to get folks to understand when we're doing our work, when we talk about cultural awareness and healthcare is, do we know who you are. Do we know what values that we're bringing into the workplace?

71
00:14:25.190 --> 00:14:28.230
Arnoldo Curiel, Ed.D., MPA: So one of the things I often to

72
00:14:28.790 --> 00:14:39.819
Arnoldo Curiel, Ed.D., MPA: when we often talk about it, I use the Idi, and I'll talk a little bit more about that in a little bit. And what that is. Most people receive no formal education or training to be more interculturally aware.

73
00:14:39.880 --> 00:14:43.609
Arnoldo Curiel, Ed.D., MPA: most people tend to overestimate their intercultural capability

74
00:14:44.210 --> 00:14:54.500
Arnoldo Curiel, Ed.D., MPA: and research indicates that 15% of people have a deep cultural self and other of self and other understanding can at times adapt behavior.

75
00:14:54.580 --> 00:14:58.279
Arnoldo Curiel, Ed.D., MPA: Really, when you think about all the Dei trainings that we go through.

76
00:14:58.910 --> 00:15:06.449
Arnoldo Curiel, Ed.D., MPA: a lot of that training is focused on understanding, microaggression, understanding, implicit biases, understanding sexism.

77
00:15:06.570 --> 00:15:13.059
Arnoldo Curiel, Ed.D., MPA: A lot of the work has to start internally and understanding who you are and what you bring to the table what your values are.

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00:15:13.390 --> 00:15:22.459
Arnoldo Curiel, Ed.D., MPA: I often tell folks as a Dei practitioner my goal. My role is not to change somebody's mind.

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00:15:22.650 --> 00:15:30.740
Arnoldo Curiel, Ed.D., MPA: My goal is to inform their perspective from my perspective, and they can choose whether or not they're going to change their mind.

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00:15:32.370 --> 00:15:39.609
Arnoldo Curiel, Ed.D., MPA: And one of the tools that we use is the idi we use that within ump, we require all

81
00:15:39.610 --> 00:16:02.629
Arnoldo Curiel, Ed.D., MPA: people, leaders, anybody who supervises an individual to take this. It's a theory-based assessment that places, individuals and organizations along a continuum. It's holistic. It assesses mind and action sets. It applies across a wide range of cultures. And it's interculturally grounded. It explains how individuals and or groups experience cultural differences and commonalities. What I tell folks is.

82
00:16:02.630 --> 00:16:15.119
Arnoldo Curiel, Ed.D., MPA: there is no wrong place for an individual to be on the continuum. And I'll talk about this continuum in a little bit, because you are where you know you are at that point in your life. And that doesn't mean that, you know.

83
00:16:15.280 --> 00:16:26.289
Arnoldo Curiel, Ed.D., MPA: It's not a tool that assesses. You know, whether you're biased or the particular culture. It's a tool that says, Hey, based on all those different ways that I showed you a few slides ago that you identify?

84
00:16:26.390 --> 00:16:49.310
Arnoldo Curiel, Ed.D., MPA: How do you adapt to cultural differences and commonalities? How are you building bridges. What is your capability to share cultural perspective and adapt or bridge behavior to cultural commonalities and differences? And do you have a deep cultural self awareness and an understanding of different experiences of cultural community. That's what the idi assesses. It's not assessing whether you're a racist, sexist

85
00:16:49.330 --> 00:16:55.630
Arnoldo Curiel, Ed.D., MPA: or homophobic person. It's assessing how are you adapting your own values and beliefs, and based on that?

86

00:16:56.010 --> 00:17:06.730
Arnoldo Curiel, Ed.D., MPA: The way you score it puts you along continual, and these are the stages of that continual. The 1st one is denial which recognizes more observer cultural differences. You know

87
00:17:06.910 --> 00:17:08.583
Arnoldo Curiel, Ed.D., MPA: food dress

88
00:17:09.630 --> 00:17:16.048
Arnoldo Curiel, Ed.D., MPA: but may not notice conflict. Resolution styles so you may avoid that kind of stuff.

89
00:17:16.460 --> 00:17:22.179
Arnoldo Curiel, Ed.D., MPA: when we think about again as an individual, no wrong place, but in an organization

90
00:17:22.790 --> 00:17:50.529
Arnoldo Curiel, Ed.D., MPA: that impacted denial in that shared space is, people from a variety of different backgrounds often feel ignored. And I want to be clear. When we talk about cultural differences, you have to look at the word holistically, because oftentimes we just look at that observable differences, those things that we see on the top part of the iceberg. We're not looking at what it means versus rural versus urban. You know. Master's degree versus doctor's degree often tell folks, you know.

91
00:17:50.680 --> 00:18:14.480
Arnoldo Curiel, Ed.D., MPA: especially in this setting, and especially working in the healthcare profession. Yes, I have a doctorate. It's an educational doctorate. But don't come to me. If you need to say you need me to save your life. I'm just going to correct the report that was written after the fact. I have a doctorate degree in that capacity. You know, medical doctors have a different one. It's understanding those different perspectives.

92
00:18:15.020 --> 00:18:18.040
Arnoldo Curiel, Ed.D., MPA: The next stage is polarization.

93
00:18:18.190 --> 00:18:43.719
Arnoldo Curiel, Ed.D., MPA: And you probably see a lot of folks in this particular stage right now, politically. And it's an Us. Versus them mentality. And it shows up in 2 ways. One is defense. And it's a less critical view of your own cultural values and practice,

and a more overly critical view of other cultural values and practices. That is defense or reversal where you're overly critical towards your own cultural values and practices, and not as critical towards others.

94
00:18:44.190 --> 00:18:49.550
Arnoldo Curiel, Ed.D., MPA: Where the majority of folks fall that take the Idi is in minimization.

95
00:18:49.760 --> 00:19:07.600
Arnoldo Curiel, Ed.D., MPA: You recognize cultural differences. But you highlight the commonality. I'm going to build the relationship with these folks based on what I have in common. And so when you think about it in a shared space. Diversity often not often feels not heard in polarization. It's uncomfortable

96
00:19:09.920 --> 00:19:24.559
Arnoldo Curiel, Ed.D., MPA: where we strive to move towards is acceptance. You recognize and appreciating patterns of cultural differences and commonalities, not only in your own but in other cultures. And when an organization is in that stage, people start to feel understood.

97
00:19:25.036 --> 00:19:31.800
Arnoldo Curiel, Ed.D., MPA: There, you're hearing what they're doing. Talking about. You understand what they want. And you're working towards that

98
00:19:33.490 --> 00:19:37.639
Arnoldo Curiel, Ed.D., MPA: adaptation is that final stage of development which is

99
00:19:38.560 --> 00:19:51.669
Arnoldo Curiel, Ed.D., MPA: you can shift cultural perspective and change behavior and culturally appropriate authentic ways. And folks feel valued and involved. So when you think about as individuals, you're gonna consistently move through that continuum as you mute meet new folks.

100
00:19:51.710 --> 00:20:06.380
Arnoldo Curiel, Ed.D., MPA: So one of the things that I always tell folks when we use the Idi, and they're taking the assessment. I always let them know at the reflection of where you are. In that time your score can shift. You can move. That's why we require all people leaders to take it every 18 months to 2 years.

101
00:20:06.730 --> 00:20:30.050
Arnoldo Curiel, Ed.D., MPA: It's completely confidential, cannot wind up in a personnel. Profile cannot be used for any kind of performance measurement, but it helps us as an organization. I'll talk a little bit more about that in a minute. Here, about how we're using it to increase cultural self awareness in an organization. So when we look at this continuum, what we're really striving to do understand is intercultural development is a progression.

102
00:20:30.756 --> 00:20:32.780
Arnoldo Curiel, Ed.D., MPA: We're moving towards something.

103
00:20:32.940 --> 00:20:35.450
Arnoldo Curiel, Ed.D., MPA: And we're continuously working.

104
00:20:36.580 --> 00:20:41.790
Arnoldo Curiel, Ed.D., MPA: So when we look at the Idi and the profile and the components that we use in that

105
00:20:42.560 --> 00:20:46.450
Arnoldo Curiel, Ed.D., MPA: everybody has a perceived orientation where they think they are.

106
00:20:46.765 --> 00:20:59.909
Arnoldo Curiel, Ed.D., MPA: There's a developmental orientation where they're actually at. And then there's a gap. I will tell folks I've been using the Idi since 2,007. I've only come across 6 individuals that have ever scored exactly where they thought they were.

107
00:21:00.120 --> 00:21:05.050
Arnoldo Curiel, Ed.D., MPA: There is not I'm and I'm not one of those folks.

108
00:21:05.050 --> 00:21:32.050
Arnoldo Curiel, Ed.D., MPA: so it's very rare to see somebody score exactly where they thought they were. And then you have a leading orientation, what you work towards. So I'm going to show you exactly what we've been using at Ump to get an understanding, and then I'll talk about how we've been implementing this tool to help raise cultural self awareness in the organization. This is what this is, what our actual score as an organization looks like at Ump. We perceived ourselves in acceptance. And we're actually in minimization.

109
00:21:32.457 --> 00:21:46.030
Arnoldo Curiel, Ed.D., MPA: Which means that you know, we think we're further along the continuum. And you know, when we talk about doing equity and inclusion work, we often talk about this kind of capacity of like, oh, yeah, we're doing this this. And this, we're gonna throw all these people through

110
00:21:46.480 --> 00:21:58.630
Arnoldo Curiel, Ed.D., MPA: a diversity training. Well, that's great. If we're throwing them into a diversity training. But are we actually really increasing our cultural awareness, because if folks are still looking at their value through their lens, then we're not

111
00:21:59.170 --> 00:22:08.529
Arnoldo Curiel, Ed.D., MPA: so what I often tell folks, this is just the statistics, and you can see how we fell and I'm gonna talk about some of the things that we implemented here in a little bit.

112
00:22:08.860 --> 00:22:21.071
Arnoldo Curiel, Ed.D., MPA: But these. We've had over a thousand folks take it at Ump. Right now, this is kind of our our numbers here our average perceived orientation, our average developmental orientation. Our average gap score, as

113
00:22:21.760 --> 00:22:44.189
Arnoldo Curiel, Ed.D., MPA: You can see from the range of developments. Before I came on prior to 2021, we had about 2% of our population, or we had nobody in denial. We had about 11% in polarization. We had about 70% in minimization, 18% in acceptance and nobody in adaptation

114
00:22:44.190 --> 00:23:04.509
Arnoldo Curiel, Ed.D., MPA: since we've come in started implementing cultural self awareness, training and that kind of I'll talk a little bit more about what that is. Here in a little bit in the Q. And A. You can see our numbers have shifted. You know we do have folks in denial, which is not unusual. We have 14%. Now in polarization. We have 60% of minimization.

115
00:23:04.780 --> 00:23:23.320
Arnoldo Curiel, Ed.D., MPA: 20% in acceptance and 3% in adaptation. If you remember earlier. I said, about 15% of folks have a deep cultural self understanding.

So we've actually increased in our budget industry standard, because typically about 85% of the folks fall within minimization or below.

116
00:23:24.830 --> 00:23:31.360
Arnoldo Curiel, Ed.D., MPA: And oh, the implications of minimization

117
00:23:31.890 --> 00:23:35.659
Arnoldo Curiel, Ed.D., MPA: in an organization. There's a bunch of different things

118
00:23:35.750 --> 00:23:46.778
Arnoldo Curiel, Ed.D., MPA: that can happen when an organization did minimization? We tend to do tolerance as sufficient policies, we overemphasize commonalities and under emphasize the differences.

119
00:23:47.980 --> 00:23:56.330
Arnoldo Curiel, Ed.D., MPA: if you're not from a dominant group. You might use it as an accommodation strategy, you know, just to kind of go along to get along. You don't wanna

120
00:23:56.880 --> 00:24:16.936
Arnoldo Curiel, Ed.D., MPA: rock the boat for lack of better words. What we might tend to think, you know, in an organization, you know, you know, I think about greeting, bow, shake, kiss. It's all just showing respect. But it's understanding what that respect means in different cultures. And how do you approach it? It also means, how do you interact with patients? Are we allowing for enough time,

121
00:24:17.840 --> 00:24:38.294
Arnoldo Curiel, Ed.D., MPA: behavior, if we actively support more universalistic principles, values and practices, without fully understanding how these principle values and practice may mean something different in another culture. We're just kind of doing a gloss over. So some implications is we use the one size fits all policies. Overemphasis on corporate culture.

122
00:24:38.770 --> 00:25:06.240
Arnoldo Curiel, Ed.D., MPA: lacks deeper appreciation of diversity as a resource. I was actually joking with Matt that you know I have the background behind me, and I was actually thinking about dropping it, because if you had, I think the background behind me, if you look, it's just my office with all different things that are part of my identity. So it gets folks engaged. It gets folks asking questions. You think about how you set up

your home is pieces of who you are? Do you take those pieces of who you are and bring them into your workplace? Why or why not?

123
00:25:06.540 --> 00:25:13.850
Arnoldo Curiel, Ed.D., MPA: So? One of the things that this helped us to understand when we started doing the idi understanding where we are in this particular stage of development

124
00:25:14.020 --> 00:25:20.390
Arnoldo Curiel, Ed.D., MPA: is, we started to recognize that not every perspective is going to get us what we want.

125
00:25:20.530 --> 00:25:27.630
Arnoldo Curiel, Ed.D., MPA: and we have to start thinking outside the box. I often tell folks I had a Dei practitioner.

126
00:25:28.440 --> 00:25:32.000
Arnoldo Curiel, Ed.D., MPA: I can only inform from the perspective that I have.

127
00:25:32.020 --> 00:25:33.347
Arnoldo Curiel, Ed.D., MPA: I know somebody

128
00:25:33.990 --> 00:25:43.229
Arnoldo Curiel, Ed.D., MPA: had a question in there. It's like, How do we work within a system that wasn't created for us. Well, that's what I tell folks is. I don't know

129
00:25:43.270 --> 00:25:59.799
Arnoldo Curiel, Ed.D., MPA: what folks are seeing on a daily basis based on my role and position policy. So I have to engage. I have to have folks be able to reach out to me and tell me, hey, you implemented this policy. This doesn't work because of this and this help me understand, because I can come up with the best well laid out plans.

130
00:26:00.210 --> 00:26:12.789
Arnoldo Curiel, Ed.D., MPA: But it doesn't mean that it's going to work. I have to encourage folks to bring things from their perspective and inform me from their perspective, or why this works. So we have to create that culture of change.

131

00:26:13.070 --> 00:26:17.233
Arnoldo Curiel, Ed.D., MPA: Well, I'm gonna ask folks to just do a little exercise here.

132
00:26:18.080 --> 00:26:24.227
Arnoldo Curiel, Ed.D., MPA: and take a look at this slide, and you can kind of throw it up in the chat area here potentially.

133
00:26:24.810 --> 00:26:27.689
Arnoldo Curiel, Ed.D., MPA: if you want. I want you to ask yourself.

134
00:26:27.890 --> 00:26:30.540
Arnoldo Curiel, Ed.D., MPA: where do your eyes go to in this slide.

135
00:26:31.020 --> 00:26:37.489
Arnoldo Curiel, Ed.D., MPA: You know how many folks Eyes went to the aliens at the top of the stair.

136
00:26:41.740 --> 00:26:47.099
Arnoldo Curiel, Ed.D., MPA: how many folks? I went to the alien at the bottom of the stairs.

137
00:26:51.520 --> 00:26:54.039
Arnoldo Curiel, Ed.D., MPA: And how many folks went?

138
00:26:54.936 --> 00:27:01.779
Arnoldo Curiel, Ed.D., MPA: I went to the people that are watching often in an organization

139
00:27:02.740 --> 00:27:14.490
Arnoldo Curiel, Ed.D., MPA: when we think about something that happens, you know, and they're saying underneath, this is wonderful, wonderful! So much for instilling in them a sense of awe. What I often tell folks is

140
00:27:14.500 --> 00:27:18.210
Arnoldo Curiel, Ed.D., MPA: when you look at this particular slide. When you look at this particular picture.

141
00:27:18.560 --> 00:27:22.340
Arnoldo Curiel, Ed.D., MPA: you often have folks in the position kind of going. Okay? Great.

142
00:27:22.350 --> 00:27:26.599
Arnoldo Curiel, Ed.D., MPA: you know you made us. You made a mistake, and they're pointing it out.

143
00:27:26.930 --> 00:27:33.680
Arnoldo Curiel, Ed.D., MPA: You have the person that fell down the stairs at the bottom of the stairs. That made the mistake going. Okay, how do I recover from this?

144
00:27:34.050 --> 00:27:41.130
Arnoldo Curiel, Ed.D., MPA: And then you had the folks that were quiet observers saying, You know, Thankful I'm not there. I'm just gonna keep my head down and continue to do what I've been doing

145
00:27:41.550 --> 00:27:46.260
Arnoldo Curiel, Ed.D., MPA: what I often tell folks. Is it the biggest thing that we should be focusing on this picture

146
00:27:46.290 --> 00:27:51.170
Arnoldo Curiel, Ed.D., MPA: is the stairs, the stairs represent the system, the safety net.

147
00:27:51.530 --> 00:27:55.340
Arnoldo Curiel, Ed.D., MPA: 1st of all, they're too narrow for those feet. There's no handrails.

148
00:27:55.350 --> 00:27:58.160
Arnoldo Curiel, Ed.D., MPA: The system failed the individual.

149
00:27:58.880 --> 00:28:17.250
Arnoldo Curiel, Ed.D., MPA: And so when we start to think about that is, you know, as I mentioned earlier on, when we do Dei work. We come from a deficit base. What's wrong like? Fix it so immediately somebody's gonna look at the person. Go. Okay, how

do we fix this? How do we make ourselves look great again, or do what we need to do? We need to.

150
00:28:17.530 --> 00:28:24.779
Arnoldo Curiel, Ed.D., MPA: you know. Maybe find ways to get down the stairs. Better. We need to start taking a solution focused approach

151
00:28:25.120 --> 00:28:26.300
Arnoldo Curiel, Ed.D., MPA: to the work.

152
00:28:27.080 --> 00:28:31.269
Arnoldo Curiel, Ed.D., MPA: What is the culture that we're trying to create with an organization?

153
00:28:31.740 --> 00:28:33.850
Arnoldo Curiel, Ed.D., MPA: What are we trying to promote

154
00:28:34.080 --> 00:28:41.230
Arnoldo Curiel, Ed.D., MPA: and ha that way, we spend less time preventing and interventing the solution. Focused. Approach encourages individuals

155
00:28:41.380 --> 00:29:05.080
Arnoldo Curiel, Ed.D., MPA: to come in to the workspace, bring your holistic self of who you are, your values, your belief. Now we have an organization. We have a purpose of what we're trying to do, and we're trying to do it under that umbrella. How do we adapt in that umbrella? And what I think about you know, I think about our policy. You know that we had around. Getting the flu vaccine. We tell individuals that, hey?

156
00:29:05.080 --> 00:29:22.029
Arnoldo Curiel, Ed.D., MPA: If you're going to be in direct contact with patients, you have to get the flu shot. Otherwise you can ask for an exemption if you work completely remote medical exemption or religious exemption, if you don't work under, don't fall under one of those 3 categories you cannot work here.

157
00:29:22.160 --> 00:29:51.680
Arnoldo Curiel, Ed.D., MPA: We often tell that's what we tell folks. It's not saying that your values, your beliefs are wrong, but this is who we are as an organization. This is

the culture that we're trying to create. This is what we want. You have to fit into that culture. If that's not gonna work for you, then you can't be here. But we're not saying, is you? This is what's wrong with you. The solution focused approaches. We need to start thinking about the culture, the change that we're trying to create. So the thing that we started to do is encouraging folks.

158
00:29:52.090 --> 00:30:02.984
Arnoldo Curiel, Ed.D., MPA: you know, to join our employer. Resource groups encourage folks to bring in their perspective and have conversations. We start to talk about those kind of things.

159
00:30:03.400 --> 00:30:08.689
Arnoldo Curiel, Ed.D., MPA: and we're constantly shifting strategies. You know. What I often tell folks is

160
00:30:08.810 --> 00:30:10.900
Arnoldo Curiel, Ed.D., MPA: we are not committed to one.

161
00:30:11.470 --> 00:30:13.936
Arnoldo Curiel, Ed.D., MPA: you know. Well, over intended

162
00:30:14.440 --> 00:30:29.839
Arnoldo Curiel, Ed.D., MPA: over commit can be costly. We're constantly shifting folks and allowing folks to bring their full authentic self into the workspace. I'm gonna stop sharing my screen. I'm gonna pop open the things here. I'm gonna look into the chat area just to make sure I didn't miss nothing.

163
00:30:30.355 --> 00:30:34.810
Arnoldo Curiel, Ed.D., MPA: What I often tell folks is we are encouraging folks

164
00:30:35.260 --> 00:30:40.240
Arnoldo Curiel, Ed.D., MPA: to be who they are, and engage in conversations with differences.

165
00:30:40.460 --> 00:30:55.579
Arnoldo Curiel, Ed.D., MPA: It push, push those questions, ask those questions, become comfortably uncomfortable, because that's how we grow, and I often tell folks I

have an open door policy. I also have a vomit. Speak policy, and I tell folks when we ask questions.

166
00:30:55.870 --> 00:30:57.100
Arnoldo Curiel, Ed.D., MPA: please.

167
00:30:57.580 --> 00:31:07.230
Arnoldo Curiel, Ed.D., MPA: you know. Say exactly what you're thinking. We'll clean up afterwards because we're trying to learn. And we're trying to engage folks and bringing themselves. As I mentioned earlier

168
00:31:07.310 --> 00:31:11.034
Arnoldo Curiel, Ed.D., MPA: my goal as a Dei practitioner, and especially

169
00:31:12.040 --> 00:31:23.098
Arnoldo Curiel, Ed.D., MPA: and all the work that I do is not to change people's mind. But in one perspective. Individuals have to choose whether or not you want to change

170
00:31:23.740 --> 00:31:28.550
Arnoldo Curiel, Ed.D., MPA: your mind or change behavior or change expectation. That's not my role to do that.

171
00:31:29.410 --> 00:31:31.850
Arnoldo Curiel, Ed.D., MPA: I'm gonna pause for a second. Take a drink.

172
00:31:32.153 --> 00:31:38.310
Arnoldo Curiel, Ed.D., MPA: and just see if any folks have any questions, because 35 min is a long time to start talk straight.

173
00:31:50.800 --> 00:31:54.840
Nadia A Sam-Agudu: Well, I just want to say thank you to Dr. Curio for your talk.

174
00:31:55.770 --> 00:31:58.780
Nadia A Sam-Agudu: I have so many notes I've taken down myself.

175
00:31:58.890 --> 00:32:04.309

Nadia A Sam-Agudu: and as he said, you know he's ready to take any questions.

176
00:32:04.630 --> 00:32:24.090
Nadia A Sam-Agudu: so please do put your questions in the Q. And A. Box. I don't see any right now. But there was a pre-submitted question that I'm going to pose to you, Dr. Curio. So the question that was pre-submitted was, How do you address the inequities in your institutional policies.

177
00:32:24.160 --> 00:32:32.740
Nadia A Sam-Agudu: especially policies that were written by folks who are not alive now and do not include the lived experience and culture of those currently employed.

178
00:32:33.060 --> 00:32:56.069
Arnoldo Curiel, Ed.D., MPA: So what I tell folks, and it goes back to this frank, based approach and tell folks, unless you're a white British Protestant male that was born over 400 years ago. None of these systems were set up for you, but you know you often hear the people people use the term blind spots. That's not one that I use. 1st of all, stable is a language. But what I tell folks is, we all have missing bricks

179
00:32:56.550 --> 00:32:59.679
Arnoldo Curiel, Ed.D., MPA: from our foundation. If you think about a house.

180
00:32:59.720 --> 00:33:06.170
Arnoldo Curiel, Ed.D., MPA: you know, as the house gets older, you start to see the foundation, the brick crumble away. Well, you don't tear down the whole house.

181
00:33:06.320 --> 00:33:13.970
Arnoldo Curiel, Ed.D., MPA: you replace the bricks. So what I tell folks take a look at your system. What is your strength in your system? What is working.

182
00:33:14.060 --> 00:33:31.010
Arnoldo Curiel, Ed.D., MPA: you build off of that strength the brick that is no longer eligible, the policy that's no longer valid. You find a way to pull that out and replace it with something different. But you don't destroy it all at once. So I sit there, and I talk about that coming from

183
00:33:31.140 --> 00:33:37.589

Arnoldo Curiel, Ed.D., MPA: a position where we look at policies and procedures and go. Okay, I'm gonna implement this policy.

184
00:33:37.730 --> 00:33:41.049
Arnoldo Curiel, Ed.D., MPA: But I don't know how it's gonna affect the frontline staff.

185
00:33:41.210 --> 00:34:01.079
Arnoldo Curiel, Ed.D., MPA: Once that policy gets into place, then I need to understand. Okay, why isn't it working in your particular department? Why isn't it working with your particular group? And you have to create a policy that's flexible and not rigid in that capacity, you know. I often tell folks when you're looking to put something into place. Use generational thinking.

186
00:34:01.080 --> 00:34:14.740
Arnoldo Curiel, Ed.D., MPA: not about what they're going to fix today. But what can it fix down the line? And there's enough flexibility. So with the Idi, what it allows us to do is, you know, as I mentioned earlier, you can see the Gap score.

187
00:34:14.739 --> 00:34:37.350
Arnoldo Curiel, Ed.D., MPA: I don't look at what's wrong like I can. I can end up breaking that up by by team, by clinic, by institution, wherever it is, and I go. Well, wow! This this clinic over here has a much smaller gap, or has more folks further along the continuum? What is working there that we can replicate? It becomes a strength based approach. So you look at the policies that are working. You look at the things that are going strong and go. How can

188
00:34:37.350 --> 00:34:47.919
Arnoldo Curiel, Ed.D., MPA: we pull out the ones that aren't working and start to weave in the other one, because the minute I can tell folks you have to think about the policies and everything that are in place like the thread on a rug

189
00:34:48.060 --> 00:35:11.059
Arnoldo Curiel, Ed.D., MPA: once you start pulling it. What else is going to start to unweave? And you know, can the system sustain that collapse? So, you know, I often hear folks. You know, you need to tear down the system. You need to destroy everything. Yeah, we need to replace it. But you can't do it all at once, so you have to be delicate in the way that you do it. It doesn't mean you can't challenge it. You can't call it out and own it like. So, for example.

190

00:35:11.730 --> 00:35:15.066
Arnoldo Curiel, Ed.D., MPA: we get a lot of questions around, why don't we have

191
00:35:15.410 --> 00:35:16.968
Arnoldo Curiel, Ed.D., MPA: Why don't we get off

192
00:35:17.720 --> 00:35:36.849
Arnoldo Curiel, Ed.D., MPA: Juneteenth, you know you know the the library. And I tell folks it's like, Yeah, we would love to be able to give that. Take that off. But we've heard 2 different perspectives. One is that you know all Federal buildings are closed. It allows folks in the community another day to access healthcare that they may not have. But then, if we do choose to close down.

193
00:35:36.910 --> 00:35:41.749
Arnoldo Curiel, Ed.D., MPA: we also have to then be ready to incur over a million dollars in cost.

194
00:35:41.860 --> 00:36:09.399
Arnoldo Curiel, Ed.D., MPA: you know. Can our budget sustain that? Because now we have to pay overtime for the folks that are there? And you know I made it abundantly clear when I was hired, and when I talked to Bevin and all that stuff, one of the things that we have to recognize is right now. We'll never be a fully inclusive organization as long as we still give off the traditional holidays that we do every year recognize that we're going with the federal system, acknowledge it and own it, but explain it that we can work towards this. So maybe someday more, we give another Pto to it.

195
00:36:09.400 --> 00:36:11.940
Arnoldo Curiel, Ed.D., MPA: you know, or something down the line. So

196
00:36:11.940 --> 00:36:33.117
Arnoldo Curiel, Ed.D., MPA: that's how you address it, and you have to encourage folks. People have to feel empowered to speak up without retribution, and that's why I often tell folks I have an open door policy and somebody can email me or text me, tell me, I think you're completely wrong. Okay, help me understand that. I'm not taking it personal.

197
00:36:33.530 --> 00:36:44.274

Arnoldo Curiel, Ed.D., MPA: Only inform from my perspective, from my lived identities and my work experiences. I'm not doing your day to day job. So I need to understand why there's a roadblock here.

198
00:36:44.610 --> 00:37:06.899
Nadia A Sam-Agudu: Right, and thank you for that answer. And while I'm still looking at the Q. And a. For questions, I'll make some comments and ask one question that I have some of the things you've mentioned, you know. Are we fixing problems versus? Are we creating culture? You know? These are questions we ask. But I'm also saying some of these conditions in some of these situations we are also, are we trying to look good.

199
00:37:07.510 --> 00:37:17.210
Nadia A Sam-Agudu: you know, versus fixing a problem versus creating culture like the comic you showed where the alien had fallen down the stairs. Are we so concerned with looking good that we are not

200
00:37:17.460 --> 00:37:46.730
Nadia A Sam-Agudu: creating the culture that we should be creating, and thank you for also mentioning, being comfortably uncomfortable. Right? And these are some of the things I also mentioned in doing, whether it's Dei work or really decolonization work, which is really, it's uncomfortable work. But we need to get comfortable with being uncomfortable. And when we talk about empowering people, we have to realize that empowering means giving up some power.

201
00:37:46.940 --> 00:38:02.319
Nadia A Sam-Agudu: That power doesn't come out of a vacuum. So if you're empowering someone, you are giving them power. That may be your power, or might be institutional power for them to speak up so we can make positive change. Now the question that I wanted to ask, and maybe it's more of a

202
00:38:04.920 --> 00:38:10.180
Nadia A Sam-Agudu: maybe some more for the software question. But I'll ask, to what extent do you think that.

203
00:38:10.360 --> 00:38:27.370
Nadia A Sam-Agudu: being culturally self-aware about one's own identity, you ask us to think about identity in so many ways, the workplace, the community, the personal life. So to what extent do you think? Being culturally self-aware about one's own identity helps people to be more

204
00:38:27.540 --> 00:38:34.160
Nadia A Sam-Agudu: culturally competent or interculturally competent? And we can put that in the setting of health care. Yeah.

205
00:38:34.410 --> 00:38:37.682
Arnoldo Curiel, Ed.D., MPA: So what I would say is, be more culturally self aware.

206
00:38:38.620 --> 00:38:40.799
Arnoldo Curiel, Ed.D., MPA: Say, you're interacting with a patient.

207
00:38:41.170 --> 00:38:44.809
Arnoldo Curiel, Ed.D., MPA: And maybe the patient says something or does something

208
00:38:44.930 --> 00:38:51.170
Arnoldo Curiel, Ed.D., MPA: that you know nobody else reacts to. But you get a pit in your stomach, and something's going on.

209
00:38:51.495 --> 00:39:01.259
Arnoldo Curiel, Ed.D., MPA: What? I often tell folks that the core value core person of who you are as an individual. And so, while that individual, not knowingly, might have said something that might be

210
00:39:01.320 --> 00:39:14.949
Arnoldo Curiel, Ed.D., MPA: a core, strike with you. And all of a sudden, now you become heightened and aware in your response. And now you might start to overread every little thing along the way, you know. And so then your interaction might become more

211
00:39:15.370 --> 00:39:27.349
Arnoldo Curiel, Ed.D., MPA: frigid, might become more friction. Because you're what you're realizing is what you're thinking is this person might have taken a personal slight at you when this person had no idea. So, for example, I often use this.

212
00:39:27.400 --> 00:39:42.829
Arnoldo Curiel, Ed.D., MPA: I. This is actually overdressed for me today. I purposely dressed down, and I've always dressed down because I remember when I was a

young kid, somebody once said to me, Well, I never would have thought you would have been in all the advanced classes based on the way you dressed.

213
00:39:43.450 --> 00:39:52.880
Arnoldo Curiel, Ed.D., MPA: So I always dress down and always want to see how people will treat me as a person not knowing who I am or what I bring to the table. And so, you know.

214
00:39:53.220 --> 00:40:00.740
Arnoldo Curiel, Ed.D., MPA: that's a core value of who I am. You might have a core value of like how somebody refers to something in a meeting.

215
00:40:00.840 --> 00:40:11.890
Arnoldo Curiel, Ed.D., MPA: and it rubs you the wrong way, and you think they're taking it per, you start taking it personal when that person may not be on that same level. Oftentimes, when there's misunderstanding and conflict.

216
00:40:12.040 --> 00:40:14.220
Arnoldo Curiel, Ed.D., MPA: it's not at the 1st 2 levels

217
00:40:14.470 --> 00:40:19.518
Arnoldo Curiel, Ed.D., MPA: of the identity. Is that the value culture that goes all the way down?

218
00:40:20.660 --> 00:40:36.219
Arnoldo Curiel, Ed.D., MPA: and that's a tough one. Because then we're asking people to expose themselves and bring that to the table. And I'm not. I'm not saying that's what I want everybody to do at Ump, but I want folks to be able to feel comfortable if that comes up. You know what I mean.

219
00:40:38.050 --> 00:40:38.960
Nadia A Sam-Agudu: Thank you.

220
00:40:39.110 --> 00:40:45.800
Nadia A Sam-Agudu: Thank you so much for that explanation and answer. We're still inviting questions in the Q&A

221

00:40:46.602 --> 00:40:51.799
Nadia A Sam-Agudu: area. so please feel free to type your questions

222
00:40:51.850 --> 00:40:55.300
Nadia A Sam-Agudu: so that Dr. Curiel can respond to them.

223
00:40:55.350 --> 00:40:59.689
Nadia A Sam-Agudu: While we're waiting for that, I'm going to take the opportunity to ask another question.

224
00:41:00.161 --> 00:41:11.069
Nadia A Sam-Agudu: You talked at length about the Idi. Where have you seen use of the Idi outside of Ump, or where it has been used in a way that you thought was

225
00:41:11.170 --> 00:41:16.159
Nadia A Sam-Agudu: was was good, or has been able to help another organization in one way or the other.

226
00:41:16.400 --> 00:41:19.930
Arnoldo Curiel, Ed.D., MPA: So so actually, Minnesota Historical Society.

227
00:41:19.990 --> 00:41:45.859
Arnoldo Curiel, Ed.D., MPA: And what I what I mean by that is, we are so I worked at the Ywc. In Minneapolis, and we were hired by the Minnesota Historical Society to come in and do the idi cultural, you know, because they wanted to start looking at things from multiple perspectives. And so we went in, did it, did the work at the Minnesota Historical Society, did it with the Health Light Rock. We did everything. And you know why they thought they were implementing things from a culturally sensitive land and everything else they started to realize.

228
00:41:45.860 --> 00:41:55.090
Arnoldo Curiel, Ed.D., MPA: Oh, no, we're still minimizing stuff. So we're actually part of the group that encourage them to start having the conversations. And if you now look at board smelling

229
00:41:55.530 --> 00:41:57.889
Arnoldo Curiel, Ed.D., MPA: it now, forts and Ellen at Pagote.

230
00:41:58.110 --> 00:42:09.907
Arnoldo Curiel, Ed.D., MPA: It's recognizing that that land sits on native American land. You can't change the history of what Fort Snowing is there and what it did. But you can start taking knowledge, you know the other groups that are there.

231
00:42:10.771 --> 00:42:14.557
Arnoldo Curiel, Ed.D., MPA: And so they changed that. And actually it led to some controversy. Because

232
00:42:15.170 --> 00:42:16.910
Arnoldo Curiel, Ed.D., MPA: When that happened.

233
00:42:17.420 --> 00:42:30.020
Arnoldo Curiel, Ed.D., MPA: the legislation decided that. Oh, you're starting to do revisionist history. If you change it to Fort Melante. We're going to unalot money to the Historical Society, which they did, and they had to lay off folks

234
00:42:30.120 --> 00:42:52.820
Arnoldo Curiel, Ed.D., MPA: because they they're trying to take that more inclusive approach to the work. So I've I've also done the Idi for best buy done it for target general Mills has done it a lot of major corporations, Honeywell. Honeywell, when I was around Google Uber, it's 1 of the most widely used tools globally. And it is back translated

235
00:42:53.163 --> 00:43:16.879
Arnoldo Curiel, Ed.D., MPA: in 19 different languages. And it's available to all employees and folks from the Med school. It just comes at a 20. So I'm gonna tell you the deal that you're getting through Ump, and also the Med school is because because match qualified administrator, you have to be a qualified administrator to implement the Idi. The actual tool itself cost about 20 to $25.

236
00:43:17.230 --> 00:43:31.229
Arnoldo Curiel, Ed.D., MPA: It's all online. It takes about 10 to 15 min to complete. Then you have to meet with a qualified administrator to get your individual result. That is an idi Llc requirement. Normally, that's where the money is. You know

237
00:43:31.230 --> 00:43:51.720

Arnoldo Curiel, Ed.D., MPA: where the costs come up. The actual tool is $25, and they'll tell you that. But you have to work with a qualified administrator to administer it as part of being part of Ump part of this program, or anything else, or working within the institution. We just ask that you cover the $25, and then you meet with one of us as a qualified administrator get your own individual results.

238
00:43:52.050 --> 00:43:59.541
Arnoldo Curiel, Ed.D., MPA: And it's it's a great deal for folks. That's what they want to do. And they can email me if they have more questions, because the reality is is

239
00:43:59.930 --> 00:44:03.559
Arnoldo Curiel, Ed.D., MPA: I'm just giving this example. I still do this as an outside consultant

240
00:44:03.950 --> 00:44:13.080
Arnoldo Curiel, Ed.D., MPA: and I did this for circus juventes a nonprofit group, and they paid almost $200 per person to get it done.

241
00:44:13.290 --> 00:44:20.329
Arnoldo Curiel, Ed.D., MPA: you know, and that's including the $25 fee and that's actually me saying, Hey, you pay me? What do you think it's worth?

242
00:44:20.764 --> 00:44:38.109
Arnoldo Curiel, Ed.D., MPA: When I was at the Ywca. We started charging anywhere from 225 to $300 per person, because that's how widely used and popular it is. You're getting it for $25. You're also getting the Free feedback session. And not only does it come with the result. It also comes with a developmental plan.

243
00:44:38.450 --> 00:44:48.750
Arnoldo Curiel, Ed.D., MPA: and all of it is strictly confidential, and I emphasize that strictly confidential cannot wind up in a personal profile and strictly a developmental tool for the individual.

244
00:44:49.830 --> 00:44:58.540
Nadia A Sam-Agudu: Okay, that's that's wonderful. So you're saying that we should email you to get, you know, link to that. It's not something you can simply put a link to right.

245

00:44:58.540 --> 00:45:25.169
Arnoldo Curiel, Ed.D., MPA: Yeah, myself or Matt. I actually have an enterprise account. But like, if you email me or Matt, we can work it out to get it to figure out how to get the cost covered. If that's something that folks are interested in doing. And like, I said, we do, we cover the cost for all our people leaders, all our supervisors, that Ump, because we think it's important as a developmental tool. What one of the things that helped us understand. You ask just how the other thing it is is we recognize.

246
00:45:25.200 --> 00:45:37.640
Arnoldo Curiel, Ed.D., MPA: okay, not everybody needs to go through microaggression, training or implicit bias training. They need to go through a training to start to recognize different perspectives. You know what I mean. So this tool helps us to identify that. And you know. It also helped us to recognize.

247
00:45:38.200 --> 00:45:39.679
Arnoldo Curiel, Ed.D., MPA: that you know what

248
00:45:39.720 --> 00:45:51.296
Arnoldo Curiel, Ed.D., MPA: we don't need to do duplication services. I know a lot of doctors and Med students all that get Dei training through your group. It makes no sense to do a required Dei training in our organization. If they've gone through it over here.

249
00:45:51.560 --> 00:46:05.809
Nadia A Sam-Agudu: All right. That makes sense. So I'm told there are some questions in the Q. And a. For some reason I cannot see them, so I'd like to know if Matt or Anthony can read these out so that Dr. Curiel can answer them.

250
00:46:05.810 --> 00:46:19.879
Matt Amundson (he/him): Yeah, certainly. Sorry you can't. Can't see it. I'm not. I'm not sure why. But yeah, I can certainly read them. So the 1st one asked. The idea that we are citizens of the world and minimizing our identity is held by many. Do you believe this idea will prevail.

251
00:46:22.220 --> 00:46:27.579
Arnoldo Curiel, Ed.D., MPA: I'd like to believe it, you know, I mean, but it's not young.

252
00:46:28.600 --> 00:46:36.769

Arnoldo Curiel, Ed.D., MPA: it it's what we've been conditioned to, you know. There was actually a great book that says like, how we've learned to love diversity, but ignore inequality.

253
00:46:37.370 --> 00:46:42.239
Arnoldo Curiel, Ed.D., MPA: You know what I mean. And so it kind of goes hand in hand we keep pushing the

254
00:46:43.020 --> 00:46:51.628
Arnoldo Curiel, Ed.D., MPA: The idea of recognizing all your different identities. But we're not addressing inequality in in those identities. So it's a process.

255
00:46:52.750 --> 00:46:56.349
Arnoldo Curiel, Ed.D., MPA: honestly, right now, I think it's so much easier to focus on the problem

256
00:46:56.680 --> 00:47:12.629
Arnoldo Curiel, Ed.D., MPA: and try to make it siloed like, okay, we can eliminate this. We can eliminate this, eliminate this. So I would love for it. But I'm not gonna pretend that, you know it's gonna happen immediately. But that's where the generational thinking comes down the line. You know what I mean.

257
00:47:15.380 --> 00:47:16.140
Arnoldo Curiel, Ed.D., MPA: So.

258
00:47:16.650 --> 00:47:17.720
Matt Amundson (he/him): Alright. Thanks for that.

259
00:47:18.900 --> 00:47:21.170
Matt Amundson (he/him): Yeah. The next question says.

260
00:47:21.340 --> 00:47:33.999
Matt Amundson (he/him): when specific incidents or patterns occur and need to be addressed, how do you integrate the response to a problem with ongoing efforts for a broader system, approach slash culture change. That may not be

261
00:47:34.190 --> 00:47:35.990

Matt Amundson (he/him): quote problem focused.

262
00:47:37.100 --> 00:47:47.759
Arnoldo Curiel, Ed.D., MPA: So I'm keeping it completely anonymous. But I had to deal with a particular department where there was a lot of gender biases that was happening.

263
00:47:48.370 --> 00:47:59.090
Arnoldo Curiel, Ed.D., MPA: So we we came in to talk about. You know, sexism in the workplace, you know, we went through sexism 101, 1 0 2. But then what we started to talk about is.

264
00:47:59.160 --> 00:48:06.980
Arnoldo Curiel, Ed.D., MPA: well, you know, one of the prevailing themes that we were hearing. Well, that's just always the way things have kind of been in this particular line of medicine.

265
00:48:07.670 --> 00:48:20.349
Arnoldo Curiel, Ed.D., MPA: Well, that's great, if it's always been like that. But it doesn't have to be like that so? What is in place from this system that is allowing that to happen? Oh, let's take the representation of what you have as your

266
00:48:20.810 --> 00:48:26.139
Arnoldo Curiel, Ed.D., MPA: board or your community council. You know that Community Council should be reflective

267
00:48:26.460 --> 00:48:31.020
Arnoldo Curiel, Ed.D., MPA: of your practice. You know what I mean. So

268
00:48:31.130 --> 00:48:53.710
Arnoldo Curiel, Ed.D., MPA: it well, ideally. It would be nice to like, have every single identity representative? What are the majority identities? And do you have that representation? And what I? What I pointed out? We we came in. We addressed the issue of doing a training around sexism. Legal came in and did that. But then we looked at the board, and not going to give the exact number, but there was just say, the board with 10.

269
00:48:54.180 --> 00:48:57.659

Arnoldo Curiel, Ed.D., MPA: There was one female perspective on that board.

270
00:48:58.180 --> 00:49:07.190
Arnoldo Curiel, Ed.D., MPA: I was like, no, your practice is 50% female. Your board should be 50% female, I said. That's what you should strive for.

271
00:49:07.520 --> 00:49:21.990
Arnoldo Curiel, Ed.D., MPA: 50% of that perspective. Ideally, it should be reflective of the community that they're working in. And so that's 1 of the things that we did systemically to kind of. We address the problem. But then looked at the bigger picture that was allowing it for it to happen.

272
00:49:23.860 --> 00:49:27.890
Nadia A Sam-Agudu: Great. Thank you so much for that answer. I have one more question here.

273
00:49:28.455 --> 00:49:43.260
Nadia A Sam-Agudu: Is there a way to take the test or assessment connected to your research. That shows how you respond to cultural differences or denial acceptance? Or is it only available for research purposes? I think this might have to do with idea. But go ahead and please.

274
00:49:43.260 --> 00:49:53.074
Arnoldo Curiel, Ed.D., MPA: Yeah, no, yeah, you can email me directly, and we can set it up that you can. We can send you a link, you know, just, you know, pay the 25. Yeah, that that's easy enough to do.

275
00:49:54.050 --> 00:50:01.059
Nadia A Sam-Agudu: Thank you. And Matt, can you put his email, Dr. Curio's email in the chat? So those who are interested can get his email.

276
00:50:01.810 --> 00:50:02.560
Matt Amundson (he/him): Absolutely.

277
00:50:03.010 --> 00:50:08.149
Nadia A Sam-Agudu: Wonderful. And are there any more questions we need to answer before we we wrap up.

278
00:50:08.150 --> 00:50:20.230
Arnoldo Curiel, Ed.D., MPA: I will the one I see right. I opened up the question, how do you approach people? That view equity as oppression because anything less than the majority of preference in the society that they're used to as a threat to them.

279
00:50:20.260 --> 00:50:26.450
Arnoldo Curiel, Ed.D., MPA: I often tell folks you're never always on one side of the continuum or the other.

280
00:50:26.590 --> 00:50:33.059
Arnoldo Curiel, Ed.D., MPA: as I mentioned. Yes, I am Latino. Yes, I grew up in the Frogtown community, but I'm also male.

281
00:50:33.090 --> 00:50:44.910
Arnoldo Curiel, Ed.D., MPA: and I'm also a Latino male with a doctorate degree. So I have a form of privilege, educational privilege to aspect that aspect, you know. And so when you start to look at it as

282
00:50:44.990 --> 00:50:57.740
Arnoldo Curiel, Ed.D., MPA: look at it as it's not about, you know you're always on this side of the continuum. You're always on this side of the question. You have to understand perspectives. You have to understand what's different. Under

283
00:50:58.580 --> 00:51:07.560
Arnoldo Curiel, Ed.D., MPA: legally under the law, and a lot of folks when they don't realize when they start thinking as a threat to them. It's not really a it's a threat to their values.

284
00:51:07.760 --> 00:51:25.459
Arnoldo Curiel, Ed.D., MPA: So one of the things I used as an example, was a marriage and Men Marriage Equality Act that was passed some time ago about, you know, providing benefits to same sex couples and domestic partners, and I remember having the conversation with an individual, and they're going back and forth, you know, marriages between the man and woman marriages. I'm like.

285
00:51:25.540 --> 00:51:28.899
Arnoldo Curiel, Ed.D., MPA: Pause for a second, I said, I don't want to talk to you about your religious beliefs.

286
00:51:29.110 --> 00:51:47.110
Arnoldo Curiel, Ed.D., MPA: And they're like, Okay, I said, you're very law and order. I'm like, Yeah, I said, All right, let me talk to you about legality under the law, I said. Folks who can get married can receive these benefits receive these tax breaks, and I started explaining the differences that married couple got versus single single individual. And I'm like, now you have 2 people

287
00:51:47.380 --> 00:51:52.359
Arnoldo Curiel, Ed.D., MPA: who are with one another, and you say you don't. You know you're not offended by gay people, I said, but

288
00:51:52.510 --> 00:51:55.229
Arnoldo Curiel, Ed.D., MPA: they legally can't marry till they can never get

289
00:51:55.680 --> 00:52:12.700
Arnoldo Curiel, Ed.D., MPA: those benefits, and even couples who are not same sex that decide never to get married can't get those benefits. This is what that law putting in place is that not equitable. And they're like, well, yeah, that's fine. I'm like that what the law is about. Now take that and reconcile it with your religious beliefs.

290
00:52:12.800 --> 00:52:21.320
Arnoldo Curiel, Ed.D., MPA: I'm not telling you your beliefs are wrong. But you, you know, if you're feeling threatened, is it really about the law, or is it really about your own values and beliefs. And where does that come from?

291
00:52:21.450 --> 00:52:25.109
Arnoldo Curiel, Ed.D., MPA: And so when I start to talk about it, but that the messy approach?

292
00:52:25.410 --> 00:52:35.189
Arnoldo Curiel, Ed.D., MPA: Because then you have to deal with situation. That's not that cookie cutter approach, and that's what a lot of folks do that. When I when I mentioned earlier on, when people used to call about the work.

293
00:52:35.540 --> 00:53:03.000
Arnoldo Curiel, Ed.D., MPA: I said, are we coming in to fix the problem? Because I have what we call our canon workshops? And we used to have, like, you know, implicit

biases. The best one was confronting racism, and then we had one called confronting racism Minnesota style, you know, because there's 2 different versions. But we had our cookie cutter approaches. Okay, you you wanted to address an issue. We're going to come in and do a cookie cutter approach. But if you're trying to create a culture change. That's different. So that's how you kind of approach, that is.

294
00:53:03.290 --> 00:53:19.310
Arnoldo Curiel, Ed.D., MPA: challenge folks. Where does that come from? And I take folks to challenge it all the time. I mean, when I worked at the Ywca. They would challenge my language because I always just say, Hey, you guys, hey, you guys? And they go. You realize you're the only guy on our team. And I'm like, Oh, yeah, you're right. I gotta fix it. I gotta get better about it so.

295
00:53:20.400 --> 00:53:21.160
Arnoldo Curiel, Ed.D., MPA: and then.

296
00:53:21.160 --> 00:53:26.035
Nadia A Sam-Agudu: So much for that. Were there any more questions? Because still I can't see. But

297
00:53:26.380 --> 00:53:28.850
Nadia A Sam-Agudu: actually, just is there any more.

298
00:53:30.640 --> 00:53:33.659
Matt Amundson (he/him): Yeah. There's still a couple more more in here.

299
00:53:33.960 --> 00:53:57.430
Nadia A Sam-Agudu: Maybe one, because we have to wrap up so and end here. And of course we can have Dr. Curio respond to the rest of the questions he wasn't able to respond. Live, for example, by email or by us posting it when the video is up. So please go ahead. Maybe one more question to answer. If there's a relatively short one.

300
00:53:59.250 --> 00:54:04.741
Matt Amundson (he/him): Yeah, there are a lot of good questions on here, and thank you. To all all those folks who who added these questions,

301
00:54:05.050 --> 00:54:14.679

Matt Amundson (he/him): Dr. Carol looks like the next question says, can you speak to the current attack on Deia initiatives across the country, and how your approach can help us navigate these challenges.

302
00:54:15.410 --> 00:54:24.757
Arnoldo Curiel, Ed.D., MPA: So you know, that's actually one of the things that you talked about. The oppression approach. This is on folk, or what people are believing is attack on

303
00:54:25.110 --> 00:54:30.980
Arnoldo Curiel, Ed.D., MPA: their identities, their value systems that they're taking away. The approach.

304
00:54:31.770 --> 00:54:35.109
Arnoldo Curiel, Ed.D., MPA: Oftentimes, when you look at what's happening here is

305
00:54:35.230 --> 00:54:39.640
Arnoldo Curiel, Ed.D., MPA: people think like, Oh, we implement this, we're taking something away from somebody else.

306
00:54:39.710 --> 00:54:45.289
Arnoldo Curiel, Ed.D., MPA: And that mindset's gonna be there especially, for you know.

307
00:54:46.260 --> 00:54:53.650
Arnoldo Curiel, Ed.D., MPA: while we may be forward, thinking what I gotta tell folks is something to keep in mind. I met somebody named Carlotta Lanier.

308
00:54:53.940 --> 00:54:59.179
Arnoldo Curiel, Ed.D., MPA: who was the youngest member of the Little Rocky or Little Rock 9 that desegregated schools.

309
00:54:59.550 --> 00:55:02.029
Arnoldo Curiel, Ed.D., MPA: So I want you to think about that for a second

310
00:55:02.080 --> 00:55:14.990

Arnoldo Curiel, Ed.D., MPA: I met somebody who desegregated schools. We're not that far removed from where schools are segregated. So you still have that mindset of separation. Everything else. The approach that I take is.

311
00:55:15.520 --> 00:55:22.789
Arnoldo Curiel, Ed.D., MPA: you know, if you take your strength based. Approach. What are your strength? What are you good at, and keep building on that? It doesn't mean that there's not

312
00:55:22.830 --> 00:55:25.550
Arnoldo Curiel, Ed.D., MPA: missing bricks that we have to replace.

313
00:55:25.740 --> 00:55:43.130
Arnoldo Curiel, Ed.D., MPA: But what you're building up is the culture to keep people engaged. You know you're bringing up I think about block club organizing, you know, whenever you block clubs tend to form, because maybe there's a ration card that's a ration break-ins.

314
00:55:43.170 --> 00:55:47.579
Arnoldo Curiel, Ed.D., MPA: Once the the threat goes away, the people go away.

315
00:55:47.840 --> 00:55:56.539
Arnoldo Curiel, Ed.D., MPA: So when you're starting to create a culture like if we're creating a culture of inclusivity. And this is what we want in place. And this is what we're striving for. And we're starting to think about. This is what we need to have here.

316
00:55:56.630 --> 00:56:10.730
Arnoldo Curiel, Ed.D., MPA: You're constantly building towards something. So folks have to stay engaged and constantly keep challenging themselves. They have to keep challenging the organization to be better, you know, and you know I I'll touch on this.

317
00:56:12.098 --> 00:56:14.729
Arnoldo Curiel, Ed.D., MPA: You know. But somebody mentioned is

318
00:56:16.681 --> 00:56:19.799
Arnoldo Curiel, Ed.D., MPA: are we always gonna continue to have to chase profit?

319

00:56:20.419 --> 00:56:35.259
Arnoldo Curiel, Ed.D., MPA: Or can we find a way to balance them out? And so that's the thing is this approach forces folks to stay engaged and not go away, and you know I'll end it on this kind of note. But ask yourself, since the Civil Unrest

320
00:56:35.550 --> 00:56:37.139
Arnoldo Curiel, Ed.D., MPA: with George Floyd.

321
00:56:37.360 --> 00:56:41.250
Arnoldo Curiel, Ed.D., MPA: What has fundamentally changed in this country?

322
00:56:42.710 --> 00:56:49.600
Arnoldo Curiel, Ed.D., MPA: People protested. People were out there on the street. There was huge blow up 2, 3 years removed?

323
00:56:49.910 --> 00:56:56.760
Arnoldo Curiel, Ed.D., MPA: Have we seen any systemic change in law enforcement? Have we seen any systemic change in the way we engage our communities.

324
00:56:59.320 --> 00:57:21.329
Arnoldo Curiel, Ed.D., MPA: you know. And so that that's why you, the problem focused approach doesn't work. If we want better relationships, we have to do that. And I. And you know, this is a little bit. I just celebrated 25 years of the shop with cop program with the city of Saint Paul, where we engage kids with police officers to build relationships. It's been going for 25 years because people stay engaged.

325
00:57:25.250 --> 00:57:29.200
Nadia A Sam-Agudu: So. So thank you, Dr. Curiel. And again back to your point about.

326
00:57:29.340 --> 00:57:37.500
Nadia A Sam-Agudu: are we fixing problems, or are we creating culture? And what approach. Do we need to take to sustain

327
00:57:39.720 --> 00:57:44.470
Nadia A Sam-Agudu: cultural competency, cultural self-awareness and applying it in healthcare?

328

00:57:44.850 --> 00:58:11.250
Nadia A Sam-Agudu: I'm sorry we won't be able to take any more questions because we are out of time, and so I'll just end by thanking you so much for the very thoughtful presentation, and talking to us about the Idi again, those who are interested. His email was typed in the chat. You can email him. And you can get your own sort of testing done to really help you along that path. And as he said, It's a process, not a 1 time thing, so I'll hand it back over to Mike.

329
00:58:11.250 --> 00:58:16.570
Nadia A Sam-Agudu: and while thanking Dr. Kirill again for his time and expertise. Thank you.

330
00:58:16.570 --> 00:58:21.040
Matt Amundson (he/him): Absolutely. Yeah, thank you so much, Dr. Kirill, and thank you, Dr. Samugudu, for

331
00:58:21.210 --> 00:58:42.550
Matt Amundson (he/him): hosting this event today as well. And we will work with Dr. Curiel just in providing the the other queue. The other questions that were put in the Q. And a. I'll I'll share those with with him, and we can post those on the Dls past lectures, web web page in the next few weeks as well. So those questions that weren't answered we can. We can hear those responses. So thank you folks for sharing those with us.

332
00:58:42.700 --> 00:59:06.189
Matt Amundson (he/him): So here, as we wrap up a 1 question, survey will appear in your web, Browser, immediately after the zoom session has ended. Please take the time to complete the survey that helps. Inform us of future presentation topics, and then reminder that this session was recorded will be shared within a couple of days to all those who registered for the event otherwise recording can be found under the Education and Training tab of the Odei website, and then, please save the date. Our next series.

333
00:59:06.190 --> 00:59:17.280
Matt Amundson (he/him): session will be on Wednesday, January 8, th 2025, with Vice Dean, Dr. Ana Nunez. So thank you all so much for coming. And thank you again. Drs. Curiel and Samu. Take care everyone.