

WEBVTT

NOTE duration:"00:59:11"

NOTE recognizability:0.863

NOTE language:en-us

NOTE Confidence: 0.935602746666667

00:00:00.000 --> 00:00:01.986 Good afternoon, everyone.

NOTE Confidence: 0.935602746666667

00:00:01.986 --> 00:00:05.958 Welcome. It's great to hear this,

NOTE Confidence: 0.935602746666667

00:00:05.960 --> 00:00:09.280 this, this, this noise.

NOTE Confidence: 0.935602746666667

00:00:09.280 --> 00:00:11.080 It's great to see everyone here in person,

NOTE Confidence: 0.935602746666667

00:00:11.080 --> 00:00:13.429 so please, I hope you've all had a chance

NOTE Confidence: 0.935602746666667

00:00:13.429 --> 00:00:16.079 to enjoy some coffee and some of the food.

NOTE Confidence: 0.935602746666667

00:00:16.080 --> 00:00:18.971 And I'd like to start with a

NOTE Confidence: 0.935602746666667

00:00:18.971 --> 00:00:21.403 heartfelt thanks to Rosemary Serra.

NOTE Confidence: 0.935602746666667

00:00:21.403 --> 00:00:23.734 Rosemary has been just a tremendous support

NOTE Confidence: 0.935602746666667

00:00:23.734 --> 00:00:26.074 and she's responsible for the food and

NOTE Confidence: 0.935602746666667

00:00:26.074 --> 00:00:28.080 the drinks that we're sharing today.

NOTE Confidence: 0.935602746666667

00:00:28.080 --> 00:00:29.128 So thank you, Rosemary,

NOTE Confidence: 0.935602746666667

00:00:29.128 --> 00:00:30.700 who's joining us from afar and

NOTE Confidence: 0.935602746666667

00:00:30.749 --> 00:00:32.129 supporting us even though you're

NOTE Confidence: 0.935602746666667

00:00:32.129 --> 00:00:33.800 supposed to be resting at home.

NOTE Confidence: 0.935602746666667

00:00:33.800 --> 00:00:35.804 And so welcome to the first

NOTE Confidence: 0.935602746666667

00:00:35.804 --> 00:00:37.140 of our new series,

NOTE Confidence: 0.935602746666667

00:00:37.140 --> 00:00:39.260 our new Grand Round series.

NOTE Confidence: 0.935602746666667

00:00:39.260 --> 00:00:40.835 The pleasure to be with you here

NOTE Confidence: 0.935602746666667

00:00:40.835 --> 00:00:42.420 today and to see so many people

NOTE Confidence: 0.935602746666667

00:00:42.420 --> 00:00:44.214 here in the Cohen and to see and

NOTE Confidence: 0.935602746666667

00:00:44.214 --> 00:00:45.803 those of you joining us via zoom.

NOTE Confidence: 0.935602746666667

00:00:45.810 --> 00:00:49.408 And I'd like to start by thanking

NOTE Confidence: 0.935602746666667

00:00:49.410 --> 00:00:50.978 the Grand Rounds committee.

NOTE Confidence: 0.935602746666667

00:00:50.978 --> 00:00:52.938 My Co-chair Andres Martin,

NOTE Confidence: 0.935602746666667

00:00:52.940 --> 00:00:54.234 Laurie Cordona,

NOTE Confidence: 0.935602746666667

00:00:54.234 --> 00:00:56.822 Julie Chilton and Michael

NOTE Confidence: 0.935602746666667

00:00:56.822 --> 00:00:59.410 Crowley and Amanda Lowell,

NOTE Confidence: 0.935602746666667

00:00:59.410 --> 00:01:02.290 Tara Davila and Krystal Finch.

NOTE Confidence: 0.935602746666667
00:01:02.290 --> 00:01:03.808 And we have put together what
NOTE Confidence: 0.935602746666667
00:01:03.808 --> 00:01:05.648 I think is a very exciting
NOTE Confidence: 0.935602746666667
00:01:05.648 --> 00:01:07.548 grand rounds program and we're
NOTE Confidence: 0.935602746666667
00:01:07.548 --> 00:01:09.539 looking forward to sharing that
NOTE Confidence: 0.935602746666667
00:01:09.540 --> 00:01:10.428 with you.
NOTE Confidence: 0.935602746666667
00:01:10.428 --> 00:01:13.980 And next week we'll hear from Hector Chaidez,
NOTE Confidence: 0.935602746666667
00:01:13.980 --> 00:01:17.322 Ruacho and Anna Maria Orozco on
NOTE Confidence: 0.935602746666667
00:01:17.322 --> 00:01:19.550 culturally informed treatment approaches
NOTE Confidence: 0.935602746666667
00:01:19.636 --> 00:01:21.956 and using dichos with Latinos.
NOTE Confidence: 0.935602746666667
00:01:21.960 --> 00:01:24.151 And now this will be a fully
NOTE Confidence: 0.935602746666667
00:01:24.151 --> 00:01:25.500 virtual event next week.
NOTE Confidence: 0.935602746666667
00:01:25.500 --> 00:01:27.495 So please do join us on zoom.
NOTE Confidence: 0.935602746666667
00:01:27.500 --> 00:01:29.675 And then following that we'll
NOTE Confidence: 0.935602746666667
00:01:29.675 --> 00:01:31.415 have Doctor Nicholas Allen,
NOTE Confidence: 0.935602746666667
00:01:31.420 --> 00:01:33.372 who will be joining us in person here
NOTE Confidence: 0.935602746666667

00:01:33.372 --> 00:01:35.532 in the Child Study Center to talk
NOTE Confidence: 0.935602746666667

00:01:35.532 --> 00:01:37.692 about digital mental health and its
NOTE Confidence: 0.935602746666667

00:01:37.692 --> 00:01:39.648 application to understanding adolescent
NOTE Confidence: 0.935602746666667

00:01:39.650 --> 00:01:40.058 depression,
NOTE Confidence: 0.935602746666667

00:01:40.058 --> 00:01:42.914 and that will be followed by compassionate
NOTE Confidence: 0.935602746666667

00:01:42.914 --> 00:01:45.531 care rounds and a whole series of
NOTE Confidence: 0.935602746666667

00:01:45.531 --> 00:01:47.261 very interesting talks in October,
NOTE Confidence: 0.935602746666667

00:01:47.270 --> 00:01:49.292 November and December that will be
NOTE Confidence: 0.935602746666667

00:01:49.292 --> 00:01:51.729 occurring here in the Cohen Auditorium.
NOTE Confidence: 0.935602746666667

00:01:51.730 --> 00:01:54.061 I'd also like to thank Crista for keeping
NOTE Confidence: 0.935602746666667

00:01:54.061 --> 00:01:56.710 us well informed of our grand rounds program.
NOTE Confidence: 0.935602746666667

00:01:56.710 --> 00:01:59.188 And so you can see the calendar
NOTE Confidence: 0.935602746666667

00:01:59.188 --> 00:02:02.192 of events on each of our weekly
NOTE Confidence: 0.935602746666667

00:02:02.192 --> 00:02:04.044 e-mail updates from Crista.
NOTE Confidence: 0.935602746666667

00:02:04.050 --> 00:02:05.574 And just a reminder,
NOTE Confidence: 0.935602746666667

00:02:05.574 --> 00:02:08.590 please do send on your suggested speakers,

NOTE Confidence: 0.935602746666667
00:02:08.590 --> 00:02:09.878 many of the faculty.
NOTE Confidence: 0.935602746666667
00:02:09.878 --> 00:02:11.488 Trainees have already sent on
NOTE Confidence: 0.935602746666667
00:02:11.488 --> 00:02:13.159 some wonderful suggestions.
NOTE Confidence: 0.935602746666667
00:02:13.160 --> 00:02:16.618 We really want grand rounds to reflect
NOTE Confidence: 0.935602746666667
00:02:16.618 --> 00:02:19.162 the Child Study Center's mission
NOTE Confidence: 0.935602746666667
00:02:19.162 --> 00:02:21.817 to showcase cutting edge research,
NOTE Confidence: 0.935602746666667
00:02:21.820 --> 00:02:23.266 best clinical practice,
NOTE Confidence: 0.935602746666667
00:02:23.266 --> 00:02:26.158 and best practices in clinical education.
NOTE Confidence: 0.935602746666667
00:02:26.160 --> 00:02:27.760 So if there's anyone that's
NOTE Confidence: 0.935602746666667
00:02:27.760 --> 00:02:29.040 influencing your practice you
NOTE Confidence: 0.935602746666667
00:02:29.040 --> 00:02:30.840 think is doing fantastic research,
NOTE Confidence: 0.935602746666667
00:02:30.840 --> 00:02:32.405 please do send suggestions our
NOTE Confidence: 0.935602746666667
00:02:32.405 --> 00:02:34.531 way and we'd be delighted to add
NOTE Confidence: 0.935602746666667
00:02:34.531 --> 00:02:35.535 them to the program.
NOTE Confidence: 0.935602746666667
00:02:35.540 --> 00:02:37.100 So without any further ado,
NOTE Confidence: 0.935602746666667

00:02:37.100 --> 00:02:39.380 please join me in welcoming our chair, Doctor
NOTE Confidence: 0.935602746666667

00:02:39.380 --> 00:02:40.210 Linda Mayes.
NOTE Confidence: 0.690148748

00:02:45.320 --> 00:02:46.620 Are we unmuted up here?
NOTE Confidence: 0.85414158125

00:02:50.090 --> 00:02:53.106 Can you hear me OK in the back?
NOTE Confidence: 0.85414158125

00:02:53.110 --> 00:02:54.706 And may I ask your permission?
NOTE Confidence: 0.85414158125

00:02:54.710 --> 00:03:00.030 May I take mask off? Unveiled.
NOTE Confidence: 0.85414158125

00:03:00.030 --> 00:03:02.926 So thanks so much for everyone being here.
NOTE Confidence: 0.85414158125

00:03:02.930 --> 00:03:05.006 It's really, really lovely.
NOTE Confidence: 0.85414158125

00:03:05.006 --> 00:03:08.120 Do we need to adjust anything?
NOTE Confidence: 0.85414158125

00:03:08.120 --> 00:03:10.040 Sorry, is your microphone on?
NOTE Confidence: 0.85414158125

00:03:10.040 --> 00:03:14.300 I hope so. Yes, it is OK. One second.
NOTE Confidence: 0.711449916666667

00:03:17.660 --> 00:03:19.238 You're good. I think we're good.
NOTE Confidence: 0.711449916666667

00:03:19.240 --> 00:03:20.168 All right. Please check.
NOTE Confidence: 0.8146031525

00:03:23.450 --> 00:03:25.958 All right, try again. Excellent.
NOTE Confidence: 0.8146031525

00:03:25.958 --> 00:03:28.248 OK, great. So. So again,
NOTE Confidence: 0.8146031525

00:03:28.250 --> 00:03:30.386 thank you so much for being here in

NOTE Confidence: 0.8146031525

00:03:30.386 --> 00:03:32.318 person and for being here on zoom.

NOTE Confidence: 0.8146031525

00:03:32.320 --> 00:03:34.620 We're already doing something somewhat

NOTE Confidence: 0.8146031525

00:03:34.620 --> 00:03:36.920 disruptive that I gather it's

NOTE Confidence: 0.8146031525

00:03:36.992 --> 00:03:39.428 better if I stand behind the podium.

NOTE Confidence: 0.8146031525

00:03:39.430 --> 00:03:40.642 But as you know,

NOTE Confidence: 0.8146031525

00:03:40.642 --> 00:03:43.410 I much prefer to be out and present.

NOTE Confidence: 0.8146031525

00:03:43.410 --> 00:03:45.507 And so we're going to give this a try.

NOTE Confidence: 0.8146031525

00:03:45.510 --> 00:03:47.580 And Kieran, if it is not working,

NOTE Confidence: 0.8146031525

00:03:47.580 --> 00:03:48.988 you'll let me know.

NOTE Confidence: 0.8146031525

00:03:48.990 --> 00:03:50.336 OK, good, great.

NOTE Confidence: 0.8146031525

00:03:50.336 --> 00:03:52.934 So let me just move ahead.

NOTE Confidence: 0.8146031525

00:03:52.940 --> 00:03:55.467 The purposes of opening meetings - and we

NOTE Confidence: 0.8146031525

00:03:55.467 --> 00:03:57.907 always have one in September and then

NOTE Confidence: 0.8146031525

00:03:57.907 --> 00:04:00.430 we always have a meeting in January.

NOTE Confidence: 0.8146031525

00:04:00.430 --> 00:04:01.950 And so for this meeting,

NOTE Confidence: 0.8146031525

00:04:01.950 --> 00:04:04.250 for our getting together in
NOTE Confidence: 0.8146031525

00:04:04.250 --> 00:04:06.090 September following a summer,
NOTE Confidence: 0.8146031525

00:04:06.090 --> 00:04:08.184 we often think about pausing and
NOTE Confidence: 0.8146031525

00:04:08.184 --> 00:04:10.270 reflecting of where we've been and
NOTE Confidence: 0.8146031525

00:04:10.270 --> 00:04:12.826 where we're going, to welcome new people -
NOTE Confidence: 0.8146031525

00:04:12.826 --> 00:04:16.063 and now we welcome on Zoom as well
NOTE Confidence: 0.8146031525

00:04:16.063 --> 00:04:18.983 as welcome in person - and to look ahead.
NOTE Confidence: 0.8146031525

00:04:18.990 --> 00:04:19.896 And in January,
NOTE Confidence: 0.8146031525

00:04:19.896 --> 00:04:22.010 what I will do just as a preview
NOTE Confidence: 0.8146031525

00:04:22.079 --> 00:04:23.891 is to get more detailed about
NOTE Confidence: 0.8146031525

00:04:23.891 --> 00:04:25.890 the state of the department.
NOTE Confidence: 0.8146031525

00:04:25.890 --> 00:04:28.011 But today I really want to talk
NOTE Confidence: 0.8146031525

00:04:28.011 --> 00:04:30.054 about the goals of the department
NOTE Confidence: 0.8146031525

00:04:30.054 --> 00:04:32.305 for this new academic year because
NOTE Confidence: 0.8146031525

00:04:32.305 --> 00:04:35.155 we're welcoming a new academic year.
NOTE Confidence: 0.8146031525

00:04:35.160 --> 00:04:37.519 And sometimes New Years start in January,

NOTE Confidence: 0.8146031525

00:04:37.520 --> 00:04:39.320 sometimes they start in September.

NOTE Confidence: 0.8146031525

00:04:39.320 --> 00:04:41.576 As you'll hear, there's fiscal years,

NOTE Confidence: 0.8146031525

00:04:41.580 --> 00:04:44.618 but this is our new academic year

NOTE Confidence: 0.8146031525

00:04:44.620 --> 00:04:47.007 and one of the traditions of our

NOTE Confidence: 0.8146031525

00:04:47.007 --> 00:04:49.382 department over the last six,

NOTE Confidence: 0.8146031525

00:04:49.382 --> 00:04:50.906 now seven years.

NOTE Confidence: 0.8146031525

00:04:50.910 --> 00:04:53.688 Has been in September to open

NOTE Confidence: 0.8146031525

00:04:53.688 --> 00:04:55.077 up this meeting.

NOTE Confidence: 0.8146031525

00:04:55.080 --> 00:04:57.306 With a series of themes or

NOTE Confidence: 0.8146031525

00:04:57.306 --> 00:04:59.320 a theme for the year.

NOTE Confidence: 0.8146031525

00:04:59.320 --> 00:05:00.320 And as you can see,

NOTE Confidence: 0.8146031525

00:05:00.320 --> 00:05:02.063 beginning in 2016,

NOTE Confidence: 0.8146031525

00:05:02.063 --> 00:05:06.130 the themes began to be somewhat playful.

NOTE Confidence: 0.8146031525

00:05:06.130 --> 00:05:08.740 Our vacations and sojourns and

NOTE Confidence: 0.8146031525

00:05:08.740 --> 00:05:10.828 summer frames of mind,

NOTE Confidence: 0.8146031525

00:05:10.830 --> 00:05:13.910 and even the original one.
NOTE Confidence: 0.8146031525

00:05:13.910 --> 00:05:17.580 But actually, COVID interrupted that.
NOTE Confidence: 0.8146031525

00:05:17.580 --> 00:05:19.344 And COVID, by 2020,
NOTE Confidence: 0.8146031525

00:05:19.344 --> 00:05:22.543 when we had no idea actually in
NOTE Confidence: 0.8146031525

00:05:22.543 --> 00:05:25.756 September of 2020 of what was coming,
NOTE Confidence: 0.8146031525

00:05:25.760 --> 00:05:28.720 we still had a bit of a not so playful theme,
NOTE Confidence: 0.8146031525

00:05:28.720 --> 00:05:31.576 but a bit of a theme about rejuvenation.
NOTE Confidence: 0.8146031525

00:05:31.580 --> 00:05:33.701 And then last year was very much
NOTE Confidence: 0.8146031525

00:05:33.701 --> 00:05:35.290 about matters of the heart.
NOTE Confidence: 0.8146031525

00:05:35.290 --> 00:05:37.831 And the loss and the change and
NOTE Confidence: 0.8146031525

00:05:37.831 --> 00:05:39.829 all that was before us.
NOTE Confidence: 0.8146031525

00:05:39.830 --> 00:05:42.070 So this year there's a number of
NOTE Confidence: 0.8146031525

00:05:42.070 --> 00:05:44.458 things that we need to think about.
NOTE Confidence: 0.8146031525

00:05:44.460 --> 00:05:46.446 And we've been talking a lot
NOTE Confidence: 0.8146031525

00:05:46.446 --> 00:05:48.579 about returning to a new normal,
NOTE Confidence: 0.8146031525

00:05:48.580 --> 00:05:50.988 to a changed and changing world and

NOTE Confidence: 0.8146031525

00:05:50.988 --> 00:05:53.360 what that world looks like and that

NOTE Confidence: 0.8146031525

00:05:53.360 --> 00:05:55.740 we're in the middle of that world.

NOTE Confidence: 0.8146031525

00:05:55.740 --> 00:05:56.888 Not to be down,

NOTE Confidence: 0.8146031525

00:05:56.888 --> 00:05:59.625 but I just want to remind you that it's

NOTE Confidence: 0.8146031525

00:05:59.625 --> 00:06:06.100 been 912 days since March the 12th, 2020.

NOTE Confidence: 0.8146031525

00:06:06.100 --> 00:06:08.606 912 days since we have been in

NOTE Confidence: 0.8146031525

00:06:08.606 --> 00:06:10.399 this changing world of COVID,

NOTE Confidence: 0.8146031525

00:06:10.400 --> 00:06:12.728 that we continue to be in this changing

NOTE Confidence: 0.8146031525

00:06:12.728 --> 00:06:14.959 world of COVID with new more peaks,

NOTE Confidence: 0.8146031525

00:06:14.960 --> 00:06:17.907 more ups and downs of new variants.

NOTE Confidence: 0.8146031525

00:06:17.910 --> 00:06:18.710 There's a new vaccine.

NOTE Confidence: 0.8146031525

00:06:18.710 --> 00:06:20.090 I hope you all will get it.

NOTE Confidence: 0.8146031525

00:06:20.090 --> 00:06:22.376 I hope you got the communication

NOTE Confidence: 0.8146031525

00:06:22.376 --> 00:06:24.570 of the new bivalent vaccine.

NOTE Confidence: 0.8146031525

00:06:24.570 --> 00:06:25.710 Do we wear a mask?

NOTE Confidence: 0.8146031525

00:06:25.710 --> 00:06:26.670 Do we not,
NOTE Confidence: 0.8146031525

00:06:26.670 --> 00:06:27.950 do we ask permission,
NOTE Confidence: 0.8146031525

00:06:27.950 --> 00:06:29.234 do we not,
NOTE Confidence: 0.8146031525

00:06:29.234 --> 00:06:30.946 are we working virtually,
NOTE Confidence: 0.860245932

00:06:30.950 --> 00:06:32.502 are we working hybrid,
NOTE Confidence: 0.860245932

00:06:32.502 --> 00:06:34.830 how are we seeing our patients?
NOTE Confidence: 0.860245932

00:06:34.830 --> 00:06:37.777 And then the tremendous also and very
NOTE Confidence: 0.860245932

00:06:37.777 --> 00:06:40.748 productive and much overdue social unrest.
NOTE Confidence: 0.860245932

00:06:40.750 --> 00:06:44.040 But our world is continuing dramatically to
NOTE Confidence: 0.860245932

00:06:44.040 --> 00:06:47.436 change and even as we're back in person.
NOTE Confidence: 0.860245932

00:06:47.440 --> 00:06:49.939 Sorry, even as we're here in person,
NOTE Confidence: 0.860245932

00:06:49.940 --> 00:06:53.428 we have to actually learn now how to
NOTE Confidence: 0.860245932

00:06:53.428 --> 00:06:56.730 again to work together in person.
NOTE Confidence: 0.860245932

00:06:56.730 --> 00:06:59.151 It would be amazing to think that as humans
NOTE Confidence: 0.860245932

00:06:59.151 --> 00:07:01.886 we would have to relearn it as human adults,
NOTE Confidence: 0.860245932

00:07:01.890 --> 00:07:03.650 but we do. And as you can see

NOTE Confidence: 0.860245932

00:07:03.650 --> 00:07:05.439 on the bottom of this slide,

NOTE Confidence: 0.860245932

00:07:05.440 --> 00:07:09.320 if you actually survey people and ask them,

NOTE Confidence: 0.860245932

00:07:09.320 --> 00:07:10.904 does the digital world do the

NOTE Confidence: 0.860245932

00:07:10.904 --> 00:07:12.810 same as the in person world,

NOTE Confidence: 0.860245932

00:07:12.810 --> 00:07:14.241 well, majority, well,

NOTE Confidence: 0.860245932

00:07:14.241 --> 00:07:17.103 more than a majority say no.

NOTE Confidence: 0.860245932

00:07:17.110 --> 00:07:19.958 That you miss the things they they the

NOTE Confidence: 0.860245932

00:07:19.958 --> 00:07:21.967 socializing over coffee in the back,

NOTE Confidence: 0.860245932

00:07:21.970 --> 00:07:22.828 the beginnings,

NOTE Confidence: 0.860245932

00:07:22.828 --> 00:07:24.973 the inter interstices of meetings

NOTE Confidence: 0.860245932

00:07:24.973 --> 00:07:27.138 that you don't get on zoom.

NOTE Confidence: 0.860245932

00:07:27.140 --> 00:07:29.408 But we're still needing to learn how

NOTE Confidence: 0.860245932

00:07:29.408 --> 00:07:32.145 to come back together and how to work

NOTE Confidence: 0.860245932

00:07:32.145 --> 00:07:34.300 in this virtual and hybrid world.

NOTE Confidence: 0.860245932

00:07:34.300 --> 00:07:36.617 And I'm very well recognized that we

NOTE Confidence: 0.860245932

00:07:36.617 --> 00:07:39.283 will not only be sitting in this room
NOTE Confidence: 0.860245932

00:07:39.283 --> 00:07:41.190 or online, but we need to get much,
NOTE Confidence: 0.860245932

00:07:41.190 --> 00:07:44.238 much better about the hybrid world.
NOTE Confidence: 0.860245932

00:07:44.240 --> 00:07:46.305 And I'm also recognizing and
NOTE Confidence: 0.860245932

00:07:46.305 --> 00:07:47.957 want to call out.
NOTE Confidence: 0.860245932

00:07:47.960 --> 00:07:49.080 And also I'm aware,
NOTE Confidence: 0.860245932

00:07:49.080 --> 00:07:49.360 Kieran,
NOTE Confidence: 0.860245932

00:07:49.360 --> 00:07:51.780 that I'm starting to move,
NOTE Confidence: 0.860245932

00:07:51.780 --> 00:07:54.972 but but I want to call out that
NOTE Confidence: 0.860245932

00:07:54.972 --> 00:07:58.390 we are at this point still living
NOTE Confidence: 0.860245932

00:07:58.390 --> 00:08:00.940 learning how to find certainty.
NOTE Confidence: 0.860245932

00:08:00.940 --> 00:08:03.565 While still surrounded by tremendous
NOTE Confidence: 0.860245932

00:08:03.565 --> 00:08:06.690 uncertainty and a sense of loss.
NOTE Confidence: 0.860245932

00:08:06.690 --> 00:08:09.759 And that's going to continue to be a theme.
NOTE Confidence: 0.860245932

00:08:09.760 --> 00:08:12.785 Our country continues to be
NOTE Confidence: 0.860245932

00:08:12.785 --> 00:08:16.510 divided into red and and blue.

NOTE Confidence: 0.860245932

00:08:16.510 --> 00:08:18.813 There are new variants that we don't

NOTE Confidence: 0.860245932

00:08:18.813 --> 00:08:21.388 even know yet what the names will be,

NOTE Confidence: 0.860245932

00:08:21.390 --> 00:08:23.870 but they continue to come.

NOTE Confidence: 0.860245932

00:08:23.870 --> 00:08:25.868 The war in Ukraine has left

NOTE Confidence: 0.860245932

00:08:25.868 --> 00:08:27.670 an uncertainty for all of us,

NOTE Confidence: 0.860245932

00:08:27.670 --> 00:08:29.668 as well as a tremendous sadness.

NOTE Confidence: 0.89140240375

00:08:31.850 --> 00:08:36.230 Unbelievably, there have been over 200

NOTE Confidence: 0.89140240375

00:08:36.230 --> 00:08:40.640 mass shootings since the beginning of 2022.

NOTE Confidence: 0.89140240375

00:08:40.640 --> 00:08:46.120 Defined as four or more people, over 200.

NOTE Confidence: 0.89140240375

00:08:46.120 --> 00:08:48.070 And if you actually look

NOTE Confidence: 0.89140240375

00:08:48.070 --> 00:08:50.020 at the rate of inflation,

NOTE Confidence: 0.89140240375

00:08:50.020 --> 00:08:53.386 the economy is not so stable.

NOTE Confidence: 0.89140240375

00:08:53.390 --> 00:08:55.774 So we are actually living in a very

NOTE Confidence: 0.89140240375

00:08:55.774 --> 00:08:57.911 changed and changing world and we

NOTE Confidence: 0.89140240375

00:08:57.911 --> 00:08:59.746 are needing to actually still,

NOTE Confidence: 0.89140240375

00:08:59.750 --> 00:09:02.934 as we look ahead, the dealing with the
NOTE Confidence: 0.89140240375

00:09:02.934 --> 00:09:04.708 tremendous uncertainty of that world.
NOTE Confidence: 0.89140240375

00:09:04.710 --> 00:09:07.118 And actually one good thing that's come
NOTE Confidence: 0.89140240375

00:09:07.118 --> 00:09:10.167 out of COVID is it has spurred a huge
NOTE Confidence: 0.89140240375

00:09:10.167 --> 00:09:12.482 amount of scholarship on coping with
NOTE Confidence: 0.89140240375

00:09:12.482 --> 00:09:14.847 uncertainty and living in uncertainty.
NOTE Confidence: 0.89140240375

00:09:14.850 --> 00:09:18.018 That is what's before us as the department.
NOTE Confidence: 0.89140240375

00:09:18.020 --> 00:09:19.880 So I'm about to introduce the
NOTE Confidence: 0.89140240375

00:09:19.880 --> 00:09:21.500 theme for this next year,
NOTE Confidence: 0.89140240375

00:09:21.500 --> 00:09:23.720 and it's going to actually
NOTE Confidence: 0.89140240375

00:09:23.720 --> 00:09:25.940 sound like a clanging symbol,
NOTE Confidence: 0.89140240375

00:09:25.940 --> 00:09:29.930 having just laid that that groundwork.
NOTE Confidence: 0.89140240375

00:09:29.930 --> 00:09:32.170 And this is what I think this
NOTE Confidence: 0.89140240375

00:09:32.170 --> 00:09:33.400 year's theme should be.
NOTE Confidence: 0.89140240375

00:09:33.400 --> 00:09:35.924 Generativity, imagination, and grace.
NOTE Confidence: 0.89140240375

00:09:35.924 --> 00:09:39.079 Because what we had before

NOTE Confidence: 0.89140240375

00:09:39.079 --> 00:09:41.408 us is to look ahead.

NOTE Confidence: 0.89140240375

00:09:41.410 --> 00:09:44.440 Look ahead to those people.

NOTE Confidence: 0.89140240375

00:09:44.440 --> 00:09:47.170 That we might not ever meet.

NOTE Confidence: 0.89140240375

00:09:47.170 --> 00:09:49.156 To be thinking about the department,

NOTE Confidence: 0.89140240375

00:09:49.160 --> 00:09:52.009 the community that we want to create,

NOTE Confidence: 0.89140240375

00:09:52.010 --> 00:09:53.942 not only for those of you

NOTE Confidence: 0.89140240375

00:09:53.942 --> 00:09:55.520 who have just joined us.

NOTE Confidence: 0.89140240375

00:09:55.520 --> 00:09:58.880 But those who will join years later,

NOTE Confidence: 0.89140240375

00:09:58.880 --> 00:10:01.550 whose names we don't know.

NOTE Confidence: 0.89140240375

00:10:01.550 --> 00:10:05.042 Who we will still create a place for them,

NOTE Confidence: 0.89140240375

00:10:05.050 --> 00:10:08.046 and that is a tremendous amount of

NOTE Confidence: 0.89140240375

00:10:08.046 --> 00:10:11.641 trust that they place in us and the

NOTE Confidence: 0.89140240375

00:10:11.641 --> 00:10:14.210 responsibility that they give to us.

NOTE Confidence: 0.89140240375

00:10:14.210 --> 00:10:16.550 Now, why do I think that should be the theme?

NOTE Confidence: 0.89140240375

00:10:16.550 --> 00:10:19.766 But first, what in the world is generativity?

NOTE Confidence: 0.89140240375

00:10:19.770 --> 00:10:22.105 I'm assuming that in this
NOTE Confidence: 0.89140240375

00:10:22.105 --> 00:10:23.506 audience everyone knows,
NOTE Confidence: 0.89140240375

00:10:23.510 --> 00:10:25.350 but I actually had an experience a bit
NOTE Confidence: 0.89140240375

00:10:25.350 --> 00:10:27.296 over a year ago of presenting this,
NOTE Confidence: 0.89140240375

00:10:27.300 --> 00:10:29.400 and people were on their iPhone
NOTE Confidence: 0.89140240375

00:10:29.400 --> 00:10:31.090 searching what the definition was,
NOTE Confidence: 0.89140240375

00:10:31.090 --> 00:10:33.365 so I just want to be sure.
NOTE Confidence: 0.89140240375

00:10:33.370 --> 00:10:36.090 That generativity is the idea.
NOTE Confidence: 0.89140240375

00:10:36.090 --> 00:10:39.534 That you think about the next generation.
NOTE Confidence: 0.89140240375

00:10:39.540 --> 00:10:41.680 And beyond and obviously for
NOTE Confidence: 0.89140240375

00:10:41.680 --> 00:10:43.820 the survival of the species,
NOTE Confidence: 0.89140240375

00:10:43.820 --> 00:10:46.112 but but really for the survival
NOTE Confidence: 0.89140240375

00:10:46.112 --> 00:10:47.258 of the family,
NOTE Confidence: 0.89140240375

00:10:47.260 --> 00:10:49.240 the sustainability of the community,
NOTE Confidence: 0.89140240375

00:10:49.240 --> 00:10:51.176 a town, a society.
NOTE Confidence: 0.89140240375

00:10:51.176 --> 00:10:54.080 And Eric Erickson coined the term.

NOTE Confidence: 0.89140240375

00:10:54.080 --> 00:10:56.760 And he coined the term with this definition

NOTE Confidence: 0.89140240375

00:10:56.760 --> 00:10:59.238 that you have to read several times.

NOTE Confidence: 0.89140240375

00:10:59.240 --> 00:11:02.096 The one thing that can save us as

NOTE Confidence: 0.89140240375

00:11:02.096 --> 00:11:05.385 a species is seeing how we're not

NOTE Confidence: 0.89140240375

00:11:05.385 --> 00:11:07.377 thinking about future generations

NOTE Confidence: 0.89140240375

00:11:07.377 --> 00:11:10.035 in a way in the way we live.

NOTE Confidence: 0.89140240375

00:11:10.040 --> 00:11:11.720 He could have written it in the positive,

NOTE Confidence: 0.89140240375

00:11:11.720 --> 00:11:13.834 but he wrote it in the negative,

NOTE Confidence: 0.89140240375

00:11:13.840 --> 00:11:16.770 so that that's the definition.

NOTE Confidence: 0.89140240375

00:11:16.770 --> 00:11:19.950 That we actually invest in ourselves

NOTE Confidence: 0.89140240375

00:11:19.950 --> 00:11:23.689 by investing in the next generation.

NOTE Confidence: 0.89140240375

00:11:23.690 --> 00:11:26.490 So what then is the role of grace?

NOTE Confidence: 0.89140240375

00:11:26.490 --> 00:11:26.754 Now,

NOTE Confidence: 0.89140240375

00:11:26.754 --> 00:11:28.866 I don't mean grace in the spiritual sense,

NOTE Confidence: 0.89140240375

00:11:28.870 --> 00:11:31.726 though there may be a spirituality in it,

NOTE Confidence: 0.89140240375

00:11:31.730 --> 00:11:33.907 but I really mean in these tremendous,
NOTE Confidence: 0.89140240375

00:11:33.910 --> 00:11:36.835 uncertain times that grace is
NOTE Confidence: 0.89140240375

00:11:36.835 --> 00:11:38.005 about compassion.
NOTE Confidence: 0.89140240375

00:11:38.010 --> 00:11:41.268 It's about compassion and stressful times.
NOTE Confidence: 0.89140240375

00:11:41.270 --> 00:11:43.606 It's about compassion in the midst of change,
NOTE Confidence: 0.89140240375

00:11:43.610 --> 00:11:45.902 of offering to help when you
NOTE Confidence: 0.89140240375

00:11:45.902 --> 00:11:48.370 see things that need to be done.
NOTE Confidence: 0.89140240375

00:11:48.370 --> 00:11:51.390 About actively trying to understand.
NOTE Confidence: 0.89140240375

00:11:51.390 --> 00:11:53.455 Why something is as it is and
NOTE Confidence: 0.89140240375

00:11:53.455 --> 00:11:55.528 how we can make it better?
NOTE Confidence: 0.89140240375

00:11:55.530 --> 00:11:58.278 Forgiving because we're all making mistakes.
NOTE Confidence: 0.88727421

00:11:58.280 --> 00:11:59.950 Because remember, most of us,
NOTE Confidence: 0.88727421

00:11:59.950 --> 00:12:02.290 I don't think anybody has been
NOTE Confidence: 0.88727421

00:12:02.290 --> 00:12:05.378 in this kind of post COVID world.
NOTE Confidence: 0.88727421

00:12:05.380 --> 00:12:06.736 So we're trying to learn it,
NOTE Confidence: 0.88727421

00:12:06.740 --> 00:12:09.788 we're learning it together and then

NOTE Confidence: 0.88727421

00:12:09.788 --> 00:12:11.312 regularly expressing gratitude.

NOTE Confidence: 0.88727421

00:12:11.320 --> 00:12:13.687 Last year, when it was matters of the heart,

NOTE Confidence: 0.88727421

00:12:13.690 --> 00:12:16.066 we did talk about gratitude and

NOTE Confidence: 0.88727421

00:12:16.066 --> 00:12:18.275 actually the science behind gratitude

NOTE Confidence: 0.88727421

00:12:18.275 --> 00:12:20.479 that gratitude improves health.

NOTE Confidence: 0.88727421

00:12:20.480 --> 00:12:22.380 But that is a tremendous,

NOTE Confidence: 0.88727421

00:12:22.380 --> 00:12:25.308 important part of grace.

NOTE Confidence: 0.88727421

00:12:25.310 --> 00:12:29.063 And then why to bring this theme and this

NOTE Confidence: 0.88727421

00:12:29.063 --> 00:12:31.888 particular time in this particular year?

NOTE Confidence: 0.88727421

00:12:31.890 --> 00:12:34.200 The first point to say.

NOTE Confidence: 0.88727421

00:12:34.200 --> 00:12:36.223 Is that in imagining the world for

NOTE Confidence: 0.88727421

00:12:36.223 --> 00:12:38.523 those whom we will never know, perhaps,

NOTE Confidence: 0.88727421

00:12:38.523 --> 00:12:41.344 or those who will come after us?

NOTE Confidence: 0.88727421

00:12:41.350 --> 00:12:43.685 We cultivate grace among us

NOTE Confidence: 0.88727421

00:12:43.685 --> 00:12:46.020 all as a shared goal.

NOTE Confidence: 0.88727421

00:12:46.020 --> 00:12:48.628 That brings us together.
NOTE Confidence: 0.88727421

00:12:48.630 --> 00:12:49.470 The second goal,
NOTE Confidence: 0.88727421

00:12:49.470 --> 00:12:50.725 the second point, though,
NOTE Confidence: 0.88727421

00:12:50.725 --> 00:12:53.630 is that COVID has seriously challenged our
NOTE Confidence: 0.88727421

00:12:53.630 --> 00:12:55.976 cohesion as community and has presented
NOTE Confidence: 0.88727421

00:12:55.976 --> 00:12:57.386 us with a developmental challenge.
NOTE Confidence: 0.88727421

00:12:57.390 --> 00:12:59.244 And I'm going to say more
NOTE Confidence: 0.88727421

00:12:59.244 --> 00:13:01.189 about that in just a second.
NOTE Confidence: 0.88727421

00:13:01.190 --> 00:13:03.446 3rd is that generativity and grace?
NOTE Confidence: 0.88727421

00:13:03.450 --> 00:13:05.670 Actually, there's a science to this.
NOTE Confidence: 0.88727421

00:13:05.670 --> 00:13:06.682 Build stronger,
NOTE Confidence: 0.88727421

00:13:06.682 --> 00:13:07.694 healthier teams.
NOTE Confidence: 0.88727421

00:13:07.694 --> 00:13:10.224 If you're thinking about others,
NOTE Confidence: 0.88727421

00:13:10.230 --> 00:13:11.810 those who come after you,
NOTE Confidence: 0.88727421

00:13:11.810 --> 00:13:13.090 your team works better.
NOTE Confidence: 0.847852116923077

00:13:16.190 --> 00:13:18.976 It's also very consonant with our ongoing

NOTE Confidence: 0.847852116923077
00:13:18.976 --> 00:13:21.990 focus in this department on inclusion,
NOTE Confidence: 0.847852116923077
00:13:21.990 --> 00:13:26.450 belonging and service leadership.
NOTE Confidence: 0.847852116923077
00:13:26.450 --> 00:13:28.669 And finally, it actually pushes us to
NOTE Confidence: 0.847852116923077
00:13:28.669 --> 00:13:30.850 focus not just on the uncertainty,
NOTE Confidence: 0.847852116923077
00:13:30.850 --> 00:13:33.342 not just on all the things that
NOTE Confidence: 0.847852116923077
00:13:33.342 --> 00:13:35.308 COVID has caused us to lose.
NOTE Confidence: 0.847852116923077
00:13:35.310 --> 00:13:38.096 But it actually focuses on what we
NOTE Confidence: 0.847852116923077
00:13:38.096 --> 00:13:40.139 are nurturing and building together
NOTE Confidence: 0.847852116923077
00:13:40.139 --> 00:13:43.203 that we will then pass on to all
NOTE Confidence: 0.847852116923077
00:13:43.283 --> 00:13:45.656 of you who have just joined us.
NOTE Confidence: 0.847852116923077
00:13:45.660 --> 00:13:47.690 And then two other points about this
NOTE Confidence: 0.847852116923077
00:13:47.690 --> 00:13:50.359 is what is our developmental challenge.
NOTE Confidence: 0.847852116923077
00:13:50.360 --> 00:13:55.716 COVID. Dastardly little virus that it is.
NOTE Confidence: 0.847852116923077
00:13:55.720 --> 00:13:58.240 Has has really brought us to focus
NOTE Confidence: 0.847852116923077
00:13:58.240 --> 00:14:01.764 on what we've lost, on what we need,
NOTE Confidence: 0.847852116923077

00:14:01.764 --> 00:14:03.302 crisis, fear, loss,
NOTE Confidence: 0.847852116923077

00:14:03.302 --> 00:14:05.386 separation is naturally pulled
NOTE Confidence: 0.847852116923077

00:14:05.386 --> 00:14:08.859 this to an inward focusing stance
NOTE Confidence: 0.847852116923077

00:14:08.860 --> 00:14:12.564 of how do we preserve what we had.
NOTE Confidence: 0.847852116923077

00:14:12.570 --> 00:14:14.916 Rather than what we will be.
NOTE Confidence: 0.847852116923077

00:14:14.920 --> 00:14:17.128 And actually there is a very
NOTE Confidence: 0.847852116923077

00:14:17.128 --> 00:14:18.974 well recognized human response to
NOTE Confidence: 0.847852116923077

00:14:18.974 --> 00:14:19.910 the change cycle.
NOTE Confidence: 0.847852116923077

00:14:19.910 --> 00:14:22.286 And I think that not just we here,
NOTE Confidence: 0.847852116923077

00:14:22.290 --> 00:14:23.630 but I think the country,
NOTE Confidence: 0.847852116923077

00:14:23.630 --> 00:14:25.330 I think the medical school,
NOTE Confidence: 0.847852116923077

00:14:25.330 --> 00:14:27.766 we're all kind of in the trough.
NOTE Confidence: 0.847852116923077

00:14:27.770 --> 00:14:29.982 We're in the trough of looking back
NOTE Confidence: 0.847852116923077

00:14:29.982 --> 00:14:32.280 to what we've lost and now we need
NOTE Confidence: 0.847852116923077

00:14:32.280 --> 00:14:34.851 to go up or another way to put it
NOTE Confidence: 0.847852116923077

00:14:34.851 --> 00:14:36.669 that Ericsson put it actually was

NOTE Confidence: 0.847852116923077
00:14:36.670 --> 00:14:39.290 embracing how what embracing generativity.
NOTE Confidence: 0.847852116923077
00:14:39.290 --> 00:14:40.044 You know,
NOTE Confidence: 0.847852116923077
00:14:40.044 --> 00:14:42.306 Ericsson talked a lot about contrast,
NOTE Confidence: 0.847852116923077
00:14:42.310 --> 00:14:45.022 so he contrasted generativity
NOTE Confidence: 0.847852116923077
00:14:45.022 --> 00:14:46.378 with stagnation.
NOTE Confidence: 0.847852116923077
00:14:46.380 --> 00:14:48.740 It's a very negative contrast,
NOTE Confidence: 0.847852116923077
00:14:48.740 --> 00:14:51.404 but I would imagine that it's the COVID
NOTE Confidence: 0.847852116923077
00:14:51.404 --> 00:14:54.057 virus that's pulling us back to stagnation.
NOTE Confidence: 0.847852116923077
00:14:54.060 --> 00:14:57.126 But look at what generativity is.
NOTE Confidence: 0.847852116923077
00:14:57.130 --> 00:14:58.838 It's open to experience.
NOTE Confidence: 0.847852116923077
00:14:58.838 --> 00:15:00.546 It's open to difference.
NOTE Confidence: 0.847852116923077
00:15:00.550 --> 00:15:02.890 It's open to being inclusive,
NOTE Confidence: 0.847852116923077
00:15:02.890 --> 00:15:05.150 a broad scope of concern,
NOTE Confidence: 0.847852116923077
00:15:05.150 --> 00:15:09.049 conscious of being a guide for others
NOTE Confidence: 0.847852116923077
00:15:09.050 --> 00:15:11.750 and focusing on interpersonal values,
NOTE Confidence: 0.847852116923077

00:15:11.750 --> 00:15:15.358 encouraging others to lead, to be a mentor.
NOTE Confidence: 0.847852116923077

00:15:15.360 --> 00:15:18.448 And look what COVID pulls us back to.
NOTE Confidence: 0.847852116923077

00:15:18.450 --> 00:15:22.146 It pulls us back to really
NOTE Confidence: 0.847852116923077

00:15:22.146 --> 00:15:23.378 being conservative.
NOTE Confidence: 0.847852116923077

00:15:23.380 --> 00:15:25.740 Focusing on what we've lost,
NOTE Confidence: 0.847852116923077

00:15:25.740 --> 00:15:27.644 being more self absorbed.
NOTE Confidence: 0.847852116923077

00:15:27.644 --> 00:15:31.934 Being as a as a group more self-interest.
NOTE Confidence: 0.847852116923077

00:15:31.934 --> 00:15:36.953 Focused on an emphasis on Transactional Ness.
NOTE Confidence: 0.847852116923077

00:15:36.960 --> 00:15:38.508 Rather than on restoring
NOTE Confidence: 0.847852116923077

00:15:38.508 --> 00:15:40.056 community and building community.
NOTE Confidence: 0.86090326125

00:15:43.180 --> 00:15:46.500 Then the other point, just to be science,
NOTE Confidence: 0.86090326125

00:15:46.500 --> 00:15:48.295 is that generativity actually does
NOTE Confidence: 0.86090326125

00:15:48.295 --> 00:15:50.090 make stronger more productive teams,
NOTE Confidence: 0.86090326125

00:15:50.090 --> 00:15:52.183 and I can give you a whole
NOTE Confidence: 0.86090326125

00:15:52.183 --> 00:15:53.680 host of references on this.
NOTE Confidence: 0.86090326125

00:15:53.680 --> 00:15:55.815 And then finally that actually

NOTE Confidence: 0.86090326125

00:15:55.815 --> 00:15:57.523 it echoes everything we're

NOTE Confidence: 0.86090326125

00:15:57.523 --> 00:15:59.686 trying to do in this department.

NOTE Confidence: 0.86090326125

00:15:59.690 --> 00:16:02.098 We have a tremendous agenda on diversity,

NOTE Confidence: 0.86090326125

00:16:02.100 --> 00:16:03.324 equity and inclusion.

NOTE Confidence: 0.86090326125

00:16:03.324 --> 00:16:05.525 As you'll hear, we're focusing on

NOTE Confidence: 0.86090326125

00:16:05.525 --> 00:16:07.150 building a larger mentoring program,

NOTE Confidence: 0.86090326125

00:16:07.150 --> 00:16:09.190 focusing on welcoming individuals into

NOTE Confidence: 0.86090326125

00:16:09.190 --> 00:16:11.970 our community and on service leadership.

NOTE Confidence: 0.86090326125

00:16:11.970 --> 00:16:15.298 That is, how do leaders serve the community.

NOTE Confidence: 0.86090326125

00:16:15.300 --> 00:16:18.856 And how do we make that better?

NOTE Confidence: 0.86090326125

00:16:18.860 --> 00:16:21.950 The justification for the thing.

NOTE Confidence: 0.86090326125

00:16:21.950 --> 00:16:23.840 So here's what we're going to

NOTE Confidence: 0.86090326125

00:16:23.840 --> 00:16:26.040 do in the next bit of time.

NOTE Confidence: 0.86090326125

00:16:26.040 --> 00:16:28.784 Is going to welcome everyone and in the

NOTE Confidence: 0.86090326125

00:16:28.784 --> 00:16:31.997 past when we could all be in this room

NOTE Confidence: 0.86090326125

00:16:31.997 --> 00:16:33.851 rather than virtually and scattered
NOTE Confidence: 0.86090326125

00:16:33.851 --> 00:16:36.763 around and then and also in this room.
NOTE Confidence: 0.86090326125

00:16:36.770 --> 00:16:38.310 We had this tradition
NOTE Confidence: 0.86090326125

00:16:38.310 --> 00:16:39.850 which COVID has changed.
NOTE Confidence: 0.86090326125

00:16:39.850 --> 00:16:41.796 I've asking everyone who was new to
NOTE Confidence: 0.86090326125

00:16:41.796 --> 00:16:43.918 stand up and then everyone greet them
NOTE Confidence: 0.86090326125

00:16:43.918 --> 00:16:46.514 and shake hands and no masks could be
NOTE Confidence: 0.86090326125

00:16:46.514 --> 00:16:48.943 really close together and standing over each,
NOTE Confidence: 0.86090326125

00:16:48.950 --> 00:16:51.169 so we'll never go back to them.
NOTE Confidence: 0.86090326125

00:16:51.170 --> 00:16:53.020 So we're gonna do something
NOTE Confidence: 0.86090326125

00:16:53.020 --> 00:16:54.130 different about that.
NOTE Confidence: 0.86090326125

00:16:54.130 --> 00:16:56.522 And then I'm going to focus on challenges
NOTE Confidence: 0.86090326125

00:16:56.522 --> 00:16:58.768 and goals and these particular areas,
NOTE Confidence: 0.86090326125

00:16:58.770 --> 00:17:00.322 those particular 6 areas.
NOTE Confidence: 0.86090326125

00:17:00.322 --> 00:17:02.650 And in at the very end,
NOTE Confidence: 0.86090326125

00:17:02.650 --> 00:17:05.170 I want to return back to remind you of

NOTE Confidence: 0.86090326125
00:17:05.170 --> 00:17:08.214 the theme for this year of generativity,
NOTE Confidence: 0.86090326125
00:17:08.214 --> 00:17:10.350 imagination and grace.
NOTE Confidence: 0.86090326125
00:17:10.350 --> 00:17:13.620 So first, to welcome everyone.
NOTE Confidence: 0.86090326125
00:17:13.620 --> 00:17:16.556 And this is a challenge to welcome everyone.
NOTE Confidence: 0.86090326125
00:17:16.560 --> 00:17:18.270 But first let me welcome then
NOTE Confidence: 0.86090326125
00:17:18.270 --> 00:17:20.456 the one those of you who have
NOTE Confidence: 0.86090326125
00:17:20.456 --> 00:17:21.764 joined us most recently.
NOTE Confidence: 0.86090326125
00:17:21.770 --> 00:17:24.250 Our new fellows across psychology,
NOTE Confidence: 0.86090326125
00:17:24.250 --> 00:17:27.288 social work and our child psychiatry track.
NOTE Confidence: 0.86090326125
00:17:27.290 --> 00:17:28.706 You see the New Haven track,
NOTE Confidence: 0.86090326125
00:17:28.710 --> 00:17:31.960 you see the Solnit S track to put a map
NOTE Confidence: 0.86090326125
00:17:32.043 --> 00:17:35.207 so that you know everybody is welcome,
NOTE Confidence: 0.86090326125
00:17:35.210 --> 00:17:35.770 welcome.
NOTE Confidence: 0.842685626
00:17:38.720 --> 00:17:40.280 So glad that you're here.
NOTE Confidence: 0.842685626
00:17:40.280 --> 00:17:42.394 I want you to everyone to notice
NOTE Confidence: 0.842685626

00:17:42.394 --> 00:17:44.446 on the pictures, the diversity of
NOTE Confidence: 0.842685626

00:17:44.446 --> 00:17:47.120 places that our new fellows are from,
NOTE Confidence: 0.842685626

00:17:47.120 --> 00:17:50.011 the diversity overall and and we really
NOTE Confidence: 0.842685626

00:17:50.011 --> 00:17:52.802 look forward to learning from you as
NOTE Confidence: 0.842685626

00:17:52.802 --> 00:17:55.689 much as you will be learning from us.
NOTE Confidence: 0.842685626

00:17:55.690 --> 00:17:57.532 And perhaps we will learn more
NOTE Confidence: 0.842685626

00:17:57.532 --> 00:17:59.659 from you than you will from us.
NOTE Confidence: 0.842685626

00:17:59.660 --> 00:18:01.860 But really glad you're here.
NOTE Confidence: 0.842685626

00:18:01.860 --> 00:18:04.396 Want also to welcome we have a number
NOTE Confidence: 0.842685626

00:18:04.396 --> 00:18:06.391 of interns and practicum students
NOTE Confidence: 0.842685626

00:18:06.391 --> 00:18:08.971 that come to our clinical settings
NOTE Confidence: 0.842685626

00:18:08.971 --> 00:18:11.582 working as social work interns and
NOTE Confidence: 0.842685626

00:18:11.582 --> 00:18:13.697 psychology and nursing and counseling
NOTE Confidence: 0.842685626

00:18:13.700 --> 00:18:16.688 and again coming from really diverse
NOTE Confidence: 0.842685626

00:18:16.688 --> 00:18:19.208 places and once again really
NOTE Confidence: 0.842685626

00:18:19.208 --> 00:18:22.288 wanting to learn as much from you.

NOTE Confidence: 0.842685626

00:18:22.290 --> 00:18:24.466 Our research training program

NOTE Confidence: 0.842685626

00:18:24.466 --> 00:18:26.240 from MM and Michael,

NOTE Confidence: 0.842685626

00:18:26.240 --> 00:18:29.920 we have 4 new fellows that you can see.

NOTE Confidence: 0.842685626

00:18:29.920 --> 00:18:31.144 And on this slide,

NOTE Confidence: 0.842685626

00:18:31.144 --> 00:18:33.435 we showed their mentors just to recognize

NOTE Confidence: 0.842685626

00:18:33.435 --> 00:18:36.165 that this is really a generative program.

NOTE Confidence: 0.842685626

00:18:36.170 --> 00:18:38.520 It is a heavily mentored

NOTE Confidence: 0.842685626

00:18:38.520 --> 00:18:41.090 program of Elizabeth Bennett,

NOTE Confidence: 0.842685626

00:18:41.090 --> 00:18:43.190 Allen and Yelena.

NOTE Confidence: 0.842685626

00:18:43.190 --> 00:18:44.570 Very glad that they're there.

NOTE Confidence: 0.842685626

00:18:44.570 --> 00:18:46.663 And this is a long standing program

NOTE Confidence: 0.842685626

00:18:46.663 --> 00:18:48.728 and thanks to Mike and his team

NOTE Confidence: 0.842685626

00:18:48.728 --> 00:18:50.532 for getting it re, you know,

NOTE Confidence: 0.842685626

00:18:50.532 --> 00:18:51.234 re upped.

NOTE Confidence: 0.842685626

00:18:51.234 --> 00:18:53.340 We also have 15 master students

NOTE Confidence: 0.842685626

00:18:53.415 --> 00:18:55.585 from the Yale University College

NOTE Confidence: 0.842685626

00:18:55.585 --> 00:18:58.309 London program this year under the

NOTE Confidence: 0.842685626

00:18:58.309 --> 00:19:00.237 direction of Helena Rutherford,

NOTE Confidence: 0.842685626

00:19:00.240 --> 00:19:03.068 coming from all over the world and

NOTE Confidence: 0.842685626

00:19:03.068 --> 00:19:04.676 many of you are mentoring them.

NOTE Confidence: 0.842685626

00:19:04.680 --> 00:19:06.556 You'll get a chance to hear their

NOTE Confidence: 0.842685626

00:19:06.556 --> 00:19:08.198 work through the years but or

NOTE Confidence: 0.842685626

00:19:08.198 --> 00:19:10.714 through the year and but really

NOTE Confidence: 0.842685626

00:19:10.714 --> 00:19:13.026 delighted to welcome them.

NOTE Confidence: 0.842685626

00:19:13.030 --> 00:19:15.760 And we've also welcomed into the

NOTE Confidence: 0.842685626

00:19:15.760 --> 00:19:18.823 department over 30 new postgrad and

NOTE Confidence: 0.842685626

00:19:18.823 --> 00:19:21.718 postdoctoral fellows over this year,

NOTE Confidence: 0.842685626

00:19:21.720 --> 00:19:23.580 many of them having come just

NOTE Confidence: 0.842685626

00:19:23.580 --> 00:19:25.639 this just in the last month.

NOTE Confidence: 0.842685626

00:19:25.640 --> 00:19:28.286 So we're really glad to have you.

NOTE Confidence: 0.842685626

00:19:28.290 --> 00:19:30.376 And we welcome the number of new

NOTE Confidence: 0.842685626

00:19:30.376 --> 00:19:32.537 staff in both clinically and

NOTE Confidence: 0.842685626

00:19:32.537 --> 00:19:35.819 clinically and in the research world.

NOTE Confidence: 0.842685626

00:19:35.820 --> 00:19:37.458 I would love to pause on every

NOTE Confidence: 0.842685626

00:19:37.458 --> 00:19:39.194 one of these and have everyone

NOTE Confidence: 0.842685626

00:19:39.194 --> 00:19:40.824 talk about what they're doing,

NOTE Confidence: 0.842685626

00:19:40.830 --> 00:19:42.335 but at least wanting you to know

NOTE Confidence: 0.842685626

00:19:42.335 --> 00:19:43.898 that you are welcome into this,

NOTE Confidence: 0.842685626

00:19:43.900 --> 00:19:47.698 into this place and this community.

NOTE Confidence: 0.842685626

00:19:47.700 --> 00:19:49.900 And we're growing our physician

NOTE Confidence: 0.842685626

00:19:49.900 --> 00:19:52.400 scientist in the center with the

NOTE Confidence: 0.842685626

00:19:52.400 --> 00:19:54.808 Emily and Kartik and Uche who have

NOTE Confidence: 0.842685626

00:19:54.808 --> 00:19:56.924 joined us as assistant professors

NOTE Confidence: 0.842685626

00:19:56.924 --> 00:19:59.434 now in the research tracts.

NOTE Confidence: 0.842685626

00:19:59.440 --> 00:20:01.638 So very, very glad to have both.

NOTE Confidence: 0.842685626

00:20:01.640 --> 00:20:03.404 Their work is tremendously

NOTE Confidence: 0.842685626

00:20:03.404 --> 00:20:06.050 synergistic as well as very different.
NOTE Confidence: 0.842685626

00:20:06.050 --> 00:20:08.801 And I look forward to your hearing
NOTE Confidence: 0.842685626

00:20:08.801 --> 00:20:10.470 very much from them.
NOTE Confidence: 0.842685626

00:20:10.470 --> 00:20:13.074 And then we've added a number of
NOTE Confidence: 0.842685626

00:20:13.074 --> 00:20:14.768 clinical and research faculty
NOTE Confidence: 0.842685626

00:20:14.768 --> 00:20:16.268 from child circuitry.
NOTE Confidence: 0.842685626

00:20:16.270 --> 00:20:18.706 Jose probably has had the most
NOTE Confidence: 0.842685626

00:20:18.706 --> 00:20:21.359 difficult transition as a new faculty
NOTE Confidence: 0.842685626

00:20:21.359 --> 00:20:24.227 member with fracturing one ankle and
NOTE Confidence: 0.842685626

00:20:24.227 --> 00:20:26.638 spraining another in his first month.
NOTE Confidence: 0.842685626

00:20:26.640 --> 00:20:27.364 So Jose,
NOTE Confidence: 0.842685626

00:20:27.364 --> 00:20:29.898 I hope the rest of your faculty
NOTE Confidence: 0.842685626

00:20:29.898 --> 00:20:31.886 career is much less difficult,
NOTE Confidence: 0.842685626

00:20:31.886 --> 00:20:34.350 but really, really glad.
NOTE Confidence: 0.842685626

00:20:34.350 --> 00:20:36.894 And you see adjoining the vaccarino
NOTE Confidence: 0.842685626

00:20:36.894 --> 00:20:38.590 labs across our outpatient

NOTE Confidence: 0.842685626

00:20:38.661 --> 00:20:40.437 services in home services.

NOTE Confidence: 0.842685626

00:20:40.440 --> 00:20:42.615 In our psychology program and

NOTE Confidence: 0.842685626

00:20:42.615 --> 00:20:44.355 Center for emotional intelligence.

NOTE Confidence: 0.842685626

00:20:44.360 --> 00:20:47.492 So things were growing and it

NOTE Confidence: 0.842685626

00:20:47.492 --> 00:20:50.290 really is a generative thing.

NOTE Confidence: 0.842685626

00:20:50.290 --> 00:20:52.684 And then we've had a number of

NOTE Confidence: 0.842685626

00:20:52.684 --> 00:20:54.430 faculty transitions to celebrate.

NOTE Confidence: 0.842685626

00:20:54.430 --> 00:20:56.950 Adam and Carla and Sharon have

NOTE Confidence: 0.842685626

00:20:56.950 --> 00:20:58.630 gone from associate research

NOTE Confidence: 0.844606107142857

00:20:58.701 --> 00:21:01.049 scientist to assistant professor,

NOTE Confidence: 0.844606107142857

00:21:01.050 --> 00:21:03.588 so pleased to celebrate Laurie Cardona

NOTE Confidence: 0.844606107142857

00:21:03.588 --> 00:21:05.280 becoming an associate professor.

NOTE Confidence: 0.73686549

00:21:08.940 --> 00:21:10.824 Megan Gosselin actually, literally

NOTE Confidence: 0.73686549

00:21:10.824 --> 00:21:13.650 just last week the promotion official

NOTE Confidence: 0.73686549

00:21:13.719 --> 00:21:16.009 of becoming an associate professor.

NOTE Confidence: 0.8126157733333333

00:21:18.850 --> 00:21:20.578 And similarly, last week was a
NOTE Confidence: 0.8126157733333333

00:21:20.578 --> 00:21:22.466 really good week. Ellen Hoffman,
NOTE Confidence: 0.8126157733333333

00:21:22.466 --> 00:21:25.006 also promoted to associate professor.
NOTE Confidence: 0.8619959588888889

00:21:27.640 --> 00:21:29.950 Dorothy was became a professor over
NOTE Confidence: 0.8619959588888889

00:21:29.950 --> 00:21:32.442 this last year, so we really need
NOTE Confidence: 0.8619959588888889

00:21:32.442 --> 00:21:34.107 to continue to celebrate that.
NOTE Confidence: 0.8619959588888889

00:21:34.110 --> 00:21:36.938 And then Jamie just this just within
NOTE Confidence: 0.8619959588888889

00:21:36.938 --> 00:21:39.604 the last couple of months named
NOTE Confidence: 0.8619959588888889

00:21:39.604 --> 00:21:41.889 to a new endowed professorship.
NOTE Confidence: 0.8619959588888889

00:21:41.890 --> 00:21:43.670 There's many more transitions here.
NOTE Confidence: 0.8619959588888889

00:21:43.670 --> 00:21:46.318 I know a number of you have been
NOTE Confidence: 0.8619959588888889

00:21:46.318 --> 00:21:47.889 entered leadership positions and
NOTE Confidence: 0.8619959588888889

00:21:47.889 --> 00:21:49.979 there's many more to highlight,
NOTE Confidence: 0.8619959588888889

00:21:49.980 --> 00:21:53.202 but just wanted to at least call out those.
NOTE Confidence: 0.8619959588888889

00:21:53.210 --> 00:21:55.346 And then as you've heard in previous times,
NOTE Confidence: 0.8619959588888889

00:21:55.350 --> 00:21:57.570 we've been building a with following

NOTE Confidence: 0.861995958888889

00:21:57.570 --> 00:22:00.628 on the great work that Laurie and

NOTE Confidence: 0.861995958888889

00:22:00.628 --> 00:22:02.632 understood and pediatric oncology

NOTE Confidence: 0.861995958888889

00:22:02.632 --> 00:22:05.150 building and behavioral health and

NOTE Confidence: 0.861995958888889

00:22:05.150 --> 00:22:07.042 pediatric oncology welcome Nancy

NOTE Confidence: 0.861995958888889

00:22:07.042 --> 00:22:09.884 Vorstellen in February of this year.

NOTE Confidence: 0.861995958888889

00:22:09.884 --> 00:22:12.716 And just last week I welcomed

NOTE Confidence: 0.861995958888889

00:22:12.716 --> 00:22:15.478 Justin Gardner from Saint Judes

NOTE Confidence: 0.861995958888889

00:22:15.478 --> 00:22:17.778 around education special education

NOTE Confidence: 0.861995958888889

00:22:17.778 --> 00:22:20.370 for children in oncology.

NOTE Confidence: 0.861995958888889

00:22:20.370 --> 00:22:21.252 And then finally,

NOTE Confidence: 0.861995958888889

00:22:21.252 --> 00:22:23.310 in the terms of the welcome things

NOTE Confidence: 0.861995958888889

00:22:23.310 --> 00:22:25.740 I've we've I've told you about

NOTE Confidence: 0.861995958888889

00:22:25.740 --> 00:22:28.179 Sherlane McRae over the last few

NOTE Confidence: 0.861995958888889

00:22:28.179 --> 00:22:30.387 months that the former First Lady

NOTE Confidence: 0.861995958888889

00:22:30.387 --> 00:22:33.901 of New York joining us here as a

NOTE Confidence: 0.861995958888889

00:22:33.901 --> 00:22:35.701 Yale presidential visiting fellow.
NOTE Confidence: 0.861995958888889

00:22:35.710 --> 00:22:37.195 But Chirlane will be offering
NOTE Confidence: 0.861995958888889

00:22:37.195 --> 00:22:38.383 a number of seminars,
NOTE Confidence: 0.861995958888889

00:22:38.390 --> 00:22:40.566 and so please stay tuned so that you
NOTE Confidence: 0.861995958888889

00:22:40.566 --> 00:22:42.702 get to know more about Sherlane's work
NOTE Confidence: 0.861995958888889

00:22:42.702 --> 00:22:44.704 and her work can thrive New York.
NOTE Confidence: 0.7953079

00:22:47.290 --> 00:22:49.930 And finally, and well, not finally,
NOTE Confidence: 0.7953079

00:22:49.930 --> 00:22:52.228 but in the spirit of gratitude,
NOTE Confidence: 0.7953079

00:22:52.230 --> 00:22:54.245 Michelle Matta is leaving to
NOTE Confidence: 0.7953079

00:22:54.245 --> 00:22:56.710 go to another position at Yale.
NOTE Confidence: 0.7953079

00:22:56.710 --> 00:22:59.670 Michelle has done so much for us and
NOTE Confidence: 0.7953079

00:22:59.670 --> 00:23:01.490 welcoming everyone and bringing us
NOTE Confidence: 0.7953079

00:23:01.490 --> 00:23:03.842 to a whole new level of onboarding
NOTE Confidence: 0.7953079

00:23:03.918 --> 00:23:06.408 and faculty promotion and transition,
NOTE Confidence: 0.7953079

00:23:06.410 --> 00:23:09.126 and we're just so grateful to Michelle.
NOTE Confidence: 0.7953079

00:23:09.130 --> 00:23:11.590 And then also Tanya Cologne,

NOTE Confidence: 0.7953079

00:23:11.590 --> 00:23:13.487 who has worked for Dorothy and worked

NOTE Confidence: 0.7953079

00:23:13.487 --> 00:23:15.549 with so many of you over so many

NOTE Confidence: 0.7953079

00:23:15.549 --> 00:23:17.493 years and brought all of our training

NOTE Confidence: 0.7953079

00:23:17.493 --> 00:23:19.569 programs together in this lovely wife,

NOTE Confidence: 0.7953079

00:23:19.570 --> 00:23:21.425 brought us to a whole new level.

NOTE Confidence: 0.7953079

00:23:21.430 --> 00:23:23.644 A Tanya is also going to

NOTE Confidence: 0.7953079

00:23:23.644 --> 00:23:25.120 another physician at Yale.

NOTE Confidence: 0.7953079

00:23:25.120 --> 00:23:26.688 What I think neither of them really

NOTE Confidence: 0.7953079

00:23:26.688 --> 00:23:28.159 know is that when they leave,

NOTE Confidence: 0.7953079

00:23:28.160 --> 00:23:30.740 we actually plant little tracking

NOTE Confidence: 0.7953079

00:23:30.740 --> 00:23:32.261 device so that they're actually

NOTE Confidence: 0.7953079

00:23:32.261 --> 00:23:33.990 always a part of the CHILD Study

NOTE Confidence: 0.7953079

00:23:34.036 --> 00:23:35.496 Center and community and family.

NOTE Confidence: 0.7953079

00:23:35.500 --> 00:23:38.356 And I do hope they'll take that very

NOTE Confidence: 0.7953079

00:23:38.356 --> 00:23:41.151 seriously and we owe them a tremendous

NOTE Confidence: 0.7953079

00:23:41.151 --> 00:23:43.151 gratitude for all they've done.

NOTE Confidence: 0.7953079

00:23:43.160 --> 00:23:45.876 So now turning to our goals and

NOTE Confidence: 0.7953079

00:23:45.876 --> 00:23:49.375 challenges for 2022 to 2023 in these

NOTE Confidence: 0.7953079

00:23:49.375 --> 00:23:53.600 particular areas that I I highlighted.

NOTE Confidence: 0.7953079

00:23:53.600 --> 00:23:54.640 I'm not going to speak.

NOTE Confidence: 0.7953079

00:23:54.640 --> 00:23:56.376 I am going to speak about challenges,

NOTE Confidence: 0.7953079

00:23:56.380 --> 00:23:58.662 but I'm not going to go Pedantically

NOTE Confidence: 0.7953079

00:23:58.662 --> 00:24:01.237 area by area and say the challenges.

NOTE Confidence: 0.7953079

00:24:01.240 --> 00:24:03.232 I'm actually going to go area

NOTE Confidence: 0.7953079

00:24:03.232 --> 00:24:06.046 by area and say the goals and

NOTE Confidence: 0.7953079

00:24:06.046 --> 00:24:09.030 talk about challenges overall.

NOTE Confidence: 0.7953079

00:24:09.030 --> 00:24:11.452 We really want to also bring you

NOTE Confidence: 0.7953079

00:24:11.452 --> 00:24:13.750 into this idea of a smart goal.

NOTE Confidence: 0.7953079

00:24:13.750 --> 00:24:17.850 What is a smart goal? We all have goals.

NOTE Confidence: 0.7953079

00:24:17.850 --> 00:24:20.010 New Year's resolutions are

NOTE Confidence: 0.7953079

00:24:20.010 --> 00:24:23.740 notorious for being. Uneatable.

NOTE Confidence: 0.7953079

00:24:23.740 --> 00:24:25.912 We have smartphones and so they

NOTE Confidence: 0.7953079

00:24:25.912 --> 00:24:27.360 should be highly specific.

NOTE Confidence: 0.7953079

00:24:27.360 --> 00:24:29.660 They should be measurable.

NOTE Confidence: 0.7953079

00:24:29.660 --> 00:24:31.304 We should be able to attain

NOTE Confidence: 0.7953079

00:24:31.304 --> 00:24:32.936 them in this year, and that,

NOTE Confidence: 0.7953079

00:24:32.936 --> 00:24:33.204 perhaps,

NOTE Confidence: 0.7953079

00:24:33.204 --> 00:24:36.049 is the point I want you most to hold in mind.

NOTE Confidence: 0.7953079

00:24:36.050 --> 00:24:38.262 It should be relevant to the mission

NOTE Confidence: 0.7953079

00:24:38.262 --> 00:24:40.589 and the values of this department and

NOTE Confidence: 0.7953079

00:24:40.589 --> 00:24:43.315 they should be time bound that we give

NOTE Confidence: 0.7953079

00:24:43.315 --> 00:24:45.723 ourselves a disciplined year to meet them.

NOTE Confidence: 0.7953079

00:24:45.730 --> 00:24:46.980 So hold it in mind,

NOTE Confidence: 0.7953079

00:24:46.980 --> 00:24:50.375 because that's what I'm proposing of these

NOTE Confidence: 0.7953079

00:24:50.375 --> 00:24:53.429 various goals that we can actually do.

NOTE Confidence: 0.7953079

00:24:53.430 --> 00:24:55.725 And then here are what I think are the

NOTE Confidence: 0.7953079

00:24:55.725 --> 00:24:57.470 challenging areas before our department,

NOTE Confidence: 0.7953079

00:24:57.470 --> 00:25:00.830 no surprise talked about these before

NOTE Confidence: 0.7953079

00:25:00.830 --> 00:25:03.490 defining our post COVID world.

NOTE Confidence: 0.7953079

00:25:03.490 --> 00:25:06.018 What is that world?

NOTE Confidence: 0.7953079

00:25:06.020 --> 00:25:07.868 I've already said that it's a world

NOTE Confidence: 0.7953079

00:25:07.868 --> 00:25:09.300 that's filled with uncertainty,

NOTE Confidence: 0.7953079

00:25:09.300 --> 00:25:11.520 but what will it look like?

NOTE Confidence: 0.7953079

00:25:11.520 --> 00:25:14.089 What is the world we want to

NOTE Confidence: 0.7953079

00:25:14.089 --> 00:25:16.679 give to those coming after us?

NOTE Confidence: 0.7953079

00:25:16.680 --> 00:25:19.550 Continuing to improve our culture.

NOTE Confidence: 0.7953079

00:25:19.550 --> 00:25:22.230 High priority dealing with this

NOTE Confidence: 0.7953079

00:25:22.230 --> 00:25:24.374 incredible behavioral health surge

NOTE Confidence: 0.7953079

00:25:24.374 --> 00:25:27.354 and what I would say is not just

NOTE Confidence: 0.7953079

00:25:27.354 --> 00:25:29.495 dealing with it and we'll talk

NOTE Confidence: 0.7953079

00:25:29.495 --> 00:25:31.745 about how we're dealing with it,

NOTE Confidence: 0.7953079

00:25:31.750 --> 00:25:34.534 but how we think about how that has

NOTE Confidence: 0.7953079

00:25:34.534 --> 00:25:37.377 never should revise how we think

NOTE Confidence: 0.7953079

00:25:37.377 --> 00:25:39.445 about behavioral healthcare delivery.

NOTE Confidence: 0.7953079

00:25:39.450 --> 00:25:41.466 Then filling in gaps in our

NOTE Confidence: 0.7953079

00:25:41.466 --> 00:25:42.138 research portfolio,

NOTE Confidence: 0.7953079

00:25:42.140 --> 00:25:44.882 continuing to grow and diversify our

NOTE Confidence: 0.7953079

00:25:44.882 --> 00:25:47.660 community with an emphasis on diversify

NOTE Confidence: 0.7953079

00:25:47.660 --> 00:25:49.862 and then continuing to improve and

NOTE Confidence: 0.7953079

00:25:49.862 --> 00:25:51.840 broaden our communications and we have,

NOTE Confidence: 0.7953079

00:25:51.840 --> 00:25:53.232 I'll talk about it,

NOTE Confidence: 0.7953079

00:25:53.232 --> 00:25:55.320 but we have made light years

NOTE Confidence: 0.7953079

00:25:55.397 --> 00:25:57.429 change with christo's input.

NOTE Confidence: 0.7953079

00:25:57.430 --> 00:25:58.466 All of these areas,

NOTE Confidence: 0.7953079

00:25:58.466 --> 00:26:00.020 I'm not going to go area

NOTE Confidence: 0.89597133

00:26:00.079 --> 00:26:02.135 by area, but these are the challenges

NOTE Confidence: 0.89597133

00:26:02.135 --> 00:26:04.600 that in one way or another cut

NOTE Confidence: 0.89597133

00:26:04.600 --> 00:26:07.030 across all of these different areas.
NOTE Confidence: 0.89597133

00:26:07.030 --> 00:26:10.796 So first, turning to climate and culture.
NOTE Confidence: 0.89597133

00:26:10.800 --> 00:26:13.112 And 1st to to bring us into this
NOTE Confidence: 0.89597133

00:26:13.112 --> 00:26:15.637 idea of how these two are related.
NOTE Confidence: 0.89597133

00:26:15.640 --> 00:26:18.895 Culture is what we say we want.
NOTE Confidence: 0.89597133

00:26:18.900 --> 00:26:20.930 Culture is what we say we the
NOTE Confidence: 0.89597133

00:26:20.930 --> 00:26:22.919 values that we want to espouse.
NOTE Confidence: 0.89597133

00:26:22.920 --> 00:26:24.600 So we want to be an equitable,
NOTE Confidence: 0.89597133

00:26:24.600 --> 00:26:27.175 inclusive culture where everyone feels
NOTE Confidence: 0.89597133

00:26:27.175 --> 00:26:31.128 they have a place and a valued voice.
NOTE Confidence: 0.89597133

00:26:31.130 --> 00:26:34.160 Can anyone disagree with that?
NOTE Confidence: 0.89597133

00:26:34.160 --> 00:26:38.380 That's what we want. Climate, however.
NOTE Confidence: 0.89597133

00:26:38.380 --> 00:26:41.760 That's how people feel.
NOTE Confidence: 0.89597133

00:26:41.760 --> 00:26:44.864 And climate is do what we is do
NOTE Confidence: 0.89597133

00:26:44.864 --> 00:26:47.087 our actions reflect the culture
NOTE Confidence: 0.89597133

00:26:47.087 --> 00:26:50.244 we want and the values we set?

NOTE Confidence: 0.89597133

00:26:50.250 --> 00:26:51.881 So I think we can agree on

NOTE Confidence: 0.89597133

00:26:51.881 --> 00:26:52.930 the culture we want,

NOTE Confidence: 0.89597133

00:26:52.930 --> 00:26:54.960 but we have a lot of work

NOTE Confidence: 0.89597133

00:26:54.960 --> 00:26:56.419 on the climate we set.

NOTE Confidence: 0.89597133

00:26:56.420 --> 00:26:59.157 And I think we've made tremendous progress,

NOTE Confidence: 0.89597133

00:26:59.160 --> 00:27:01.356 thanks to Tara and her team,

NOTE Confidence: 0.89597133

00:27:01.360 --> 00:27:03.997 but we have a lot of work to do.

NOTE Confidence: 0.89597133

00:27:04.000 --> 00:27:06.040 So you've seen this slide before,

NOTE Confidence: 0.89597133

00:27:06.040 --> 00:27:08.470 thanks again to Terra creating

NOTE Confidence: 0.89597133

00:27:08.470 --> 00:27:10.672 it really the continuous circle

NOTE Confidence: 0.89597133

00:27:10.672 --> 00:27:13.240 over history of learning that we

NOTE Confidence: 0.89597133

00:27:13.316 --> 00:27:15.276 all need to do beginning with

NOTE Confidence: 0.89597133

00:27:15.276 --> 00:27:17.716 restorative practices and I would,

NOTE Confidence: 0.89597133

00:27:17.720 --> 00:27:20.400 I would actually equate

NOTE Confidence: 0.89597133

00:27:20.400 --> 00:27:21.740 restorative practices.

NOTE Confidence: 0.89597133

00:27:21.740 --> 00:27:23.087 As with grace.
NOTE Confidence: 0.89597133

00:27:23.087 --> 00:27:24.883 That beginning with restorative
NOTE Confidence: 0.89597133

00:27:24.883 --> 00:27:27.087 practices that we acknowledge and
NOTE Confidence: 0.89597133

00:27:27.087 --> 00:27:29.817 we repair when there is that need,
NOTE Confidence: 0.89597133

00:27:29.820 --> 00:27:31.338 we learn how to do that.
NOTE Confidence: 0.89597133

00:27:31.340 --> 00:27:33.458 We've come together as a community,
NOTE Confidence: 0.89597133

00:27:33.460 --> 00:27:36.260 we build more trust as a community.
NOTE Confidence: 0.89597133

00:27:36.260 --> 00:27:37.440 And we've been doing that,
NOTE Confidence: 0.89597133

00:27:37.440 --> 00:27:38.793 as you know,
NOTE Confidence: 0.89597133

00:27:38.793 --> 00:27:41.499 with Yasmine Davis and her team
NOTE Confidence: 0.89597133

00:27:41.500 --> 00:27:44.110 and then going to racial equity
NOTE Confidence: 0.89597133

00:27:44.110 --> 00:27:46.300 training that we understand bias.
NOTE Confidence: 0.89597133

00:27:46.300 --> 00:27:47.480 We don't just just say,
NOTE Confidence: 0.89597133

00:27:47.480 --> 00:27:47.840 yeah,
NOTE Confidence: 0.89597133

00:27:47.840 --> 00:27:48.560 there's bias,
NOTE Confidence: 0.89597133

00:27:48.560 --> 00:27:51.080 but we actually understand bias and we

NOTE Confidence: 0.89597133

00:27:51.149 --> 00:27:53.759 understand how we how we deal with it and.

NOTE Confidence: 0.89597133

00:27:53.760 --> 00:27:56.420 That it is a lifelong process and

NOTE Confidence: 0.89597133

00:27:56.420 --> 00:27:58.484 we are continually learning and

NOTE Confidence: 0.89597133

00:27:58.484 --> 00:28:01.028 we've been doing this with Ingrid

NOTE Confidence: 0.89597133

00:28:01.028 --> 00:28:03.339 Cassidy and her team at Cirque.

NOTE Confidence: 0.89597133

00:28:03.340 --> 00:28:04.834 And Ingrid and her team will

NOTE Confidence: 0.89597133

00:28:04.834 --> 00:28:06.402 continue to be much more involved

NOTE Confidence: 0.89597133

00:28:06.402 --> 00:28:08.215 with us over this year as well.

NOTE Confidence: 0.89597133

00:28:08.220 --> 00:28:10.330 Yasmin.

NOTE Confidence: 0.89597133

00:28:10.330 --> 00:28:12.451 And perhaps it's the pink box that

NOTE Confidence: 0.89597133

00:28:12.451 --> 00:28:14.149 they're well, they're all important.

NOTE Confidence: 0.89597133

00:28:14.149 --> 00:28:16.690 But the pink box is especially important,

NOTE Confidence: 0.89597133

00:28:16.690 --> 00:28:19.418 again, in this spirit of grace and that

NOTE Confidence: 0.89597133

00:28:19.418 --> 00:28:21.430 we're actually constantly learning.

NOTE Confidence: 0.89597133

00:28:21.430 --> 00:28:22.830 We're learning for what worked,

NOTE Confidence: 0.89597133

00:28:22.830 --> 00:28:23.775 what didn't work,
NOTE Confidence: 0.89597133

00:28:23.775 --> 00:28:25.350 how we do it better,
NOTE Confidence: 0.89597133

00:28:25.350 --> 00:28:26.156 being forgiving,
NOTE Confidence: 0.89597133

00:28:26.156 --> 00:28:28.977 and it moves us to a transformative
NOTE Confidence: 0.89597133

00:28:28.977 --> 00:28:30.542 change and to transformational
NOTE Confidence: 0.89597133

00:28:30.542 --> 00:28:32.726 change and how we do it.
NOTE Confidence: 0.89597133

00:28:32.730 --> 00:28:36.060 Transformational change in our climate.
NOTE Confidence: 0.89597133

00:28:36.060 --> 00:28:38.115 So what's really been happening
NOTE Confidence: 0.89597133

00:28:38.115 --> 00:28:40.560 and again this is from Tara
NOTE Confidence: 0.89597133

00:28:40.560 --> 00:28:42.540 and what's happened so far,
NOTE Confidence: 0.89597133

00:28:42.540 --> 00:28:46.608 it's hard to fit it into one slide actually.
NOTE Confidence: 0.89597133

00:28:46.610 --> 00:28:48.776 But going around that circle in
NOTE Confidence: 0.89597133

00:28:48.776 --> 00:28:51.458 those boxes has been a lot of
NOTE Confidence: 0.89597133

00:28:51.458 --> 00:28:53.006 work on restorative practices,
NOTE Confidence: 0.89597133

00:28:53.010 --> 00:28:53.728 beginning very,
NOTE Confidence: 0.89597133

00:28:53.728 --> 00:28:55.523 very early in our initial

NOTE Confidence: 0.89597133

00:28:55.523 --> 00:28:56.990 association with another group,

NOTE Confidence: 0.89597133

00:28:56.990 --> 00:28:59.754 not Yasmine, on leveraging

NOTE Confidence: 0.89597133

00:28:59.754 --> 00:29:02.518 conflict for constructive change.

NOTE Confidence: 0.89597133

00:29:02.520 --> 00:29:03.372 With Jasmine,

NOTE Confidence: 0.89597133

00:29:03.372 --> 00:29:05.076 we started introductions to

NOTE Confidence: 0.89597133

00:29:05.076 --> 00:29:06.354 restorative practices all

NOTE Confidence: 0.89597133

00:29:06.354 --> 00:29:08.280 the way back to last summer,

NOTE Confidence: 0.89597133

00:29:08.280 --> 00:29:12.540 even before this meeting last summer,

NOTE Confidence: 0.89597133

00:29:12.540 --> 00:29:14.778 office hours with Tara and Yasmine,

NOTE Confidence: 0.89597133

00:29:14.780 --> 00:29:16.082 Community building workshops,

NOTE Confidence: 0.89597133

00:29:16.082 --> 00:29:17.818 and then this summer.

NOTE Confidence: 0.89597133

00:29:17.820 --> 00:29:20.640 I hope that a number of you have been able

NOTE Confidence: 0.8288743495

00:29:20.707 --> 00:29:23.022 to join the restorative practices

NOTE Confidence: 0.8288743495

00:29:23.022 --> 00:29:25.337 for leadership some seminar series.

NOTE Confidence: 0.8288743495

00:29:25.340 --> 00:29:27.716 Under the DIB learning again a

NOTE Confidence: 0.8288743495

00:29:27.716 --> 00:29:29.836 series of workshops that have
NOTE Confidence: 0.8288743495

00:29:29.836 --> 00:29:31.680 been really quite powerful,
NOTE Confidence: 0.8288743495

00:29:31.680 --> 00:29:34.592 but I would say even after that the
NOTE Confidence: 0.8288743495

00:29:34.592 --> 00:29:36.490 reflection sessions offered so that
NOTE Confidence: 0.8288743495

00:29:36.490 --> 00:29:38.692 people can come together and talk.
NOTE Confidence: 0.8288743495

00:29:38.700 --> 00:29:41.520 And that Tara's restarting her Monday,
NOTE Confidence: 0.8288743495

00:29:41.520 --> 00:29:43.410 Friday focus meetings and then
NOTE Confidence: 0.8288743495

00:29:43.410 --> 00:29:45.886 doing a lot of work clinically
NOTE Confidence: 0.8288743495

00:29:45.886 --> 00:29:49.435 of how do we actually think about
NOTE Confidence: 0.8288743495

00:29:49.435 --> 00:29:51.659 culturally appropriate sensitive care?
NOTE Confidence: 0.8288743495

00:29:51.660 --> 00:29:54.125 Community learning has been just
NOTE Confidence: 0.8288743495

00:29:54.125 --> 00:29:56.590 absolutely wonderful over this last
NOTE Confidence: 0.8288743495

00:29:56.670 --> 00:29:59.140 year of celebrating Black History Month,
NOTE Confidence: 0.8288743495

00:29:59.140 --> 00:30:01.592 celebrating Hispanic Heritage Month.
NOTE Confidence: 0.8288743495

00:30:01.592 --> 00:30:04.044 Returning to work conversations,
NOTE Confidence: 0.8288743495

00:30:04.050 --> 00:30:05.886 even though I know we have a lot more

NOTE Confidence: 0.8288743495

00:30:05.886 --> 00:30:07.946 work to do on returning to work in person,

NOTE Confidence: 0.8288743495

00:30:07.950 --> 00:30:10.170 but still having those conversations.

NOTE Confidence: 0.8288743495

00:30:10.170 --> 00:30:11.838 Juneteenth was a great

NOTE Confidence: 0.8288743495

00:30:11.838 --> 00:30:13.089 event about Juneteenth.

NOTE Confidence: 0.8288743495

00:30:13.090 --> 00:30:15.310 Hope you saw those pictures.

NOTE Confidence: 0.8288743495

00:30:15.310 --> 00:30:18.485 And then continuing to create

NOTE Confidence: 0.8288743495

00:30:18.485 --> 00:30:19.755 reflection spaces.

NOTE Confidence: 0.8288743495

00:30:19.760 --> 00:30:21.480 And then transformative change where

NOTE Confidence: 0.8288743495

00:30:21.480 --> 00:30:23.525 you may be actually thinking, yeah,

NOTE Confidence: 0.8288743495

00:30:23.525 --> 00:30:25.475 that's all great, that's all wonderful,

NOTE Confidence: 0.8288743495

00:30:25.480 --> 00:30:28.068 but what's the result?

NOTE Confidence: 0.8288743495

00:30:28.070 --> 00:30:30.070 We've revised our clinical job

NOTE Confidence: 0.8288743495

00:30:30.070 --> 00:30:33.110 search process, so it's very clear.

NOTE Confidence: 0.8288743495

00:30:33.110 --> 00:30:36.068 I hope transparent or more transparent.

NOTE Confidence: 0.8288743495

00:30:36.070 --> 00:30:38.212 We've now expanded where we post

NOTE Confidence: 0.8288743495

00:30:38.212 --> 00:30:40.781 our jobs so that we can reach
NOTE Confidence: 0.8288743495

00:30:40.781 --> 00:30:42.197 a more diverse group.
NOTE Confidence: 0.8288743495

00:30:42.200 --> 00:30:45.168 Now we've established the DE IB Action Group,
NOTE Confidence: 0.8288743495

00:30:45.170 --> 00:30:47.109 which I'll show you in a minute.
NOTE Confidence: 0.8288743495

00:30:47.110 --> 00:30:49.310 We are really working incredibly
NOTE Confidence: 0.8288743495

00:30:49.310 --> 00:30:51.510 hard on masters level clinician,
NOTE Confidence: 0.8288743495

00:30:51.510 --> 00:30:53.565 both salary equity but also
NOTE Confidence: 0.8288743495

00:30:53.565 --> 00:30:56.165 holding meetings to hear what our
NOTE Confidence: 0.8288743495

00:30:56.165 --> 00:30:58.510 Masters level clinicians most need.
NOTE Confidence: 0.8288743495

00:30:58.510 --> 00:30:59.770 And as you can see,
NOTE Confidence: 0.8288743495

00:30:59.770 --> 00:31:01.805 I'm very grateful actually for
NOTE Confidence: 0.8288743495

00:31:01.805 --> 00:31:03.026 the last point.
NOTE Confidence: 0.8288743495

00:31:03.030 --> 00:31:05.627 Around how do we are more transparent
NOTE Confidence: 0.8288743495

00:31:05.627 --> 00:31:07.784 about naming vice chairs and that
NOTE Confidence: 0.8288743495

00:31:07.784 --> 00:31:09.728 process and that all came out
NOTE Confidence: 0.8288743495

00:31:09.728 --> 00:31:11.807 of this TV EIB Action Group.

NOTE Confidence: 0.8288743495

00:31:11.810 --> 00:31:13.826 What they thought, what they fed back,

NOTE Confidence: 0.8288743495

00:31:13.830 --> 00:31:17.519 how we listened. It really is important.

NOTE Confidence: 0.8288743495

00:31:17.520 --> 00:31:19.020 So where are we going?

NOTE Confidence: 0.8288743495

00:31:19.020 --> 00:31:23.520 And here's the goals for 2022 to 2023.

NOTE Confidence: 0.8288743495

00:31:23.520 --> 00:31:26.520 Tara's group and Tom.

NOTE Confidence: 0.8288743495

00:31:26.520 --> 00:31:28.214 See, this is the the hybrid thing.

NOTE Confidence: 0.8288743495

00:31:28.220 --> 00:31:29.884 I point that way,

NOTE Confidence: 0.8288743495

00:31:29.884 --> 00:31:32.820 but they're hybrid in the hybrid space.

NOTE Confidence: 0.8288743495

00:31:32.820 --> 00:31:35.058 So terrorist group and Tom are

NOTE Confidence: 0.8288743495

00:31:35.058 --> 00:31:37.396 working on a mentoring effort that

NOTE Confidence: 0.8288743495

00:31:37.396 --> 00:31:39.718 cuts across all of our missions.

NOTE Confidence: 0.8288743495

00:31:39.720 --> 00:31:41.712 How do we better on board and those

NOTE Confidence: 0.8288743495

00:31:41.712 --> 00:31:43.822 of you who have just come probably

NOTE Confidence: 0.8288743495

00:31:43.822 --> 00:31:45.982 can tell us something we do that

NOTE Confidence: 0.8288743495

00:31:45.982 --> 00:31:48.045 better and let you know we're

NOTE Confidence: 0.8288743495

00:31:48.045 --> 00:31:49.830 continuing to refine the search
NOTE Confidence: 0.8288743495

00:31:49.896 --> 00:31:51.996 with which also will include bias
NOTE Confidence: 0.8288743495

00:31:51.996 --> 00:31:54.333 training for for as many people who
NOTE Confidence: 0.8288743495

00:31:54.333 --> 00:31:56.638 would want to do it so that then
NOTE Confidence: 0.8288743495

00:31:56.638 --> 00:31:59.093 we have a cadre of people who are
NOTE Confidence: 0.8288743495

00:31:59.093 --> 00:32:00.998 trained and and unconscious bias
NOTE Confidence: 0.8288743495

00:32:00.998 --> 00:32:03.280 and can join search processes.
NOTE Confidence: 0.8288743495

00:32:03.280 --> 00:32:04.002 Accountability,
NOTE Confidence: 0.8288743495

00:32:04.002 --> 00:32:08.334 a word that often sends shivers.
NOTE Confidence: 0.8288743495

00:32:08.340 --> 00:32:11.412 But we should embrace it as a positive
NOTE Confidence: 0.8288743495

00:32:11.412 --> 00:32:14.096 learning work of what can we do better?
NOTE Confidence: 0.8288743495

00:32:14.100 --> 00:32:15.916 Have we met the goals for this year?
NOTE Confidence: 0.8288743495

00:32:15.920 --> 00:32:17.540 Have we met our individual goals?
NOTE Confidence: 0.8288743495

00:32:17.540 --> 00:32:19.478 Have we met our department goals?
NOTE Confidence: 0.8288743495

00:32:19.480 --> 00:32:22.532 So we will be doing more annual
NOTE Confidence: 0.8288743495

00:32:22.532 --> 00:32:23.840 assessments about climate,

NOTE Confidence: 0.8288743495

00:32:23.840 --> 00:32:26.138 doing exit interviews to find out?

NOTE Confidence: 0.8288743495

00:32:26.140 --> 00:32:29.087 What could we have done better if

NOTE Confidence: 0.8288743495

00:32:29.087 --> 00:32:31.139 then someone decides to leave?

NOTE Confidence: 0.8288743495

00:32:31.140 --> 00:32:33.696 The workshops and learning will continue,

NOTE Confidence: 0.8288743495

00:32:33.700 --> 00:32:36.045 and it's really important for us to

NOTE Confidence: 0.8288743495

00:32:36.045 --> 00:32:38.033 build the pipeline for Fellows and

NOTE Confidence: 0.8288743495

00:32:38.033 --> 00:32:40.161 postdocs and staff so that we can

NOTE Confidence: 0.900185046333333

00:32:40.232 --> 00:32:42.032 actually build a pipeline of

NOTE Confidence: 0.900185046333333

00:32:42.032 --> 00:32:44.102 individuals who would like to stay,

NOTE Confidence: 0.900185046333333

00:32:44.102 --> 00:32:45.936 who would like to be with us.

NOTE Confidence: 0.900185046333333

00:32:45.940 --> 00:32:48.352 But we can cultivate a more

NOTE Confidence: 0.900185046333333

00:32:48.352 --> 00:32:50.140 diverse pipeline and then how do

NOTE Confidence: 0.900185046333333

00:32:50.140 --> 00:32:51.365 we engage our Community better,

NOTE Confidence: 0.900185046333333

00:32:51.370 --> 00:32:53.938 not just this Community?

NOTE Confidence: 0.900185046333333

00:32:53.940 --> 00:32:55.900 People sitting in this room and virtually,

NOTE Confidence: 0.900185046333333

00:32:55.900 --> 00:32:57.598 but the the New Haven community,
NOTE Confidence: 0.900185046333333
00:32:57.600 --> 00:32:59.916 where we work, where we are,
NOTE Confidence: 0.900185046333333
00:32:59.920 --> 00:33:03.118 how do we engage them better?
NOTE Confidence: 0.900185046333333
00:33:03.120 --> 00:33:05.376 And I should have also said when I
NOTE Confidence: 0.900185046333333
00:33:05.376 --> 00:33:08.680 started this particular section on DEID.
NOTE Confidence: 0.900185046333333
00:33:08.680 --> 00:33:10.630 That I hope that everyone feels
NOTE Confidence: 0.900185046333333
00:33:10.630 --> 00:33:13.246 and sees that this is a tremendous
NOTE Confidence: 0.900185046333333
00:33:13.246 --> 00:33:14.914 priority for this department.
NOTE Confidence: 0.900185046333333
00:33:14.920 --> 00:33:17.110 We are a very diverse department,
NOTE Confidence: 0.900185046333333
00:33:17.110 --> 00:33:19.228 both discipline wise,
NOTE Confidence: 0.900185046333333
00:33:19.228 --> 00:33:21.840 age wise, gender wise,
NOTE Confidence: 0.900185046333333
00:33:21.840 --> 00:33:24.240 and in certain pockets,
NOTE Confidence: 0.900185046333333
00:33:24.240 --> 00:33:25.856 race and ethnicity wise.
NOTE Confidence: 0.900185046333333
00:33:25.856 --> 00:33:27.876 This is incredibly important to
NOTE Confidence: 0.900185046333333
00:33:27.876 --> 00:33:30.319 us and something that we need to
NOTE Confidence: 0.900185046333333
00:33:30.319 --> 00:33:32.435 get not only right but continue

NOTE Confidence: 0.900185046333333
00:33:32.435 --> 00:33:34.613 to do because it will sustain
NOTE Confidence: 0.900185046333333
00:33:34.613 --> 00:33:37.458 the health of this department.
NOTE Confidence: 0.900185046333333
00:33:37.460 --> 00:33:39.259 A few things just to call out,
NOTE Confidence: 0.900185046333333
00:33:39.260 --> 00:33:42.220 but first to call out the D EIB Action Group.
NOTE Confidence: 0.900185046333333
00:33:42.220 --> 00:33:44.299 Here are the individuals who have set,
NOTE Confidence: 0.900185046333333
00:33:44.300 --> 00:33:45.420 who have stepped off,
NOTE Confidence: 0.900185046333333
00:33:45.420 --> 00:33:47.761 stepped up and said that they will help
NOTE Confidence: 0.900185046333333
00:33:47.761 --> 00:33:49.854 and they've been helping a huge amount.
NOTE Confidence: 0.900185046333333
00:33:49.860 --> 00:33:51.036 Thank you.
NOTE Confidence: 0.900185046333333
00:33:51.036 --> 00:33:54.384 But anyone else, I'm assuming Tara,
NOTE Confidence: 0.900185046333333
00:33:54.384 --> 00:33:55.968 you would welcome.
NOTE Confidence: 0.900185046333333
00:33:55.970 --> 00:33:58.273 Just a few other things around this
NOTE Confidence: 0.900185046333333
00:33:58.273 --> 00:34:00.294 particular theme as the Viola Bernard
NOTE Confidence: 0.900185046333333
00:34:00.294 --> 00:34:02.244 years ago feels like years ago,
NOTE Confidence: 0.900185046333333
00:34:02.250 --> 00:34:04.370 I think it was 2016,
NOTE Confidence: 0.900185046333333

00:34:04.370 --> 00:34:07.196 we got an endowment from the
NOTE Confidence: 0.900185046333333

00:34:07.196 --> 00:34:09.428 Viola Bernard Foundation to create
NOTE Confidence: 0.900185046333333

00:34:09.428 --> 00:34:11.473 a Viola Bernard program and
NOTE Confidence: 0.900185046333333

00:34:11.473 --> 00:34:13.310 HealthEquity and social justice.
NOTE Confidence: 0.900185046333333

00:34:13.310 --> 00:34:15.206 Two things have emerged from that
NOTE Confidence: 0.900185046333333

00:34:15.206 --> 00:34:17.752 has been a lecture series and we've
NOTE Confidence: 0.900185046333333

00:34:17.752 --> 00:34:20.182 already had some really wonderful speakers,
NOTE Confidence: 0.900185046333333

00:34:20.190 --> 00:34:21.446 Carolyn Roberts from the
NOTE Confidence: 0.900185046333333

00:34:21.446 --> 00:34:22.388 Department of History,
NOTE Confidence: 0.900185046333333

00:34:22.390 --> 00:34:23.554 just extraordinary speakers,
NOTE Confidence: 0.900185046333333

00:34:23.554 --> 00:34:25.882 but more to come on that.
NOTE Confidence: 0.900185046333333

00:34:25.890 --> 00:34:27.755 But now there's an innovation
NOTE Confidence: 0.900185046333333

00:34:27.755 --> 00:34:29.994 fund that focuses on projects
NOTE Confidence: 0.900185046333333

00:34:29.994 --> 00:34:32.324 that will impact the Community.
NOTE Confidence: 0.900185046333333

00:34:32.330 --> 00:34:34.526 To deal with that last goal
NOTE Confidence: 0.900185046333333

00:34:34.526 --> 00:34:35.624 of community engagement,

NOTE Confidence: 0.900185046333333
00:34:35.630 --> 00:34:37.730 there's 4 letters of intent,
NOTE Confidence: 0.900185046333333
00:34:37.730 --> 00:34:39.785 3 proposals under review and
NOTE Confidence: 0.900185046333333
00:34:39.785 --> 00:34:41.840 we would very much encourage
NOTE Confidence: 0.900185046333333
00:34:41.914 --> 00:34:43.790 we'll present about those.
NOTE Confidence: 0.900185046333333
00:34:43.790 --> 00:34:46.150 But this is really important.
NOTE Confidence: 0.900185046333333
00:34:46.150 --> 00:34:46.849 And then finally,
NOTE Confidence: 0.900185046333333
00:34:46.849 --> 00:34:47.548 in this area,
NOTE Confidence: 0.900185046333333
00:34:47.550 --> 00:34:49.296 I know I've already said that
NOTE Confidence: 0.900185046333333
00:34:49.296 --> 00:34:51.408 we need to learn how to be
NOTE Confidence: 0.900185046333333
00:34:51.408 --> 00:34:53.178 together in person and all that.
NOTE Confidence: 0.900185046333333
00:34:53.180 --> 00:34:55.889 I think actually a part of climate
NOTE Confidence: 0.900185046333333
00:34:55.889 --> 00:34:58.226 change is learning how to be
NOTE Confidence: 0.900185046333333
00:34:58.226 --> 00:35:00.051 flexible and think together about
NOTE Confidence: 0.900185046333333
00:35:00.051 --> 00:35:02.577 how we work in this hybrid world
NOTE Confidence: 0.900185046333333
00:35:02.577 --> 00:35:05.198 and this new new post COVID world.
NOTE Confidence: 0.900185046333333

00:35:05.198 --> 00:35:08.341 That's why it's cited here simply to
NOTE Confidence: 0.900185046333333

00:35:08.341 --> 00:35:11.575 say that I think it's an incredibly
NOTE Confidence: 0.900185046333333

00:35:11.575 --> 00:35:14.819 important part of our climate as well.
NOTE Confidence: 0.900185046333333

00:35:14.820 --> 00:35:16.464 Turning to organizational operations,
NOTE Confidence: 0.900185046333333

00:35:16.464 --> 00:35:19.474 and this can often sound like both
NOTE Confidence: 0.900185046333333

00:35:19.474 --> 00:35:21.390 going into organizational numbers.
NOTE Confidence: 0.864460836363636

00:35:23.550 --> 00:35:24.668 Really important,
NOTE Confidence: 0.864460836363636

00:35:24.668 --> 00:35:26.345 because organizational operations
NOTE Confidence: 0.864460836363636

00:35:26.345 --> 00:35:29.820 address that top of the iceberg.
NOTE Confidence: 0.864460836363636

00:35:29.820 --> 00:35:31.724 They address the climate.
NOTE Confidence: 0.864460836363636

00:35:31.724 --> 00:35:34.104 How we do things addresses
NOTE Confidence: 0.864460836363636

00:35:34.104 --> 00:35:36.617 how it reflects our values.
NOTE Confidence: 0.864460836363636

00:35:36.620 --> 00:35:38.933 So let me just show a few things about
NOTE Confidence: 0.864460836363636

00:35:38.933 --> 00:35:41.215 what we're trying to do and what's happened
NOTE Confidence: 0.864460836363636

00:35:41.215 --> 00:35:44.050 so far and how we run this department,
NOTE Confidence: 0.864460836363636

00:35:44.050 --> 00:35:45.790 how we think about this department,

NOTE Confidence: 0.864460836363636
00:35:45.790 --> 00:35:47.190 how we manage this department,
NOTE Confidence: 0.864460836363636
00:35:47.190 --> 00:35:50.486 which is by the way, over 500 people now.
NOTE Confidence: 0.864460836363636
00:35:50.486 --> 00:35:53.306 So a lot of people.
NOTE Confidence: 0.864460836363636
00:35:53.310 --> 00:35:55.144 So here are some of the things
NOTE Confidence: 0.864460836363636
00:35:55.144 --> 00:35:56.359 that have happened so far.
NOTE Confidence: 0.864460836363636
00:35:56.360 --> 00:35:59.630 Our ongoing we clarified the organizational
NOTE Confidence: 0.864460836363636
00:35:59.630 --> 00:36:01.810 structure for department governance
NOTE Confidence: 0.864460836363636
00:36:01.883 --> 00:36:04.299 especially around clinical mission,
NOTE Confidence: 0.864460836363636
00:36:04.300 --> 00:36:06.860 but clarifying notice it's
NOTE Confidence: 0.864460836363636
00:36:06.860 --> 00:36:09.420 clarifying and not clarified,
NOTE Confidence: 0.864460836363636
00:36:09.420 --> 00:36:12.598 it means that it's an ongoing process.
NOTE Confidence: 0.864460836363636
00:36:12.600 --> 00:36:15.330 Also doing the same for job responsibilities,
NOTE Confidence: 0.864460836363636
00:36:15.330 --> 00:36:18.612 how do we match what someone's doing
NOTE Confidence: 0.864460836363636
00:36:18.612 --> 00:36:20.478 with their description of their job
NOTE Confidence: 0.864460836363636
00:36:20.478 --> 00:36:22.743 so that we can be sure that people
NOTE Confidence: 0.864460836363636

00:36:22.743 --> 00:36:24.253 have enough support for what they
NOTE Confidence: 0.864460836363636

00:36:24.253 --> 00:36:26.195 need to do if we can be sure that
NOTE Confidence: 0.864460836363636

00:36:26.195 --> 00:36:28.875 they're also is a clear who do you
NOTE Confidence: 0.864460836363636

00:36:28.875 --> 00:36:31.769 go to when you need to ask X or Y?
NOTE Confidence: 0.864460836363636

00:36:31.770 --> 00:36:34.000 We've installed or I'm beginning
NOTE Confidence: 0.864460836363636

00:36:34.000 --> 00:36:36.230 a series of leadership workshops
NOTE Confidence: 0.864460836363636

00:36:36.301 --> 00:36:38.731 and learning around leadership and
NOTE Confidence: 0.864460836363636

00:36:38.731 --> 00:36:40.586 Darren David's been leading that.
NOTE Confidence: 0.864460836363636

00:36:40.590 --> 00:36:43.208 Very grateful to Darren for doing that,
NOTE Confidence: 0.864460836363636

00:36:43.210 --> 00:36:45.706 introduce this concept of service leadership,
NOTE Confidence: 0.864460836363636

00:36:45.710 --> 00:36:48.518 which we will continue to do.
NOTE Confidence: 0.864460836363636

00:36:48.520 --> 00:36:50.676 And then I would just say that
NOTE Confidence: 0.864460836363636

00:36:50.676 --> 00:36:51.600 we've actually increased,
NOTE Confidence: 0.864460836363636

00:36:51.600 --> 00:36:54.275 really remarkably increased our attendance
NOTE Confidence: 0.864460836363636

00:36:54.275 --> 00:36:58.140 at faculty meetings by having a clear agenda.
NOTE Confidence: 0.864460836363636

00:36:58.140 --> 00:37:00.360 It's kind of 1 on one I know about meetings,

NOTE Confidence: 0.864460836363636

00:37:00.360 --> 00:37:03.062 but a clear agenda and then having

NOTE Confidence: 0.864460836363636

00:37:03.062 --> 00:37:05.014 incredibly detailed notes created by

NOTE Confidence: 0.864460836363636

00:37:05.014 --> 00:37:07.276 Krista so that if you aren't able to attend,

NOTE Confidence: 0.864460836363636

00:37:07.280 --> 00:37:09.856 you can come and read what happened.

NOTE Confidence: 0.864460836363636

00:37:09.860 --> 00:37:11.174 Goal of that.

NOTE Confidence: 0.864460836363636

00:37:11.174 --> 00:37:13.364 Goal of all of that.

NOTE Confidence: 0.864460836363636

00:37:13.370 --> 00:37:16.124 Is to make the organizational structure

NOTE Confidence: 0.864460836363636

00:37:16.124 --> 00:37:17.960 of this department accessible.

NOTE Confidence: 0.864460836363636

00:37:17.960 --> 00:37:20.480 Transparent in a much overused word,

NOTE Confidence: 0.864460836363636

00:37:20.480 --> 00:37:22.988 but transparent and I know we

NOTE Confidence: 0.864460836363636

00:37:22.988 --> 00:37:25.780 have a lot more work to do.

NOTE Confidence: 0.864460836363636

00:37:25.780 --> 00:37:29.700 Just to say that Krista is also updated

NOTE Confidence: 0.864460836363636

00:37:29.700 --> 00:37:32.122 the intranet so you can get a lot of

NOTE Confidence: 0.864460836363636

00:37:32.122 --> 00:37:33.419 this information on the intranet,

NOTE Confidence: 0.864460836363636

00:37:33.420 --> 00:37:35.980 and this is meant to drive traffic to

NOTE Confidence: 0.864460836363636

00:37:35.980 --> 00:37:38.157 the intranet go there's a lot there.
NOTE Confidence: 0.864460836363636

00:37:38.160 --> 00:37:39.444 It's not dusty,
NOTE Confidence: 0.864460836363636

00:37:39.444 --> 00:37:41.156 it's not virtually dusty.
NOTE Confidence: 0.864460836363636

00:37:41.160 --> 00:37:43.876 There's a lot of good stuff there.
NOTE Confidence: 0.864460836363636

00:37:43.880 --> 00:37:45.555 And then the organizational chart
NOTE Confidence: 0.864460836363636

00:37:45.555 --> 00:37:47.540 too small for you to see,
NOTE Confidence: 0.864460836363636

00:37:47.540 --> 00:37:51.096 but importantly to call out the stewardship
NOTE Confidence: 0.864460836363636

00:37:51.096 --> 00:37:53.876 and strategy team that is helping me.
NOTE Confidence: 0.864460836363636

00:37:53.876 --> 00:37:56.549 This is not a one person job very
NOTE Confidence: 0.864460836363636

00:37:56.549 --> 00:37:58.691 much helping me and guiding guiding
NOTE Confidence: 0.864460836363636

00:37:58.691 --> 00:38:01.479 us as a department and where we
NOTE Confidence: 0.864460836363636

00:38:01.479 --> 00:38:03.756 will continue to add positions to.
NOTE Confidence: 0.864460836363636

00:38:03.756 --> 00:38:06.240 And then these blue boxes are a number of
NOTE Confidence: 0.864460836363636

00:38:06.305 --> 00:38:08.699 director roles in our clinical mission.
NOTE Confidence: 0.864460836363636

00:38:08.700 --> 00:38:11.430 This does not reflect the whole department.
NOTE Confidence: 0.864460836363636

00:38:11.430 --> 00:38:12.270 But again,

NOTE Confidence: 0.864460836363636

00:38:12.270 --> 00:38:14.790 this is a work in progress.

NOTE Confidence: 0.864460836363636

00:38:14.790 --> 00:38:16.698 So where are we going organizationally?

NOTE Confidence: 0.87718722

00:38:18.850 --> 00:38:20.839 The vice chair I want to add a vice

NOTE Confidence: 0.87718722

00:38:20.839 --> 00:38:22.688 chair for professional development,

NOTE Confidence: 0.87718722

00:38:22.690 --> 00:38:26.030 education, and professional development.

NOTE Confidence: 0.87718722

00:38:26.030 --> 00:38:28.790 Talk about that more in education.

NOTE Confidence: 0.87718722

00:38:28.790 --> 00:38:31.106 To clarify, continue to clarify the

NOTE Confidence: 0.87718722

00:38:31.106 --> 00:38:33.230 organizational chart across all missions,

NOTE Confidence: 0.87718722

00:38:33.230 --> 00:38:35.526 not just for the purpose of doing it,

NOTE Confidence: 0.87718722

00:38:35.530 --> 00:38:37.866 but actually for the purpose of making clear.

NOTE Confidence: 0.87718722

00:38:37.870 --> 00:38:39.130 Who do you go to?

NOTE Confidence: 0.87718722

00:38:39.130 --> 00:38:40.684 What are the, what are the potentials?

NOTE Confidence: 0.87718722

00:38:40.690 --> 00:38:43.186 What's the structure of the department?

NOTE Confidence: 0.87718722

00:38:43.190 --> 00:38:44.720 Updating all of our committees.

NOTE Confidence: 0.87718722

00:38:44.720 --> 00:38:46.030 We have so many committees.

NOTE Confidence: 0.87718722

00:38:46.030 --> 00:38:47.892 You could populate a small city with
NOTE Confidence: 0.87718722

00:38:47.892 --> 00:38:49.810 a number of committees we have.
NOTE Confidence: 0.87718722

00:38:49.810 --> 00:38:51.766 So clarifying. What are they doing?
NOTE Confidence: 0.87718722

00:38:51.770 --> 00:38:52.880 How long did they stand?
NOTE Confidence: 0.87718722

00:38:52.880 --> 00:38:54.232 What are the charges?
NOTE Confidence: 0.87718722

00:38:54.232 --> 00:38:55.922 Would you like to join?
NOTE Confidence: 0.87718722

00:38:55.930 --> 00:38:58.640 Refining all leadership job descriptions,
NOTE Confidence: 0.87718722

00:38:58.640 --> 00:39:00.176 continuing our leadership
NOTE Confidence: 0.87718722

00:39:00.176 --> 00:39:02.224 skills workshops with Darren,
NOTE Confidence: 0.87718722

00:39:02.230 --> 00:39:03.858 and then regular assessments
NOTE Confidence: 0.87718722

00:39:03.858 --> 00:39:05.486 of how we're doing,
NOTE Confidence: 0.87718722

00:39:05.490 --> 00:39:07.890 which gets to the accountability
NOTE Confidence: 0.87718722

00:39:07.890 --> 00:39:09.810 and the DI goal.
NOTE Confidence: 0.87718722

00:39:09.810 --> 00:39:12.380 For research turning to research.
NOTE Confidence: 0.8672922733333333

00:39:15.270 --> 00:39:18.042 Our research mission is core to what we do.
NOTE Confidence: 0.8672922733333333

00:39:18.050 --> 00:39:19.163 It's absolutely core.

NOTE Confidence: 0.867292273333333

00:39:19.163 --> 00:39:21.389 And we've had this circular diagram

NOTE Confidence: 0.867292273333333

00:39:21.389 --> 00:39:23.654 for a long time and it's intended

NOTE Confidence: 0.867292273333333

00:39:23.654 --> 00:39:25.609 to be circles rather than boxes.

NOTE Confidence: 0.867292273333333

00:39:25.610 --> 00:39:27.482 It's intended to show how each

NOTE Confidence: 0.867292273333333

00:39:27.482 --> 00:39:29.449 bills and nest on the other.

NOTE Confidence: 0.867292273333333

00:39:29.450 --> 00:39:32.138 But we are a department really

NOTE Confidence: 0.867292273333333

00:39:32.138 --> 00:39:33.930 based around developmental research,

NOTE Confidence: 0.867292273333333

00:39:33.930 --> 00:39:36.130 whether it's clinical or basic.

NOTE Confidence: 0.867292273333333

00:39:36.130 --> 00:39:38.086 And that things flow from that.

NOTE Confidence: 0.867292273333333

00:39:38.090 --> 00:39:40.115 Now we could do a lot better job on

NOTE Confidence: 0.867292273333333

00:39:40.115 --> 00:39:42.278 the bridges between our research and

NOTE Confidence: 0.867292273333333

00:39:42.278 --> 00:39:45.234 our other missions, a lot better job.

NOTE Confidence: 0.867292273333333

00:39:45.234 --> 00:39:47.058 But that's the intent.

NOTE Confidence: 0.867292273333333

00:39:47.060 --> 00:39:49.364 And so what's happened today has

NOTE Confidence: 0.867292273333333

00:39:49.364 --> 00:39:51.782 been the vice chair and you know

NOTE Confidence: 0.867292273333333

00:39:51.782 --> 00:39:53.840 that Tom has been doing just an
NOTE Confidence: 0.8672922733333333

00:39:53.914 --> 00:39:56.362 outstanding job of Vice Chair of
NOTE Confidence: 0.8672922733333333

00:39:56.362 --> 00:39:58.670 research and bringing people together.
NOTE Confidence: 0.8672922733333333

00:39:58.670 --> 00:40:01.430 You may be surprised that we have 30.6
NOTE Confidence: 0.8672922733333333

00:40:01.430 --> 00:40:05.030 million of grant or grant portfolio
NOTE Confidence: 0.8672922733333333

00:40:05.030 --> 00:40:09.506 that's nearly a little about 65% of
NOTE Confidence: 0.8672922733333333

00:40:09.506 --> 00:40:13.202 our total budget revenue on the center.
NOTE Confidence: 0.8672922733333333

00:40:13.210 --> 00:40:15.436 And that's divided across that number
NOTE Confidence: 0.8672922733333333

00:40:15.436 --> 00:40:17.380 of grants and contracts of 295?
NOTE Confidence: 0.82067569

00:40:19.440 --> 00:40:21.504 Tom has brought us together around
NOTE Confidence: 0.82067569

00:40:21.504 --> 00:40:22.880 researchers for shared goals,
NOTE Confidence: 0.82067569

00:40:22.880 --> 00:40:25.172 building a regular research
NOTE Confidence: 0.82067569

00:40:25.172 --> 00:40:26.318 internal communication.
NOTE Confidence: 0.82067569

00:40:26.320 --> 00:40:28.854 We have new recruits that you saw
NOTE Confidence: 0.82067569

00:40:28.860 --> 00:40:31.730 as clinical and basic scientists.
NOTE Confidence: 0.82067569

00:40:31.730 --> 00:40:37.230 I'm very grateful to Kareem Kareem.

NOTE Confidence: 0.82067569

00:40:37.230 --> 00:40:38.106 Pointing to cream.

NOTE Confidence: 0.82067569

00:40:38.106 --> 00:40:39.424 Ohh cream, great, wonderful.

NOTE Confidence: 0.82067569

00:40:39.424 --> 00:40:40.158 Thank you.

NOTE Confidence: 0.82067569

00:40:40.158 --> 00:40:42.360 Very grateful to Kareem for build

NOTE Confidence: 0.82067569

00:40:42.423 --> 00:40:44.258 building the research and progress

NOTE Confidence: 0.82067569

00:40:44.258 --> 00:40:46.630 session with others in your Group 3.

NOTE Confidence: 0.82067569

00:40:46.630 --> 00:40:49.066 And then we've had the cross talk

NOTE Confidence: 0.82067569

00:40:49.066 --> 00:40:50.982 sessions at faculty meetings that

NOTE Confidence: 0.82067569

00:40:50.982 --> 00:40:53.388 are really intended to start making

NOTE Confidence: 0.82067569

00:40:53.388 --> 00:40:55.569 this bridge across the missions.

NOTE Confidence: 0.82067569

00:40:55.570 --> 00:40:57.166 So where do we wanna go?

NOTE Confidence: 0.82067569

00:40:57.170 --> 00:40:59.278 What are the goals?

NOTE Confidence: 0.82067569

00:40:59.280 --> 00:41:02.097 Tom is going to be trying to help us

NOTE Confidence: 0.82067569

00:41:02.097 --> 00:41:05.179 update our strategic goals for our research.

NOTE Confidence: 0.82067569

00:41:05.180 --> 00:41:08.132 We've had strategic goals in these

NOTE Confidence: 0.82067569

00:41:08.132 --> 00:41:10.455 areas of stress and adversity,
NOTE Confidence: 0.82067569

00:41:10.455 --> 00:41:12.235 innovation and clinical practice,
NOTE Confidence: 0.82067569

00:41:12.240 --> 00:41:13.002 social policy,
NOTE Confidence: 0.82067569

00:41:13.002 --> 00:41:16.050 but it's time to ask where are the
NOTE Confidence: 0.82067569

00:41:16.131 --> 00:41:19.005 gaps and where are the opportunities?
NOTE Confidence: 0.82067569

00:41:19.010 --> 00:41:20.310 The enhanced mentoring approach
NOTE Confidence: 0.82067569

00:41:20.310 --> 00:41:21.935 with Tara's team trying to
NOTE Confidence: 0.82067569

00:41:21.935 --> 00:41:23.230 bring all this together.
NOTE Confidence: 0.82067569

00:41:23.230 --> 00:41:25.930 One mentoring effort for the center.
NOTE Confidence: 0.82067569

00:41:25.930 --> 00:41:27.840 A plan for sharing common
NOTE Confidence: 0.82067569

00:41:27.840 --> 00:41:28.986 resources across lands.
NOTE Confidence: 0.82067569

00:41:28.990 --> 00:41:31.030 Why can't we do that?
NOTE Confidence: 0.82067569

00:41:31.030 --> 00:41:33.830 Why does every lab have to be its
NOTE Confidence: 0.82067569

00:41:33.830 --> 00:41:36.704 own ship when there are common needs
NOTE Confidence: 0.82067569

00:41:36.704 --> 00:41:39.959 across and Tom will be leading that?
NOTE Confidence: 0.82067569

00:41:39.960 --> 00:41:41.516 Guidelines for space allocation.

NOTE Confidence: 0.82067569

00:41:41.516 --> 00:41:43.461 We should probably put blinking

NOTE Confidence: 0.82067569

00:41:43.461 --> 00:41:44.979 neon lights around that.

NOTE Confidence: 0.82067569

00:41:44.980 --> 00:41:46.597 There are a lot of guidelines from

NOTE Confidence: 0.82067569

00:41:46.597 --> 00:41:47.819 the medical school about that.

NOTE Confidence: 0.82067569

00:41:47.820 --> 00:41:49.746 And how do we take those

NOTE Confidence: 0.82067569

00:41:49.746 --> 00:41:51.720 and make it local as well.

NOTE Confidence: 0.82067569

00:41:51.720 --> 00:41:53.855 And then two others to guidelines for

NOTE Confidence: 0.82067569

00:41:53.855 --> 00:41:56.178 applying for a K part of generativity.

NOTE Confidence: 0.82067569

00:41:56.180 --> 00:41:58.406 How do we help people apply

NOTE Confidence: 0.82067569

00:41:58.406 --> 00:42:00.530 for K Awards career awards?

NOTE Confidence: 0.82067569

00:42:00.530 --> 00:42:01.250 And finally,

NOTE Confidence: 0.82067569

00:42:01.250 --> 00:42:03.410 I think we need more center

NOTE Confidence: 0.82067569

00:42:03.410 --> 00:42:04.680 and training grants.

NOTE Confidence: 0.82067569

00:42:04.680 --> 00:42:07.400 Not for the whole purpose of getting grants,

NOTE Confidence: 0.82067569

00:42:07.400 --> 00:42:09.549 but actually to unite us with other

NOTE Confidence: 0.82067569

00:42:09.549 --> 00:42:11.389 departments in the medical school.
NOTE Confidence: 0.7784814

00:42:14.580 --> 00:42:15.590 Clinical services.
NOTE Confidence: 0.875421494545454

00:42:18.480 --> 00:42:20.848 Of all of our missions and of all
NOTE Confidence: 0.875421494545454

00:42:20.848 --> 00:42:23.134 of our sections, clinical services,
NOTE Confidence: 0.875421494545454

00:42:23.134 --> 00:42:25.996 because of a number of things,
NOTE Confidence: 0.875421494545454

00:42:26.000 --> 00:42:28.422 are the things where we actually have
NOTE Confidence: 0.875421494545454

00:42:28.422 --> 00:42:30.577 the perhaps not most work to do,
NOTE Confidence: 0.875421494545454

00:42:30.580 --> 00:42:33.112 but the work that is perhaps
NOTE Confidence: 0.875421494545454

00:42:33.112 --> 00:42:34.378 the most challenging.
NOTE Confidence: 0.875421494545454

00:42:34.380 --> 00:42:36.907 And it is the most challenging because
NOTE Confidence: 0.875421494545454

00:42:36.907 --> 00:42:38.960 of exactly what's on this slide.
NOTE Confidence: 0.875421494545454

00:42:38.960 --> 00:42:41.318 That there is a mental health
NOTE Confidence: 0.875421494545454

00:42:41.318 --> 00:42:42.890 crisis in this country.
NOTE Confidence: 0.875421494545454

00:42:42.890 --> 00:42:44.997 There is a surge in mental health
NOTE Confidence: 0.875421494545454

00:42:44.997 --> 00:42:46.743 needs post pandemic that usually
NOTE Confidence: 0.875421494545454

00:42:46.743 --> 00:42:48.299 follows the economic crisis,

NOTE Confidence: 0.875421494545454

00:42:48.300 --> 00:42:50.310 as that's intended to show.

NOTE Confidence: 0.875421494545454

00:42:50.310 --> 00:42:53.198 But we are in the middle of an

NOTE Confidence: 0.875421494545454

00:42:53.198 --> 00:42:55.366 unprecedented crisis in this country

NOTE Confidence: 0.875421494545454

00:42:55.366 --> 00:42:57.190 and children's mental health.

NOTE Confidence: 0.875421494545454

00:42:57.190 --> 00:42:59.798 And that has caused a lot of stress

NOTE Confidence: 0.875421494545454

00:42:59.798 --> 00:43:02.082 and strain and cracks in our process.

NOTE Confidence: 0.875421494545454

00:43:02.082 --> 00:43:04.803 So what I'm going to do in the next

NOTE Confidence: 0.875421494545454

00:43:04.803 --> 00:43:07.120 few minutes won't in any way capture

NOTE Confidence: 0.875421494545454

00:43:07.120 --> 00:43:09.350 the total complexity and all the

NOTE Confidence: 0.875421494545454

00:43:09.350 --> 00:43:11.834 work that's being done in this area,

NOTE Confidence: 0.875421494545454

00:43:11.834 --> 00:43:14.123 but only meant to highlight it for

NOTE Confidence: 0.875421494545454

00:43:14.123 --> 00:43:16.360 you and also meant to say roll

NOTE Confidence: 0.875421494545454

00:43:16.360 --> 00:43:18.388 up your sleeves and be with us.

NOTE Confidence: 0.875421494545454

00:43:18.390 --> 00:43:22.258 Remember grace. Remember forgiving.

NOTE Confidence: 0.875421494545454

00:43:22.260 --> 00:43:24.906 So here we are just to remind you of

NOTE Confidence: 0.875421494545454

00:43:24.906 --> 00:43:27.479 the range of our clinical services
NOTE Confidence: 0.875421494545454

00:43:27.480 --> 00:43:29.928 that go from outpatient use where
NOTE Confidence: 0.875421494545454

00:43:29.928 --> 00:43:32.543 we provide assessments and a range
NOTE Confidence: 0.875421494545454

00:43:32.543 --> 00:43:34.359 of evidence based interventions.
NOTE Confidence: 0.875421494545454

00:43:34.360 --> 00:43:37.258 We also provide the same for
NOTE Confidence: 0.875421494545454

00:43:37.258 --> 00:43:38.707 adults or parents.
NOTE Confidence: 0.875421494545454

00:43:38.710 --> 00:43:40.906 We have a range of hospital
NOTE Confidence: 0.875421494545454

00:43:40.906 --> 00:43:42.370 based services from emergency
NOTE Confidence: 0.875421494545454

00:43:42.440 --> 00:43:44.370 room to inpatient units today,
NOTE Confidence: 0.875421494545454

00:43:44.370 --> 00:43:47.830 hospitals to consultation liaison.
NOTE Confidence: 0.875421494545454

00:43:47.830 --> 00:43:50.189 And we've been building a lot of
NOTE Confidence: 0.875421494545454

00:43:50.189 --> 00:43:52.488 pediatric that is in the Department
NOTE Confidence: 0.875421494545454

00:43:52.488 --> 00:43:54.513 of Pediatric based Services where
NOTE Confidence: 0.875421494545454

00:43:54.513 --> 00:43:56.808 we embed in pediatric clinics.
NOTE Confidence: 0.875421494545454

00:43:56.810 --> 00:43:59.690 Our clinical portfolio is big,
NOTE Confidence: 0.875421494545454

00:43:59.690 --> 00:44:02.924 it is very big and it crosses

NOTE Confidence: 0.875421494545454
00:44:02.924 --> 00:44:04.310 these various domains.
NOTE Confidence: 0.875421494545454
00:44:04.310 --> 00:44:05.526 It's not just outpatient,
NOTE Confidence: 0.875421494545454
00:44:05.526 --> 00:44:08.589 it's not just asked or why, it's very big.
NOTE Confidence: 0.875421494545454
00:44:08.589 --> 00:44:11.480 The other piece to remind you is
NOTE Confidence: 0.875421494545454
00:44:11.572 --> 00:44:14.645 that we're part of a larger system.
NOTE Confidence: 0.875421494545454
00:44:14.650 --> 00:44:16.540 We're part of Yale New Haven
NOTE Confidence: 0.875421494545454
00:44:16.540 --> 00:44:18.270 Hospital right across the street,
NOTE Confidence: 0.875421494545454
00:44:18.270 --> 00:44:19.494 the Children's Hospital.
NOTE Confidence: 0.875421494545454
00:44:19.494 --> 00:44:22.350 We're invested as a practice within Yale.
NOTE Confidence: 0.875421494545454
00:44:22.350 --> 00:44:22.695 Madison.
NOTE Confidence: 0.875421494545454
00:44:22.695 --> 00:44:24.420 Yale Medicine is the practice
NOTE Confidence: 0.875421494545454
00:44:24.420 --> 00:44:26.390 within the School of Medicine,
NOTE Confidence: 0.875421494545454
00:44:26.390 --> 00:44:28.600 and the School of Medicine
NOTE Confidence: 0.875421494545454
00:44:28.600 --> 00:44:30.368 lives within Yale University.
NOTE Confidence: 0.875421494545454
00:44:30.370 --> 00:44:34.015 So we are part of a very complex system.
NOTE Confidence: 0.875421494545454

00:44:34.020 --> 00:44:35.830 And where we managing this
NOTE Confidence: 0.875421494545454

00:44:35.830 --> 00:44:37.640 practice just on our own,
NOTE Confidence: 0.875421494545454

00:44:37.640 --> 00:44:39.888 it would be different from it how it
NOTE Confidence: 0.875421494545454

00:44:39.888 --> 00:44:42.219 is and managing it in the system.
NOTE Confidence: 0.875421494545454

00:44:42.220 --> 00:44:45.040 There's opportunities and there's challenges.
NOTE Confidence: 0.845441444

00:44:47.710 --> 00:44:49.670 So here's our current state,
NOTE Confidence: 0.845441444

00:44:49.670 --> 00:44:52.558 and thanks to Aaron for pulling these data.
NOTE Confidence: 0.845441444

00:44:52.560 --> 00:44:54.646 And these data right now on the
NOTE Confidence: 0.845441444

00:44:54.646 --> 00:44:57.810 graph go through December 2021.
NOTE Confidence: 0.845441444

00:44:57.810 --> 00:44:59.730 But the trends continued from
NOTE Confidence: 0.845441444

00:44:59.730 --> 00:45:02.121 January to the present in 2022.
NOTE Confidence: 0.845441444

00:45:02.121 --> 00:45:05.418 So you can see that just extraordinary
NOTE Confidence: 0.845441444

00:45:05.418 --> 00:45:08.231 increase in referrals across really the
NOTE Confidence: 0.845441444

00:45:08.231 --> 00:45:12.168 two as you can see across the two areas,
NOTE Confidence: 0.845441444

00:45:12.170 --> 00:45:15.296 the very top our Youth Services.
NOTE Confidence: 0.845441444

00:45:15.300 --> 00:45:17.760 And but there's there's a

NOTE Confidence: 0.845441444

00:45:17.760 --> 00:45:19.236 general increase across.

NOTE Confidence: 0.845441444

00:45:19.240 --> 00:45:20.776 What I must want to perhaps

NOTE Confidence: 0.845441444

00:45:20.776 --> 00:45:21.800 call your attention to,

NOTE Confidence: 0.845441444

00:45:21.800 --> 00:45:23.400 not just with the increase,

NOTE Confidence: 0.845441444

00:45:23.400 --> 00:45:26.376 but the fact that because of this surge,

NOTE Confidence: 0.845441444

00:45:26.380 --> 00:45:29.386 we have 500 children right now

NOTE Confidence: 0.845441444

00:45:29.386 --> 00:45:31.960 on our current waiting list.

NOTE Confidence: 0.845441444

00:45:31.960 --> 00:45:33.428 Now that's that's impractical.

NOTE Confidence: 0.845441444

00:45:33.428 --> 00:45:34.896 We can't do that.

NOTE Confidence: 0.845441444

00:45:34.900 --> 00:45:37.763 But it means that there's 500 individuals

NOTE Confidence: 0.845441444

00:45:37.763 --> 00:45:40.128 out there seeking services from

NOTE Confidence: 0.845441444

00:45:40.128 --> 00:45:42.580 somewhere that we need to figure out.

NOTE Confidence: 0.845441444

00:45:42.580 --> 00:45:44.265 Or at some point they'll

NOTE Confidence: 0.845441444

00:45:44.265 --> 00:45:45.276 find services somewhere.

NOTE Confidence: 0.845441444

00:45:45.280 --> 00:45:46.449 Some of it will be with us,

NOTE Confidence: 0.845441444

00:45:46.450 --> 00:45:48.316 someone will be with someone else.
NOTE Confidence: 0.845441444

00:45:48.320 --> 00:45:50.602 But there's 500 people that are seeking
NOTE Confidence: 0.845441444

00:45:50.602 --> 00:45:52.638 mental health services for their children.
NOTE Confidence: 0.874712485555555

00:45:55.310 --> 00:45:58.766 And I don't say that for everyone to feel.
NOTE Confidence: 0.874712485555555

00:45:58.770 --> 00:46:01.906 Say it for us to start thinking, think, OK.
NOTE Confidence: 0.874712485555555

00:46:01.906 --> 00:46:05.224 We can't do business as usual.
NOTE Confidence: 0.874712485555555

00:46:05.230 --> 00:46:06.980 What are the ways to start thinking
NOTE Confidence: 0.874712485555555

00:46:06.980 --> 00:46:08.469 about this that are different?
NOTE Confidence: 0.874712485555555

00:46:08.470 --> 00:46:11.503 How do we design services in a different way?
NOTE Confidence: 0.874712485555555

00:46:11.510 --> 00:46:13.169 And then here are just some more,
NOTE Confidence: 0.874712485555555

00:46:13.170 --> 00:46:16.040 again thanks to Aaron, to see that
NOTE Confidence: 0.874712485555555

00:46:16.040 --> 00:46:18.974 there's 102% increase in referrals,
NOTE Confidence: 0.874712485555555

00:46:18.974 --> 00:46:20.867 60,000 scheduled appointments
NOTE Confidence: 0.874712485555555

00:46:20.867 --> 00:46:23.729 just over this last year,
NOTE Confidence: 0.874712485555555

00:46:23.730 --> 00:46:27.558 82,000 scheduled video visits.
NOTE Confidence: 0.874712485555555

00:46:27.560 --> 00:46:30.580 Greater than 2500 unique families.

NOTE Confidence: 0.8747124855555555

00:46:30.580 --> 00:46:33.317 And then there's a little footnote for

NOTE Confidence: 0.8747124855555555

00:46:33.317 --> 00:46:36.939 me to put here to say that this number.

NOTE Confidence: 0.8747124855555555

00:46:36.940 --> 00:46:40.050 If I can manage backwards.

NOTE Confidence: 0.8747124855555555

00:46:40.050 --> 00:46:43.418 That this number, sorry.

NOTE Confidence: 0.8747124855555555

00:46:43.420 --> 00:46:44.988 This number actually the

NOTE Confidence: 0.8747124855555555

00:46:44.988 --> 00:46:46.556 2500 would be greater,

NOTE Confidence: 0.8747124855555555

00:46:46.560 --> 00:46:49.020 but we have fewer clinicians now.

NOTE Confidence: 0.8747124855555555

00:46:49.020 --> 00:46:51.548 So that number is modulated by the number,

NOTE Confidence: 0.8747124855555555

00:46:51.550 --> 00:46:54.328 just the sheer volume of clinicians.

NOTE Confidence: 0.8747124855555555

00:46:54.330 --> 00:46:55.986 You can see the average age,

NOTE Confidence: 0.8747124855555555

00:46:55.990 --> 00:46:58.342 you can see the distribution of

NOTE Confidence: 0.8747124855555555

00:46:58.342 --> 00:47:00.358 racial identity, and you can see

NOTE Confidence: 0.8747124855555555

00:47:00.358 --> 00:47:01.586 the distribution across gender.

NOTE Confidence: 0.8747124855555555

00:47:01.590 --> 00:47:03.558 And we actually need to be more fine

NOTE Confidence: 0.8747124855555555

00:47:03.558 --> 00:47:05.065 gained about that distribution across

NOTE Confidence: 0.8747124855555555

00:47:05.065 --> 00:47:08.040 gender and not just female, male.
NOTE Confidence: 0.8747124855555555

00:47:08.040 --> 00:47:10.154 And then that just for your interest,
NOTE Confidence: 0.8747124855555555

00:47:10.160 --> 00:47:12.986 is the distribution across the various
NOTE Confidence: 0.8747124855555555

00:47:12.986 --> 00:47:16.418 racial, race, racial identity.
NOTE Confidence: 0.8747124855555555

00:47:16.420 --> 00:47:19.030 Let me show you also.
NOTE Confidence: 0.8747124855555555

00:47:19.030 --> 00:47:22.168 Then where these kids come from?
NOTE Confidence: 0.8747124855555555

00:47:22.170 --> 00:47:23.390 OK, come on, arrow.
NOTE Confidence: 0.8747124855555555

00:47:23.390 --> 00:47:24.305 There we go.
NOTE Confidence: 0.891284194615385

00:47:26.590 --> 00:47:29.537 So this is actually our current emergency
NOTE Confidence: 0.891284194615385

00:47:29.537 --> 00:47:32.048 room inpatient unit and day hospital.
NOTE Confidence: 0.891284194615385

00:47:32.050 --> 00:47:34.120 The things to call your attention
NOTE Confidence: 0.891284194615385

00:47:34.120 --> 00:47:36.570 to on the first one on the
NOTE Confidence: 0.891284194615385

00:47:36.570 --> 00:47:37.970 behavioral health emergency room,
NOTE Confidence: 0.891284194615385

00:47:37.970 --> 00:47:39.650 it's not that the number of the
NOTE Confidence: 0.891284194615385

00:47:39.650 --> 00:47:41.110 volume of kids is increased.
NOTE Confidence: 0.891284194615385

00:47:41.110 --> 00:47:42.466 It has increased,

NOTE Confidence: 0.891284194615385
00:47:42.466 --> 00:47:44.726 but it hasn't increased exponentially.
NOTE Confidence: 0.891284194615385
00:47:44.730 --> 00:47:46.478 What's increased is look
NOTE Confidence: 0.891284194615385
00:47:46.478 --> 00:47:48.663 at the number of borders.
NOTE Confidence: 0.850891143333333
00:47:50.930 --> 00:47:55.640 So the number of borders from FY21 or FY20
NOTE Confidence: 0.850891143333333
00:47:55.640 --> 00:48:03.790 at 328 has gone to 524 to date in FY22.
NOTE Confidence: 0.850891143333333
00:48:03.790 --> 00:48:06.460 That's kids sitting in the emergency
NOTE Confidence: 0.850891143333333
00:48:06.460 --> 00:48:09.240 room waiting for some disposition.
NOTE Confidence: 0.850891143333333
00:48:09.240 --> 00:48:11.060 Waiting to go to our inpatient unit,
NOTE Confidence: 0.850891143333333
00:48:11.060 --> 00:48:13.454 waiting to go to some other place
NOTE Confidence: 0.850891143333333
00:48:13.454 --> 00:48:15.342 sitting in our emergency room
NOTE Confidence: 0.850891143333333
00:48:15.342 --> 00:48:17.694 and look at the border hours,
NOTE Confidence: 0.850891143333333
00:48:17.700 --> 00:48:20.710 the literal hours that they're sitting there.
NOTE Confidence: 0.850891143333333
00:48:20.710 --> 00:48:24.500 Has gone from 9000 in FY20
NOTE Confidence: 0.850891143333333
00:48:24.500 --> 00:48:28.118 to 32,000 projected for FY22.
NOTE Confidence: 0.787067315
00:48:30.290 --> 00:48:31.754 It's a fractured system.
NOTE Confidence: 0.787067315

00:48:31.754 --> 00:48:33.584 That's a system that needs
NOTE Confidence: 0.787067315

00:48:33.584 --> 00:48:35.329 some innovative thinking.
NOTE Confidence: 0.787067315

00:48:35.330 --> 00:48:36.850 It's a fractured system.
NOTE Confidence: 0.787067315

00:48:36.850 --> 00:48:39.790 It's not just putting more people in there.
NOTE Confidence: 0.787067315

00:48:39.790 --> 00:48:42.429 It's got we've got to rethink it.
NOTE Confidence: 0.787067315

00:48:42.430 --> 00:48:45.070 And then look at the children's.
NOTE Confidence: 0.787067315

00:48:45.070 --> 00:48:46.198 The eating disorders,
NOTE Confidence: 0.787067315

00:48:46.198 --> 00:48:48.454 look how those have dramatically changed
NOTE Confidence: 0.787067315

00:48:48.454 --> 00:48:50.637 something that Laurie has talked about
NOTE Confidence: 0.787067315

00:48:50.637 --> 00:48:52.387 and Rebecca talked about tremendously.
NOTE Confidence: 0.787067315

00:48:52.390 --> 00:48:55.810 But you can see it's it's a near doubling.
NOTE Confidence: 0.787067315

00:48:55.810 --> 00:48:56.998 Just over this time.
NOTE Confidence: 0.787067315

00:48:56.998 --> 00:48:58.780 And we could go more and
NOTE Confidence: 0.787067315

00:48:58.851 --> 00:49:00.239 more into those data,
NOTE Confidence: 0.787067315

00:49:00.240 --> 00:49:02.960 but basically I think you get the picture.
NOTE Confidence: 0.787067315

00:49:02.960 --> 00:49:06.308 We have a stressed delivery system.

NOTE Confidence: 0.787067315

00:49:06.310 --> 00:49:07.230 So what are we trying?

NOTE Confidence: 0.787067315

00:49:07.230 --> 00:49:09.160 What are we actually seeing

NOTE Confidence: 0.787067315

00:49:09.160 --> 00:49:10.704 that referrals are increasing,

NOTE Confidence: 0.787067315

00:49:10.710 --> 00:49:12.498 there's an increase in those disorders.

NOTE Confidence: 0.787067315

00:49:12.500 --> 00:49:13.847 There's greater severity,

NOTE Confidence: 0.787067315

00:49:13.847 --> 00:49:15.643 fewer programs are available

NOTE Confidence: 0.787067315

00:49:15.643 --> 00:49:17.560 in this continuum of care,

NOTE Confidence: 0.787067315

00:49:17.560 --> 00:49:20.696 which is why you have so many borders.

NOTE Confidence: 0.787067315

00:49:20.700 --> 00:49:22.540 And there's a workforce shortage.

NOTE Confidence: 0.913651758333333

00:49:24.780 --> 00:49:27.042 Right now, there are not enough

NOTE Confidence: 0.913651758333333

00:49:27.042 --> 00:49:28.948 mental health clinicians out there

NOTE Confidence: 0.913651758333333

00:49:28.948 --> 00:49:31.258 of any discipline to meet this need.

NOTE Confidence: 0.913651758333333

00:49:31.260 --> 00:49:33.696 There is a tremendous workforce shortage,

NOTE Confidence: 0.913651758333333

00:49:33.700 --> 00:49:36.742 not just for us, but for the whole country.

NOTE Confidence: 0.913651758333333

00:49:36.750 --> 00:49:40.124 So you've got actually a perfect storm.

NOTE Confidence: 0.913651758333333

00:49:40.130 --> 00:49:42.587 With all of this leading into every,
NOTE Confidence: 0.913651758333333

00:49:42.590 --> 00:49:44.080 it's feeding on each other.
NOTE Confidence: 0.5704137075

00:49:46.140 --> 00:49:48.948 So everybody's sufficiently depressed.
NOTE Confidence: 0.89062126375

00:49:51.870 --> 00:49:54.118 So what have we been trying to do?
NOTE Confidence: 0.89062126375

00:49:54.120 --> 00:49:57.016 So one other thing to the financial reality.
NOTE Confidence: 0.89062126375

00:49:57.020 --> 00:49:58.520 So all of our lines of
NOTE Confidence: 0.89062126375

00:49:58.520 --> 00:49:59.520 business in the department,
NOTE Confidence: 0.89062126375

00:49:59.520 --> 00:50:01.084 the research and education
NOTE Confidence: 0.89062126375

00:50:01.084 --> 00:50:03.039 lines of business are balanced.
NOTE Confidence: 0.89062126375

00:50:03.040 --> 00:50:06.296 Our clinical line of business has about
NOTE Confidence: 0.89062126375

00:50:06.296 --> 00:50:09.880 a 6.6 million deficit in fiscal year 22.
NOTE Confidence: 0.89062126375

00:50:09.880 --> 00:50:12.370 That is not because people are
NOTE Confidence: 0.89062126375

00:50:12.370 --> 00:50:13.615 not working hard.
NOTE Confidence: 0.89062126375

00:50:13.620 --> 00:50:16.189 That is because actually of a tremendous
NOTE Confidence: 0.89062126375

00:50:16.189 --> 00:50:18.358 structural issue and how behavioral health
NOTE Confidence: 0.89062126375

00:50:18.358 --> 00:50:21.260 is reimbursed and paid for in this country.

NOTE Confidence: 0.89062126375

00:50:21.260 --> 00:50:23.816 So 91% of our clinical expenses

NOTE Confidence: 0.89062126375

00:50:23.816 --> 00:50:25.520 are salaries and benefits,

NOTE Confidence: 0.89062126375

00:50:25.520 --> 00:50:27.690 reimbursement rates do not cover

NOTE Confidence: 0.89062126375

00:50:27.690 --> 00:50:29.804 the cost and our patient population

NOTE Confidence: 0.89062126375

00:50:29.804 --> 00:50:33.350 actually now is down to 40% Medicaid.

NOTE Confidence: 0.89062126375

00:50:33.350 --> 00:50:36.414 So what did that tell you that commercial

NOTE Confidence: 0.89062126375

00:50:36.414 --> 00:50:38.826 payers don't cover the cost either?

NOTE Confidence: 0.89062126375

00:50:38.830 --> 00:50:40.580 That's what it tells you.

NOTE Confidence: 0.89062126375

00:50:40.580 --> 00:50:42.812 So if you want to go out and

NOTE Confidence: 0.89062126375

00:50:42.812 --> 00:50:45.050 make a change in the world.

NOTE Confidence: 0.89062126375

00:50:45.050 --> 00:50:45.553 Actually,

NOTE Confidence: 0.89062126375

00:50:45.553 --> 00:50:48.571 importantly to note is that mental

NOTE Confidence: 0.89062126375

00:50:48.571 --> 00:50:50.634 health is inadequately supported

NOTE Confidence: 0.89062126375

00:50:50.634 --> 00:50:53.466 across all payers in this country.

NOTE Confidence: 0.89062126375

00:50:53.470 --> 00:50:54.690 So what are we doing?

NOTE Confidence: 0.89062126375

00:50:54.690 --> 00:50:55.338 First off,
NOTE Confidence: 0.89062126375

00:50:55.338 --> 00:50:57.930 I just want to thank the Clinical Vice
NOTE Confidence: 0.89062126375

00:50:58.005 --> 00:51:00.789 Chair Group of Yan and Michelle and Aaron.
NOTE Confidence: 0.89062126375

00:51:00.790 --> 00:51:02.674 And here are some of the
NOTE Confidence: 0.89062126375

00:51:02.674 --> 00:51:04.379 things that we're trying to do.
NOTE Confidence: 0.89062126375

00:51:04.380 --> 00:51:06.216 And it cannot be one thing.
NOTE Confidence: 0.89062126375

00:51:06.220 --> 00:51:09.195 This is not a single solution issue.
NOTE Confidence: 0.89062126375

00:51:09.200 --> 00:51:11.085 We're working with the health
NOTE Confidence: 0.89062126375

00:51:11.085 --> 00:51:12.593 system to increase funding.
NOTE Confidence: 0.89062126375

00:51:12.600 --> 00:51:14.718 We're working to increase the salary
NOTE Confidence: 0.89062126375

00:51:14.718 --> 00:51:17.199 support for our masters level clinicians.
NOTE Confidence: 0.89062126375

00:51:17.200 --> 00:51:19.552 A number of you emit involved with a
NOTE Confidence: 0.89062126375

00:51:19.552 --> 00:51:21.129 consultation with Doctor Ken Kraft,
NOTE Confidence: 0.89062126375

00:51:21.130 --> 00:51:23.060 who is an organizational psychologist,
NOTE Confidence: 0.89062126375

00:51:23.060 --> 00:51:25.636 about how do we run this practice better,
NOTE Confidence: 0.89062126375

00:51:25.640 --> 00:51:27.840 what's the interface of research

NOTE Confidence: 0.89062126375
00:51:27.840 --> 00:51:28.720 and practice.
NOTE Confidence: 0.89062126375
00:51:28.720 --> 00:51:30.280 Beginning to start to fill
NOTE Confidence: 0.89062126375
00:51:30.280 --> 00:51:31.840 some of these vacant positions,
NOTE Confidence: 0.89062126375
00:51:31.840 --> 00:51:34.840 but remember there's a workforce shortage,
NOTE Confidence: 0.89062126375
00:51:34.840 --> 00:51:37.598 so it's really hard to find people.
NOTE Confidence: 0.89062126375
00:51:37.600 --> 00:51:39.466 And then we're growing that bought
NOTE Confidence: 0.89062126375
00:51:39.466 --> 00:51:41.653 that box which was hospital based
NOTE Confidence: 0.89062126375
00:51:41.653 --> 00:51:43.853 services where we're embedding pediatric
NOTE Confidence: 0.89062126375
00:51:43.853 --> 00:51:46.480 psychology into the practice into
NOTE Confidence: 0.89062126375
00:51:46.480 --> 00:51:49.080 pediatric subspecialty clinics as
NOTE Confidence: 0.89062126375
00:51:49.080 --> 00:51:53.258 a way of improving access to care.
NOTE Confidence: 0.89062126375
00:51:53.260 --> 00:51:55.444 And what's on the horizon are
NOTE Confidence: 0.89062126375
00:51:55.444 --> 00:51:57.520 a number of these things.
NOTE Confidence: 0.89062126375
00:51:57.520 --> 00:52:00.070 To clarify and enhance the
NOTE Confidence: 0.89062126375
00:52:00.070 --> 00:52:01.600 clinical research interface,
NOTE Confidence: 0.89062126375

00:52:01.600 --> 00:52:05.680 we have to and we are working now
NOTE Confidence: 0.89062126375

00:52:05.680 --> 00:52:07.616 and I know I've said this last year.
NOTE Confidence: 0.89062126375

00:52:07.620 --> 00:52:09.573 So I feel really quite mixed about
NOTE Confidence: 0.89062126375

00:52:09.573 --> 00:52:11.367 saying it with this strength that
NOTE Confidence: 0.89062126375

00:52:11.367 --> 00:52:13.446 we need to adjust our salaries to
NOTE Confidence: 0.89062126375

00:52:13.503 --> 00:52:15.337 meet market rate and we are trying
NOTE Confidence: 0.89062126375

00:52:15.337 --> 00:52:18.610 to find the funding to do that.
NOTE Confidence: 0.89062126375

00:52:18.610 --> 00:52:21.082 To increase the number of clinical
NOTE Confidence: 0.89062126375

00:52:21.082 --> 00:52:23.199 contracts to add teleconsultations services
NOTE Confidence: 0.89062126375

00:52:23.199 --> 00:52:25.605 to develop an eating disorder program,
NOTE Confidence: 0.89062126375

00:52:25.610 --> 00:52:28.170 establish a self pay practice
NOTE Confidence: 0.89062126375

00:52:28.170 --> 00:52:30.054 and also improve measurement
NOTE Confidence: 0.89062126375

00:52:30.054 --> 00:52:32.409 based care in our services.
NOTE Confidence: 0.89062126375

00:52:32.410 --> 00:52:34.420 All of this will work.
NOTE Confidence: 0.89062126375

00:52:34.420 --> 00:52:36.709 All of this will have an impact,
NOTE Confidence: 0.89062126375

00:52:36.710 --> 00:52:38.450 but most importantly.

NOTE Confidence: 0.89062126375

00:52:38.450 --> 00:52:41.350 Really need people to think.

NOTE Confidence: 0.89062126375

00:52:41.350 --> 00:52:44.500 How do we rethink behavioral

NOTE Confidence: 0.89062126375

00:52:44.500 --> 00:52:45.760 healthcare delivery?

NOTE Confidence: 0.89062126375

00:52:45.760 --> 00:52:48.316 How do we do some things that are very

NOTE Confidence: 0.89062126375

00:52:48.316 --> 00:52:50.480 different and that and that we can do it.

NOTE Confidence: 0.89062126375

00:52:50.480 --> 00:52:52.856 We can do it because we're a department

NOTE Confidence: 0.89062126375

00:52:52.856 --> 00:52:56.500 where research is embedded in so.

NOTE Confidence: 0.89062126375

00:52:56.500 --> 00:52:58.610 Thank.

NOTE Confidence: 0.89062126375

00:52:58.610 --> 00:53:00.662 Let me just go to the last two missions.

NOTE Confidence: 0.89062126375

00:53:00.670 --> 00:53:01.250 But first,

NOTE Confidence: 0.89062126375

00:53:01.250 --> 00:53:02.410 before I do that,

NOTE Confidence: 0.89062126375

00:53:02.410 --> 00:53:04.395 I want to actually express

NOTE Confidence: 0.89062126375

00:53:04.395 --> 00:53:06.380 gratitude to everyone who's been

NOTE Confidence: 0.904256586470588

00:53:06.451 --> 00:53:08.487 dealing with this tremendous

NOTE Confidence: 0.904256586470588

00:53:08.487 --> 00:53:10.014 behavioral health surge.

NOTE Confidence: 0.904256586470588

00:53:10.020 --> 00:53:11.586 All of you who are working
NOTE Confidence: 0.904256586470588

00:53:11.586 --> 00:53:13.020 on the clinical front lines,
NOTE Confidence: 0.904256586470588

00:53:13.020 --> 00:53:14.680 seeing more children than you
NOTE Confidence: 0.904256586470588

00:53:14.680 --> 00:53:16.340 ever thought you would see.
NOTE Confidence: 0.904256586470588

00:53:16.340 --> 00:53:18.055 Seeing children that are sicker
NOTE Confidence: 0.904256586470588

00:53:18.055 --> 00:53:20.439 than you ever thought you would see.
NOTE Confidence: 0.904256586470588

00:53:20.440 --> 00:53:22.547 That tax you that you take home
NOTE Confidence: 0.904256586470588

00:53:22.547 --> 00:53:24.479 at night and your thoughts?
NOTE Confidence: 0.904256586470588

00:53:24.480 --> 00:53:26.224 I want to thank you for all that
NOTE Confidence: 0.904256586470588

00:53:26.224 --> 00:53:27.630 you're doing for those families.
NOTE Confidence: 0.928454414444445

00:53:34.440 --> 00:53:36.450 So let me go to education
NOTE Confidence: 0.928454414444445

00:53:36.450 --> 00:53:37.455 and professional development,
NOTE Confidence: 0.928454414444445

00:53:37.460 --> 00:53:39.684 and that is the new vice Chair role
NOTE Confidence: 0.928454414444445

00:53:39.684 --> 00:53:42.039 that I we have a job description,
NOTE Confidence: 0.928454414444445

00:53:42.040 --> 00:53:45.806 we'll post it, we'll get our nominations.
NOTE Confidence: 0.928454414444445

00:53:45.810 --> 00:53:47.664 But what are we doing now is we've had,

NOTE Confidence: 0.928454414444445
00:53:47.670 --> 00:53:49.170 you saw, you saw the slides.
NOTE Confidence: 0.928454414444445
00:53:49.170 --> 00:53:51.046 We have a diverse group of fellows.
NOTE Confidence: 0.928454414444445
00:53:51.050 --> 00:53:51.978 It's wonderful.
NOTE Confidence: 0.928454414444445
00:53:51.978 --> 00:53:53.834 We have very strong
NOTE Confidence: 0.928454414444445
00:53:53.834 --> 00:53:55.226 professional training programs.
NOTE Confidence: 0.928454414444445
00:53:55.230 --> 00:53:57.340 We have incredibly well subscribed
NOTE Confidence: 0.928454414444445
00:53:57.340 --> 00:54:00.242 with Kasha and Wendy and others
NOTE Confidence: 0.928454414444445
00:54:00.242 --> 00:54:02.390 professional development efforts.
NOTE Confidence: 0.928454414444445
00:54:02.390 --> 00:54:04.938 We just just in the last couple
NOTE Confidence: 0.928454414444445
00:54:04.938 --> 00:54:06.946 of months initiated a reach
NOTE Confidence: 0.928454414444445
00:54:06.946 --> 00:54:09.051 training for pediatricians to help
NOTE Confidence: 0.928454414444445
00:54:09.051 --> 00:54:11.390 them learn about mental health.
NOTE Confidence: 0.928454414444445
00:54:11.390 --> 00:54:12.770 And we are reaching many,
NOTE Confidence: 0.928454414444445
00:54:12.770 --> 00:54:15.050 many schools through the Yale
NOTE Confidence: 0.928454414444445
00:54:15.050 --> 00:54:16.874 Center for Emotional Intelligence.
NOTE Confidence: 0.928454414444445

00:54:16.880 --> 00:54:18.972 What else can we do, though,
NOTE Confidence: 0.928454414444445

00:54:18.972 --> 00:54:21.980 in the education mission?
NOTE Confidence: 0.928454414444445

00:54:21.980 --> 00:54:24.932 And so and also to thank all of
NOTE Confidence: 0.928454414444445

00:54:24.932 --> 00:54:27.579 our training directors and to just
NOTE Confidence: 0.928454414444445

00:54:27.579 --> 00:54:29.697 note that Carolina is the new
NOTE Confidence: 0.928454414444445

00:54:29.697 --> 00:54:31.898 training Director for social work.
NOTE Confidence: 0.928454414444445

00:54:31.900 --> 00:54:33.776 I'm very grateful to all of them
NOTE Confidence: 0.928454414444445

00:54:33.776 --> 00:54:35.736 and the vice chair role is not
NOTE Confidence: 0.928454414444445

00:54:35.736 --> 00:54:37.380 to in any way supplant that,
NOTE Confidence: 0.928454414444445

00:54:37.380 --> 00:54:40.848 but to add this lens of
NOTE Confidence: 0.928454414444445

00:54:40.848 --> 00:54:42.004 professional development.
NOTE Confidence: 0.928454414444445

00:54:42.010 --> 00:54:43.278 And just to say.
NOTE Confidence: 0.928454414444445

00:54:43.278 --> 00:54:46.289 But here's what I think we can do
NOTE Confidence: 0.928454414444445

00:54:46.289 --> 00:54:48.195 for professional development that
NOTE Confidence: 0.928454414444445

00:54:48.195 --> 00:54:50.325 we need to develop a professional
NOTE Confidence: 0.928454414444445

00:54:50.325 --> 00:54:51.906 development program where we're

NOTE Confidence: 0.928454414444445
00:54:51.906 --> 00:54:53.280 actually uniformly branded,
NOTE Confidence: 0.928454414444445
00:54:53.280 --> 00:54:56.230 so reaches reaches one effort.
NOTE Confidence: 0.928454414444445
00:54:56.230 --> 00:54:58.582 And perhaps a certificate program in
NOTE Confidence: 0.928454414444445
00:54:58.582 --> 00:55:01.079 child and family behavioral health policy.
NOTE Confidence: 0.928454414444445
00:55:01.080 --> 00:55:02.970 And reinvigorate relationships.
NOTE Confidence: 0.928454414444445
00:55:02.970 --> 00:55:05.490 We had those schools.
NOTE Confidence: 0.928454414444445
00:55:05.490 --> 00:55:07.854 But to really think how do
NOTE Confidence: 0.928454414444445
00:55:07.854 --> 00:55:09.430 we consistently across have
NOTE Confidence: 0.928454414444445
00:55:09.506 --> 00:55:11.039 a professional label?
NOTE Confidence: 0.928454414444445
00:55:11.040 --> 00:55:13.098 So that everyone who sees all,
NOTE Confidence: 0.928454414444445
00:55:13.100 --> 00:55:14.836 there's a training at the Child Study Center.
NOTE Confidence: 0.928454414444445
00:55:14.840 --> 00:55:16.828 I know that's going to be good
NOTE Confidence: 0.928454414444445
00:55:16.828 --> 00:55:18.880 because I went to one on anxiety,
NOTE Confidence: 0.928454414444445
00:55:18.880 --> 00:55:21.196 I went to one on autism.
NOTE Confidence: 0.928454414444445
00:55:21.200 --> 00:55:24.008 I know exactly what I'm going to get.
NOTE Confidence: 0.928454414444445

00:55:24.010 --> 00:55:26.838 So that we really develop a professional
NOTE Confidence: 0.928454414444445

00:55:26.838 --> 00:55:28.929 training effort not for revenue,
NOTE Confidence: 0.928454414444445

00:55:28.930 --> 00:55:30.710 although it could be revenue,
NOTE Confidence: 0.928454414444445

00:55:30.710 --> 00:55:33.502 but but that really gets our word out
NOTE Confidence: 0.928454414444445

00:55:33.502 --> 00:55:36.426 there and that we impact the Community.
NOTE Confidence: 0.928454414444445

00:55:36.430 --> 00:55:37.690 That, I think,
NOTE Confidence: 0.928454414444445

00:55:37.690 --> 00:55:39.790 is an attainable goal for
NOTE Confidence: 0.928454414444445

00:55:39.790 --> 00:55:42.148 this year and we should do.
NOTE Confidence: 0.928454414444445

00:55:42.150 --> 00:55:44.400 In the last few minutes.
NOTE Confidence: 0.928454414444445

00:55:44.400 --> 00:55:46.524 Communication is the glue
NOTE Confidence: 0.928454414444445

00:55:46.524 --> 00:55:48.648 that holds us together.
NOTE Confidence: 0.928454414444445

00:55:48.650 --> 00:55:50.550 And Krista is, I think,
NOTE Confidence: 0.928454414444445

00:55:50.550 --> 00:55:52.190 of another metaphor besides glue.
NOTE Confidence: 0.928454414444445

00:55:52.190 --> 00:55:54.872 Krista the uniter.
NOTE Confidence: 0.928454414444445

00:55:54.872 --> 00:55:57.527 Krista has done so much,
NOTE Confidence: 0.928454414444445

00:55:57.530 --> 00:55:59.917 has brought us to another level of

NOTE Confidence: 0.928454414444445

00:55:59.917 --> 00:56:01.980 communication that we just didn't see.

NOTE Confidence: 0.69355443

00:56:08.370 --> 00:56:11.210 You can see since Christa joined in November,

NOTE Confidence: 0.69355443

00:56:11.210 --> 00:56:12.710 it's not even a year yet.

NOTE Confidence: 0.69355443

00:56:12.710 --> 00:56:15.986 All the things that she has done,

NOTE Confidence: 0.69355443

00:56:15.990 --> 00:56:17.750 including not only the

NOTE Confidence: 0.69355443

00:56:17.750 --> 00:56:19.950 insider but a new newsletter,

NOTE Confidence: 0.69355443

00:56:19.950 --> 00:56:21.760 a new virtual bulletin board,

NOTE Confidence: 0.69355443

00:56:21.760 --> 00:56:24.785 those two notes from faculty

NOTE Confidence: 0.69355443

00:56:24.785 --> 00:56:26.600 meetings are unbelievable.

NOTE Confidence: 0.69355443

00:56:26.600 --> 00:56:28.830 This is all christo's work.

NOTE Confidence: 0.69355443

00:56:28.830 --> 00:56:31.542 And communication is really unites across

NOTE Confidence: 0.69355443

00:56:31.542 --> 00:56:34.840 all the things I've been talking about.

NOTE Confidence: 0.69355443

00:56:34.840 --> 00:56:36.590 And where I think that we will

NOTE Confidence: 0.69355443

00:56:36.590 --> 00:56:38.140 be going with Krista again,

NOTE Confidence: 0.69355443

00:56:38.140 --> 00:56:40.120 guidance is refreshing the website

NOTE Confidence: 0.69355443

00:56:40.120 --> 00:56:42.930 that has turned out to be herculean

NOTE Confidence: 0.69355443

00:56:42.930 --> 00:56:45.562 in the most sense of the metaphor

NOTE Confidence: 0.69355443

00:56:45.562 --> 00:56:47.327 pushing things up the hill.

NOTE Confidence: 0.69355443

00:56:47.330 --> 00:56:48.826 Expanding our social media

NOTE Confidence: 0.69355443

00:56:48.826 --> 00:56:49.948 presence and again,

NOTE Confidence: 0.69355443

00:56:49.950 --> 00:56:51.875 did I mention go to the intranet?

NOTE Confidence: 0.69355443

00:56:51.880 --> 00:56:54.764 Because there's a lot on the intranet

NOTE Confidence: 0.69355443

00:56:54.770 --> 00:56:56.366 and Krista is making the intranet

NOTE Confidence: 0.69355443

00:56:56.366 --> 00:56:58.188 a place where we really can go

NOTE Confidence: 0.69355443

00:56:58.188 --> 00:56:59.826 and you can get what you need.

NOTE Confidence: 0.867861608

00:57:02.050 --> 00:57:04.570 So the last minute I want to

NOTE Confidence: 0.867861608

00:57:04.570 --> 00:57:06.460 return then to generativity,

NOTE Confidence: 0.867861608

00:57:06.460 --> 00:57:08.890 imagination and brace.

NOTE Confidence: 0.867861608

00:57:08.890 --> 00:57:11.056 And only to conclude with these

NOTE Confidence: 0.867861608

00:57:11.056 --> 00:57:13.000 particular with these these points.

NOTE Confidence: 0.9290420425

00:57:15.160 --> 00:57:17.330 To make the point that I think

NOTE Confidence: 0.9290420425

00:57:17.330 --> 00:57:19.590 if we can bring ourselves.

NOTE Confidence: 0.9290420425

00:57:19.590 --> 00:57:22.150 To have the focus on those who will

NOTE Confidence: 0.9290420425

00:57:22.150 --> 00:57:24.850 come after us, it will unite us.

NOTE Confidence: 0.9290420425

00:57:24.850 --> 00:57:27.243 And remember, we've been divided,

NOTE Confidence: 0.9290420425

00:57:27.243 --> 00:57:29.748 not divided like the country.

NOTE Confidence: 0.9290420425

00:57:29.750 --> 00:57:31.002 But divided just because

NOTE Confidence: 0.9290420425

00:57:31.002 --> 00:57:32.567 we've all been at home,

NOTE Confidence: 0.9290420425

00:57:32.570 --> 00:57:34.040 we've all been in our offices,

NOTE Confidence: 0.9290420425

00:57:34.040 --> 00:57:36.390 we've all been working virtually,

NOTE Confidence: 0.9290420425

00:57:36.390 --> 00:57:38.790 we've not been present and we are present

NOTE Confidence: 0.9290420425

00:57:38.790 --> 00:57:41.925 now, both in person and and online.

NOTE Confidence: 0.9290420425

00:57:41.930 --> 00:57:44.405 But we need to come together and we need

NOTE Confidence: 0.9290420425

00:57:44.405 --> 00:57:47.176 to come together in this goal for others.

NOTE Confidence: 0.9290420425

00:57:47.180 --> 00:57:49.868 And imagining a future.

NOTE Confidence: 0.9290420425

00:57:49.870 --> 00:57:52.686 Imagining what we can be and what we

NOTE Confidence: 0.9290420425

00:57:52.686 --> 00:57:56.049 could be and who we will be for the
NOTE Confidence: 0.9290420425

00:57:56.049 --> 00:57:58.250 next people actually tempers loss.
NOTE Confidence: 0.9290420425

00:57:58.250 --> 00:58:00.465 It tempers also the uncertainty
NOTE Confidence: 0.9290420425

00:58:00.465 --> 00:58:02.680 that COVID remains with us.
NOTE Confidence: 0.9290420425

00:58:02.680 --> 00:58:04.934 And I would just finally argue that
NOTE Confidence: 0.9290420425

00:58:04.934 --> 00:58:06.878 building it for those who come
NOTE Confidence: 0.9290420425

00:58:06.878 --> 00:58:08.999 after us and ensures that all the
NOTE Confidence: 0.9290420425

00:58:09.069 --> 00:58:11.213 work we're doing as hard as it is,
NOTE Confidence: 0.9290420425

00:58:11.220 --> 00:58:13.586 will have a lasting value and we'll
NOTE Confidence: 0.9290420425

00:58:13.586 --> 00:58:16.400 feel like it is something that is deeply
NOTE Confidence: 0.9290420425

00:58:16.400 --> 00:58:19.398 within us that we are giving beyond us.
NOTE Confidence: 0.9290420425

00:58:19.400 --> 00:58:20.660 So thank you very much.
NOTE Confidence: 0.9290420425

00:58:20.660 --> 00:58:21.888 I appreciate your coming.
NOTE Confidence: 0.87714051125

00:58:33.760 --> 00:58:35.856 If those of you who want to stay,
NOTE Confidence: 0.87714051125

00:58:35.860 --> 00:58:37.274 we can have some time for questions,
NOTE Confidence: 0.87714051125

00:58:37.280 --> 00:58:38.880 there's also still coffee and

NOTE Confidence: 0.87714051125

00:58:38.880 --> 00:58:41.208 food in the back. And Karen,

NOTE Confidence: 0.87714051125

00:58:41.208 --> 00:58:43.828 will you monitor anything online?

NOTE Confidence: 0.87714051125

00:58:43.830 --> 00:58:44.838 Thank you for coming.

NOTE Confidence: 0.924782794

00:58:46.870 --> 00:58:48.030 Thank you so much, Linda,

NOTE Confidence: 0.924782794

00:58:48.030 --> 00:58:49.577 for getting us off to such an

NOTE Confidence: 0.924782794

00:58:49.577 --> 00:58:50.550 inspiring and hopeful start.

NOTE Confidence: 0.924782794

00:58:50.550 --> 00:58:52.308 Are there any questions for Linda?

NOTE Confidence: 0.792248858888889

00:58:55.690 --> 00:58:59.056 Anything online I always do this by the way.

NOTE Confidence: 0.806095051538462

00:59:01.430 --> 00:59:02.956 Well, that was my fault for taking

NOTE Confidence: 0.806095051538462

00:59:02.956 --> 00:59:04.228 up five minutes at the start.

NOTE Confidence: 0.862373945

00:59:05.810 --> 00:59:06.540 Thanks again.