

WEBVTT

NOTE duration:"01:00:35"

NOTE recognizability:0.925

NOTE language:en-us

NOTE Confidence: 0.934886453333334

00:00:00.000 --> 00:00:01.465 Everyone here and on zoom.

NOTE Confidence: 0.934886453333334

00:00:01.465 --> 00:00:04.238 For those of you who do not know me name,

NOTE Confidence: 0.934886453333334

00:00:04.240 --> 00:00:05.560 my name is Pam Koons.

NOTE Confidence: 0.934886453333334

00:00:05.560 --> 00:00:08.436 I'm the I'm a GI Oncologist,

NOTE Confidence: 0.934886453333334

00:00:08.436 --> 00:00:10.344 Director of the Center for GI

NOTE Confidence: 0.934886453333334

00:00:10.344 --> 00:00:12.177 Cancers and I also serve as

NOTE Confidence: 0.934886453333334

00:00:12.177 --> 00:00:13.597 the Vice Chief for Diversity,

NOTE Confidence: 0.934886453333334

00:00:13.600 --> 00:00:15.022 Equity and Inclusion.

NOTE Confidence: 0.934886453333334

00:00:15.022 --> 00:00:16.918 And in this capacity,

NOTE Confidence: 0.934886453333334

00:00:16.920 --> 00:00:19.360 we have a series of DEI talks

NOTE Confidence: 0.934886453333334

00:00:19.360 --> 00:00:20.960 for Yale Cancer Center grand

NOTE Confidence: 0.934886453333334

00:00:20.960 --> 00:00:24.696 rounds and it is my real honor to

NOTE Confidence: 0.934886453333334

00:00:24.696 --> 00:00:26.854 introduce my friend, a doctor,

NOTE Confidence: 0.934886453333334

00:00:26.854 --> 00:00:28.936 Peter Pulos who is a clinical.
NOTE Confidence: 0.934886453333334

00:00:28.940 --> 00:00:31.196 Associate professor of radiology,
NOTE Confidence: 0.934886453333334

00:00:31.196 --> 00:00:34.016 gastroenterology and hepatology at Stanford.
NOTE Confidence: 0.934886453333334

00:00:34.020 --> 00:00:36.252 He's also the founder and cochair
NOTE Confidence: 0.934886453333334

00:00:36.252 --> 00:00:38.291 of the Stanford Medicine Alliance
NOTE Confidence: 0.934886453333334

00:00:38.291 --> 00:00:40.696 for Disability Inclusion and Equity.
NOTE Confidence: 0.934886453333334

00:00:40.700 --> 00:00:43.122 He received his MD at the University
NOTE Confidence: 0.934886453333334

00:00:43.122 --> 00:00:45.753 of Texas Medical School at Houston and
NOTE Confidence: 0.934886453333334

00:00:45.753 --> 00:00:48.360 did an internal medicine residency at
NOTE Confidence: 0.934886453333334

00:00:48.360 --> 00:00:51.060 University of California, San Francisco.
NOTE Confidence: 0.934886453333334

00:00:51.060 --> 00:00:52.720 He stayed at UCSF.
NOTE Confidence: 0.934886453333334

00:00:52.720 --> 00:00:54.380 As a gastroenterology fellow,
NOTE Confidence: 0.934886453333334

00:00:54.380 --> 00:00:56.738 however, after a spinal cord injury,
NOTE Confidence: 0.934886453333334

00:00:56.740 --> 00:00:59.865 he decided to retrain in radiology and
NOTE Confidence: 0.934886453333334

00:00:59.865 --> 00:01:01.815 did his residency at Stanford University,
NOTE Confidence: 0.934886453333334

00:01:01.820 --> 00:01:03.660 where he has stayed on.

NOTE Confidence: 0.934886453333334
00:01:03.660 --> 00:01:05.365 He did fellowship and then
NOTE Confidence: 0.934886453333334
00:01:05.365 --> 00:01:06.729 stayed on as faculty.
NOTE Confidence: 0.934886453333334
00:01:06.730 --> 00:01:09.450 His clinical practice at Stanford
NOTE Confidence: 0.934886453333334
00:01:09.450 --> 00:01:12.010 is in CTMRI and ultrasound,
NOTE Confidence: 0.934886453333334
00:01:12.010 --> 00:01:13.422 primarily abdomen and pelvis.
NOTE Confidence: 0.934886453333334
00:01:13.422 --> 00:01:15.843 We overlapped while we were well while
NOTE Confidence: 0.934886453333334
00:01:15.843 --> 00:01:18.370 I was there In the realm of GI oncology.
NOTE Confidence: 0.934886453333334
00:01:18.370 --> 00:01:19.790 His interests include radiology
NOTE Confidence: 0.934886453333334
00:01:19.790 --> 00:01:21.210 of the acute abdomen,
NOTE Confidence: 0.934886453333334
00:01:21.210 --> 00:01:23.186 the potability imaging and
NOTE Confidence: 0.934886453333334
00:01:23.186 --> 00:01:24.668 colorectal cancer screening.
NOTE Confidence: 0.934886453333334
00:01:24.670 --> 00:01:25.566 So Smatty,
NOTE Confidence: 0.934886453333334
00:01:25.566 --> 00:01:28.110 which is the Alliance for Disability
NOTE Confidence: 0.934886453333334
00:01:28.110 --> 00:01:30.418 Inclusion and Equity at Stanford IN,
NOTE Confidence: 0.934886453333334
00:01:30.418 --> 00:01:32.266 is a group composed of people
NOTE Confidence: 0.934886453333334

00:01:32.266 --> 00:01:33.626 with disabilities and their
NOTE Confidence: 0.934886453333334

00:01:33.626 --> 00:01:35.146 allies at Stanford Medicine.
NOTE Confidence: 0.934886453333334

00:01:35.150 --> 00:01:37.922 He's also a member of the Radiology
NOTE Confidence: 0.934886453333334

00:01:37.922 --> 00:01:39.110 Department Diversity Committee,
NOTE Confidence: 0.934886453333334

00:01:39.110 --> 00:01:40.975 the School of Medicine Faculty
NOTE Confidence: 0.934886453333334

00:01:40.975 --> 00:01:42.467 Senate Subcommittee on Diversity,
NOTE Confidence: 0.934886453333334

00:01:42.470 --> 00:01:44.570 and the School of Medicine
NOTE Confidence: 0.934886453333334

00:01:44.570 --> 00:01:45.830 at Diversity Cabinet.
NOTE Confidence: 0.934886453333334

00:01:45.830 --> 00:01:46.364 It is.
NOTE Confidence: 0.934886453333334

00:01:46.364 --> 00:01:48.500 I have no doubt that this will be
NOTE Confidence: 0.934886453333334

00:01:48.569 --> 00:01:50.225 a really memorable presentation
NOTE Confidence: 0.934886453333334

00:01:50.225 --> 00:01:52.709 and I think we'll really hope,
NOTE Confidence: 0.934886453333334

00:01:52.710 --> 00:01:55.216 hopefully open all of our eyes to
NOTE Confidence: 0.934886453333334

00:01:55.216 --> 00:01:57.199 thinking about disability as diversity
NOTE Confidence: 0.934886453333334

00:01:57.199 --> 00:01:59.743 and defining diversity broadly in medicine.
NOTE Confidence: 0.934886453333334

00:01:59.750 --> 00:02:00.045 So,

NOTE Confidence: 0.934886453333334
00:02:00.045 --> 00:02:00.635 doctor pulos,
NOTE Confidence: 0.934886453333334
00:02:00.635 --> 00:02:03.035 we are thrilled to have you here today
NOTE Confidence: 0.934886453333334
00:02:03.035 --> 00:02:05.187 and we have a fancy plaque for you.
NOTE Confidence: 0.854298933333333
00:02:18.430 --> 00:02:20.122 Photo op, Photo op. Yes.
NOTE Confidence: 0.854298933333333
00:02:20.122 --> 00:02:21.548 All right. I turn it over to you.
NOTE Confidence: 0.89752485
00:02:21.790 --> 00:02:23.402 All right. Thank you.
NOTE Confidence: 0.89752485
00:02:23.402 --> 00:02:25.417 Been looking forward to giving
NOTE Confidence: 0.89752485
00:02:25.417 --> 00:02:27.307 this talk for months now.
NOTE Confidence: 0.89752485
00:02:27.310 --> 00:02:30.028 And it's such a pleasure to finally be here.
NOTE Confidence: 0.89752485
00:02:30.030 --> 00:02:32.228 And thanks to everybody for having me.
NOTE Confidence: 0.89752485
00:02:32.230 --> 00:02:34.624 So, yeah, that's this is the title of my
NOTE Confidence: 0.89752485
00:02:34.624 --> 00:02:38.350 talk Disability as diversity in medicine.
NOTE Confidence: 0.89752485
00:02:38.350 --> 00:02:40.270 I have a few disclosures.
NOTE Confidence: 0.89752485
00:02:40.270 --> 00:02:42.406 I run a disability rights advocacy
NOTE Confidence: 0.89752485
00:02:42.406 --> 00:02:46.420 organization and I have a disability and so.
NOTE Confidence: 0.89752485

00:02:46.420 --> 00:02:48.238 I must disclose that my worldview
NOTE Confidence: 0.89752485

00:02:48.238 --> 00:02:49.891 and my opinions about disability
NOTE Confidence: 0.89752485

00:02:49.891 --> 00:02:51.816 and about diversity in general,
NOTE Confidence: 0.89752485

00:02:51.820 --> 00:02:54.778 are heavily shaped by my experience.
NOTE Confidence: 0.912193175

00:02:57.940 --> 00:03:00.980 I'm going to show you my learning objectives,
NOTE Confidence: 0.912193175

00:03:00.980 --> 00:03:02.965 communicate the importance of disability
NOTE Confidence: 0.912193175

00:03:02.965 --> 00:03:06.020 inclusion and its value in medical education
NOTE Confidence: 0.912193175

00:03:06.020 --> 00:03:08.981 to foster a culture of disability awareness
NOTE Confidence: 0.912193175

00:03:08.981 --> 00:03:11.499 and acceptance in your institution.
NOTE Confidence: 0.912193175

00:03:11.500 --> 00:03:13.418 And understand the importance of allyship for
NOTE Confidence: 0.912193175

00:03:13.418 --> 00:03:15.657 those who have disabilities in the workplace.
NOTE Confidence: 0.912193175

00:03:15.660 --> 00:03:17.438 And I promise I won't be reading
NOTE Confidence: 0.912193175

00:03:17.438 --> 00:03:19.298 all of my slides like this.
NOTE Confidence: 0.912193175

00:03:19.300 --> 00:03:21.175 This is just getting through
NOTE Confidence: 0.912193175

00:03:21.175 --> 00:03:22.300 the the paperwork.
NOTE Confidence: 0.912193175

00:03:22.300 --> 00:03:24.860 So and here's the outline of my talk,

NOTE Confidence: 0.912193175

00:03:24.860 --> 00:03:26.045 my personal story,

NOTE Confidence: 0.912193175

00:03:26.045 --> 00:03:28.415 just a casual run through them.

NOTE Confidence: 0.912193175

00:03:28.420 --> 00:03:31.605 Some photos that I feel like are

NOTE Confidence: 0.912193175

00:03:31.605 --> 00:03:33.720 important to share to communicate with

NOTE Confidence: 0.912193175

00:03:33.720 --> 00:03:36.142 my experience has been like a little

NOTE Confidence: 0.912193175

00:03:36.142 --> 00:03:38.809 bit about Disability 101 going to talk

NOTE Confidence: 0.912193175

00:03:38.809 --> 00:03:41.420 about ableism and intersectionality.

NOTE Confidence: 0.912193175

00:03:41.420 --> 00:03:43.404 Have different systems of

NOTE Confidence: 0.912193175

00:03:43.404 --> 00:03:45.228 oppression are intertwined.

NOTE Confidence: 0.912193175

00:03:45.228 --> 00:03:47.220 Talk about disability,

NOTE Confidence: 0.912193175

00:03:47.220 --> 00:03:49.276 HealthEquity for our patients,

NOTE Confidence: 0.912193175

00:03:49.276 --> 00:03:52.455 and then the equity and treatment

NOTE Confidence: 0.912193175

00:03:52.455 --> 00:03:55.180 of disabled trainees and providers.

NOTE Confidence: 0.912193175

00:03:55.180 --> 00:03:58.246 And lastly a little bit about organizing

NOTE Confidence: 0.912193175

00:03:58.246 --> 00:04:00.619 and advocating if we have time.

NOTE Confidence: 0.912193175

00:04:00.620 --> 00:04:02.252 So this is me.
NOTE Confidence: 0.912193175

00:04:02.252 --> 00:04:06.845 In 2002 I was a medicine resident at UCSFI,
NOTE Confidence: 0.912193175

00:04:06.845 --> 00:04:09.370 was on a ski trip.
NOTE Confidence: 0.912193175

00:04:09.370 --> 00:04:11.158 About a year before this picture
NOTE Confidence: 0.912193175

00:04:11.158 --> 00:04:13.441 was taken and I I was sitting there
NOTE Confidence: 0.912193175

00:04:13.441 --> 00:04:15.615 in the lodge or in my room and
NOTE Confidence: 0.912193175

00:04:15.615 --> 00:04:17.645 trying to fasten up my ski pants,
NOTE Confidence: 0.912193175

00:04:17.650 --> 00:04:18.934 but they wouldn't button.
NOTE Confidence: 0.912193175

00:04:18.934 --> 00:04:21.329 And it was my year of internship
NOTE Confidence: 0.912193175

00:04:21.329 --> 00:04:23.729 had finally caught up with me,
NOTE Confidence: 0.912193175

00:04:23.730 --> 00:04:26.349 I think with all of the bagels and Donuts
NOTE Confidence: 0.912193175

00:04:26.349 --> 00:04:28.884 at 3:00 in the morning and you know,
NOTE Confidence: 0.912193175

00:04:28.890 --> 00:04:30.530 the clothes weren't fitting anymore.
NOTE Confidence: 0.912193175

00:04:30.530 --> 00:04:32.756 And and Doctor Phil came on and
NOTE Confidence: 0.912193175

00:04:32.756 --> 00:04:34.690 he said something revolutionary,
NOTE Confidence: 0.912193175

00:04:34.690 --> 00:04:37.746 he said he asked me if my life

NOTE Confidence: 0.912193175

00:04:37.746 --> 00:04:39.010 revolved around food.

NOTE Confidence: 0.912193175

00:04:39.010 --> 00:04:41.418 Or if I ever did other types of

NOTE Confidence: 0.912193175

00:04:41.418 --> 00:04:43.338 activities with friends such as hiking

NOTE Confidence: 0.912193175

00:04:43.338 --> 00:04:45.929 or biking or and I thought to myself,

NOTE Confidence: 0.912193175

00:04:45.930 --> 00:04:46.198 no,

NOTE Confidence: 0.912193175

00:04:46.198 --> 00:04:48.788 this is all I do is eat and

NOTE Confidence: 0.912193175

00:04:48.788 --> 00:04:51.070 drink and work and so I decided

NOTE Confidence: 0.912193175

00:04:51.156 --> 00:04:53.956 to take up a hobby and that hobby

NOTE Confidence: 0.912193175

00:04:53.956 --> 00:04:56.368 was cycling and it was fantastic.

NOTE Confidence: 0.912193175

00:04:56.370 --> 00:04:57.408 I fell in love with it.

NOTE Confidence: 0.912193175

00:04:57.410 --> 00:05:00.836 It was a great time in the

NOTE Confidence: 0.912193175

00:05:00.836 --> 00:05:03.368 outdoors and I dropped my weight.

NOTE Confidence: 0.912193175

00:05:03.370 --> 00:05:07.720 I was feeling great and then.

NOTE Confidence: 0.912193175

00:05:07.720 --> 00:05:09.631 So that was like my third year

NOTE Confidence: 0.912193175

00:05:09.631 --> 00:05:11.314 of residency at UC and then I

NOTE Confidence: 0.912193175

00:05:11.314 --> 00:05:13.360 stayed on to be a GI fellow there.

NOTE Confidence: 0.912193175

00:05:13.360 --> 00:05:15.800 This is a photo of me and my mentor, Dr.

NOTE Confidence: 0.912193175

00:05:15.800 --> 00:05:18.920 John Sello from San Francisco General.

NOTE Confidence: 0.912193175

00:05:18.920 --> 00:05:23.091 And the date of this photo is January 4th,

NOTE Confidence: 0.912193175

00:05:23.091 --> 00:05:24.837 2003 was a New Year's party.

NOTE Confidence: 0.912193175

00:05:24.840 --> 00:05:27.297 I remember the date because this is

NOTE Confidence: 0.912193175

00:05:27.297 --> 00:05:29.853 the last picture taken of me while

NOTE Confidence: 0.912193175

00:05:29.853 --> 00:05:33.318 I was still neurologically intact.

NOTE Confidence: 0.912193175

00:05:33.320 --> 00:05:36.064 I got. He's drinking a glass of.

NOTE Confidence: 0.912193175

00:05:36.070 --> 00:05:37.510 California Chardonnay, most likely.

NOTE Confidence: 0.912193175

00:05:37.510 --> 00:05:40.110 And I've got a a Diet Coke there.

NOTE Confidence: 0.912193175

00:05:40.110 --> 00:05:42.670 I was on call and so I got pulled

NOTE Confidence: 0.912193175

00:05:42.670 --> 00:05:44.919 away from the party for a veraseal

NOTE Confidence: 0.912193175

00:05:44.919 --> 00:05:48.985 bleeder and I I drove into the the

NOTE Confidence: 0.912193175

00:05:48.990 --> 00:05:51.750 UCSF main hospital there they went

NOTE Confidence: 0.912193175

00:05:51.750 --> 00:05:55.194 to the ICU and my attending and I

NOTE Confidence: 0.912193175

00:05:55.194 --> 00:05:58.927 did a banding on this on a guy who

NOTE Confidence: 0.912193175

00:05:58.927 --> 00:06:01.532 was bleeding and you know this is 6

NOTE Confidence: 0.912193175

00:06:01.532 --> 00:06:03.694 months into my fellowship and I was

NOTE Confidence: 0.912193175

00:06:03.694 --> 00:06:05.815 starting to get the hang of procedures.

NOTE Confidence: 0.912193175

00:06:05.820 --> 00:06:07.619 And I'd tried Vera Seal banding before,

NOTE Confidence: 0.9402536

00:06:07.620 --> 00:06:09.041 but I'd always needed to be bailed

NOTE Confidence: 0.9402536

00:06:09.041 --> 00:06:10.659 out at some point by the attending

NOTE Confidence: 0.9402536

00:06:10.659 --> 00:06:12.499 who would like, grab the scope,

NOTE Confidence: 0.9402536

00:06:12.499 --> 00:06:14.012 say, all right, you know,

NOTE Confidence: 0.9402536

00:06:14.012 --> 00:06:15.580 that's enough of you trying to do this.

NOTE Confidence: 0.9402536

00:06:15.580 --> 00:06:18.177 I'm going to take over now. And.

NOTE Confidence: 0.9402536

00:06:18.177 --> 00:06:20.310 But this time I did it all by myself

NOTE Confidence: 0.9402536

00:06:20.372 --> 00:06:22.340 and so I was really proud of that.

NOTE Confidence: 0.9402536

00:06:22.340 --> 00:06:24.180 It was quite a milestone.

NOTE Confidence: 0.9402536

00:06:24.180 --> 00:06:26.539 The next day I rounded on service.

NOTE Confidence: 0.9402536

00:06:26.540 --> 00:06:27.644 It was super light.
NOTE Confidence: 0.9402536

00:06:27.644 --> 00:06:30.070 I got out at like 10:00 AM and I
NOTE Confidence: 0.9402536

00:06:30.070 --> 00:06:32.065 went for what I thought was going
NOTE Confidence: 0.9402536

00:06:32.065 --> 00:06:34.426 to be a one hour bike ride. Just.
NOTE Confidence: 0.9402536

00:06:34.426 --> 00:06:36.988 Just to get in a quick workout,
NOTE Confidence: 0.9402536

00:06:36.990 --> 00:06:39.510 but ended up unfortunately being a
NOTE Confidence: 0.9402536

00:06:39.510 --> 00:06:42.766 2 1/2 month stay in the hospital and
NOTE Confidence: 0.9402536

00:06:42.766 --> 00:06:46.350 a total alteration of my life path.
NOTE Confidence: 0.9402536

00:06:46.350 --> 00:06:48.382 And so this is me in the ICU
NOTE Confidence: 0.9402536

00:06:48.382 --> 00:06:50.269 at San Francisco General.
NOTE Confidence: 0.9402536

00:06:50.270 --> 00:06:53.534 I've worked in this ICU as a doctor
NOTE Confidence: 0.9402536

00:06:53.534 --> 00:06:56.406 taking care of patients and now I
NOTE Confidence: 0.9402536

00:06:56.406 --> 00:06:58.702 was the patient being taken care of.
NOTE Confidence: 0.9402536

00:06:58.710 --> 00:07:00.574 I've been totally paralyzed
NOTE Confidence: 0.9402536

00:07:00.574 --> 00:07:02.438 from the neck down.
NOTE Confidence: 0.9402536

00:07:02.440 --> 00:07:05.056 And didn't know at that moment

NOTE Confidence: 0.9402536

00:07:05.056 --> 00:07:07.474 what was going to, you know,

NOTE Confidence: 0.9402536

00:07:07.474 --> 00:07:09.833 what was going to happen with me.

NOTE Confidence: 0.9402536

00:07:09.840 --> 00:07:10.599 It was very

NOTE Confidence: 0.9402536

00:07:12.720 --> 00:07:15.960 well, you know, you can imagine.

NOTE Confidence: 0.9402536

00:07:15.960 --> 00:07:17.502 So after about a week in

NOTE Confidence: 0.9402536

00:07:17.502 --> 00:07:18.273 San Francisco General,

NOTE Confidence: 0.9402536

00:07:18.280 --> 00:07:21.160 I got transferred to a spinal cord injury

NOTE Confidence: 0.9402536

00:07:21.160 --> 00:07:23.520 rehab center and this is me there.

NOTE Confidence: 0.9402536

00:07:23.520 --> 00:07:26.845 I got a chin control around my neck

NOTE Confidence: 0.9402536

00:07:26.845 --> 00:07:29.261 on this power wheelchair and my hands

NOTE Confidence: 0.9402536

00:07:29.261 --> 00:07:31.319 are just dropped down to my side.

NOTE Confidence: 0.9402536

00:07:31.320 --> 00:07:33.435 But I still have a smile on my face

NOTE Confidence: 0.9402536

00:07:33.435 --> 00:07:35.385 because of the cookie bouquet that

NOTE Confidence: 0.9402536

00:07:35.385 --> 00:07:38.920 that I was looking forward to eating.

NOTE Confidence: 0.9402536

00:07:38.920 --> 00:07:41.440 I could wiggle my left ankle at that point,

NOTE Confidence: 0.9402536

00:07:41.440 --> 00:07:45.680 which was like, somewhat hopeful,
NOTE Confidence: 0.9402536

00:07:45.680 --> 00:07:47.294 didn't really want to get out
NOTE Confidence: 0.9402536

00:07:47.294 --> 00:07:49.360 of bed if I couldn't walk.
NOTE Confidence: 0.9402536

00:07:49.360 --> 00:07:52.240 I was at first opposed to this wheelchair,
NOTE Confidence: 0.9402536

00:07:52.240 --> 00:07:54.320 but they told me that.
NOTE Confidence: 0.9402536

00:07:54.320 --> 00:07:56.039 You know, we're going to hope for the best,
NOTE Confidence: 0.9402536

00:07:56.040 --> 00:07:57.520 but prepare for the worst.
NOTE Confidence: 0.9402536

00:07:57.520 --> 00:07:59.410 And they met me each step exactly
NOTE Confidence: 0.9402536

00:07:59.410 --> 00:08:01.600 where I was in terms of my injury,
NOTE Confidence: 0.9402536

00:08:01.600 --> 00:08:04.880 trying to maximize my independence.
NOTE Confidence: 0.9402536

00:08:04.880 --> 00:08:08.597 And as my cord swelling went down,
NOTE Confidence: 0.9402536

00:08:08.600 --> 00:08:11.078 my legs started coming back first.
NOTE Confidence: 0.9402536

00:08:11.080 --> 00:08:12.880 I have a central cord syndrome,
NOTE Confidence: 0.9402536

00:08:12.880 --> 00:08:14.915 so my upper extremities are
NOTE Confidence: 0.9402536

00:08:14.915 --> 00:08:17.400 actually much worse than my legs,
NOTE Confidence: 0.9402536

00:08:17.400 --> 00:08:19.824 and so I started crab walking

NOTE Confidence: 0.9402536

00:08:19.824 --> 00:08:21.800 around the unit like this.

NOTE Confidence: 0.9301902

00:08:25.230 --> 00:08:27.790 I had to learn how to use my arms again.

NOTE Confidence: 0.9301902

00:08:27.790 --> 00:08:31.018 Also, this is me with a a police system

NOTE Confidence: 0.9301902

00:08:31.018 --> 00:08:34.283 rigged up to my left hand and the

NOTE Confidence: 0.9301902

00:08:34.283 --> 00:08:37.430 motivation is hospital French toast. So

NOTE Confidence: 0.94830432

00:08:39.830 --> 00:08:41.714 wasn't so bad actually.

NOTE Confidence: 0.94830432

00:08:41.714 --> 00:08:44.540 Then eventually I graduated to these

NOTE Confidence: 0.94830432

00:08:44.627 --> 00:08:47.189 parallel bars with full leg braces

NOTE Confidence: 0.94830432

00:08:47.189 --> 00:08:50.262 and like things just kept coming back

NOTE Confidence: 0.94830432

00:08:50.262 --> 00:08:53.610 and I was just so fortunate that.

NOTE Confidence: 0.94830432

00:08:53.610 --> 00:08:56.250 The biology of my injury was such that

NOTE Confidence: 0.94830432

00:08:56.250 --> 00:08:58.726 eventually I sort of ended up like this,

NOTE Confidence: 0.94830432

00:08:58.730 --> 00:09:01.810 walking around with one crutch and

NOTE Confidence: 0.90556938375

00:09:03.890 --> 00:09:06.585 this is probably six months after my

NOTE Confidence: 0.90556938375

00:09:06.585 --> 00:09:09.970 injury that I was able to walk like this.

NOTE Confidence: 0.90556938375

00:09:09.970 --> 00:09:13.849 So I was 2 1/2 months in the hospital
NOTE Confidence: 0.90556938375

00:09:13.849 --> 00:09:17.801 between the hospital and sorry,
NOTE Confidence: 0.90556938375

00:09:17.801 --> 00:09:19.956 after my discharge I continued
NOTE Confidence: 0.90556938375

00:09:19.956 --> 00:09:22.646 to rehab and but it wasn't very.
NOTE Confidence: 0.90556938375

00:09:22.646 --> 00:09:24.391 Long after I was discharged
NOTE Confidence: 0.90556938375

00:09:24.391 --> 00:09:26.148 that I went back to work,
NOTE Confidence: 0.90556938375

00:09:26.150 --> 00:09:27.974 I was really excited to get
NOTE Confidence: 0.90556938375

00:09:27.974 --> 00:09:29.190 back to my fellowship.
NOTE Confidence: 0.90556938375

00:09:29.190 --> 00:09:31.550 I was feeling very hopeful,
NOTE Confidence: 0.90556938375

00:09:31.550 --> 00:09:32.334 somewhat victorious,
NOTE Confidence: 0.90556938375

00:09:32.334 --> 00:09:35.863 that I regained this function and I was like
NOTE Confidence: 0.90556938375

00:09:35.863 --> 00:09:38.743 hoping that I would get back to my baseline.
NOTE Confidence: 0.90556938375

00:09:38.750 --> 00:09:41.426 I was also confused and angry,
NOTE Confidence: 0.90556938375

00:09:41.430 --> 00:09:42.858 but one thing was very different
NOTE Confidence: 0.90556938375

00:09:42.858 --> 00:09:44.270 and that was seeing patients.
NOTE Confidence: 0.90556938375

00:09:44.270 --> 00:09:45.540 It was just completely different

NOTE Confidence: 0.90556938375

00:09:45.540 --> 00:09:47.190 than it was before my injury.

NOTE Confidence: 0.90556938375

00:09:47.190 --> 00:09:50.820 I found myself with like much

NOTE Confidence: 0.90556938375

00:09:50.820 --> 00:09:53.240 more empathy and understanding.

NOTE Confidence: 0.90556938375

00:09:53.240 --> 00:09:55.548 And I don't know,

NOTE Confidence: 0.90556938375

00:09:55.548 --> 00:09:58.433 a new sense of vulnerability.

NOTE Confidence: 0.90556938375

00:09:58.440 --> 00:09:59.656 My questions were different.

NOTE Confidence: 0.90556938375

00:09:59.656 --> 00:10:02.232 I wasn't just asking them about, you know,

NOTE Confidence: 0.90556938375

00:10:02.232 --> 00:10:05.560 how many stools they were having a day or,

NOTE Confidence: 0.90556938375

00:10:05.560 --> 00:10:07.240 you know, their medication dose,

NOTE Confidence: 0.90556938375

00:10:07.240 --> 00:10:09.525 but also about their daily

NOTE Confidence: 0.90556938375

00:10:09.525 --> 00:10:11.353 life and their frustrations.

NOTE Confidence: 0.90556938375

00:10:11.360 --> 00:10:13.720 And so that was great,

NOTE Confidence: 0.90556938375

00:10:13.720 --> 00:10:15.454 but it was also frustrating because

NOTE Confidence: 0.90556938375

00:10:15.454 --> 00:10:17.749 I couldn't do a good physical exam.

NOTE Confidence: 0.90556938375

00:10:17.750 --> 00:10:21.150 I needed somebody to be with me to help me,

NOTE Confidence: 0.90556938375

00:10:21.150 --> 00:10:24.188 like with my stethoscope and opening doors,

NOTE Confidence: 0.90556938375

00:10:24.190 --> 00:10:27.670 it was just very inaccessible And

NOTE Confidence: 0.90556938375

00:10:27.670 --> 00:10:31.026 and then maybe more importantly,

NOTE Confidence: 0.90556938375

00:10:31.026 --> 00:10:34.190 it was also impossible to do procedures.

NOTE Confidence: 0.90556938375

00:10:34.190 --> 00:10:35.718 And so I felt like I was going

NOTE Confidence: 0.90556938375

00:10:35.718 --> 00:10:37.268 to be trapped in academics,

NOTE Confidence: 0.90556938375

00:10:37.270 --> 00:10:39.830 maybe even just in the same place forever.

NOTE Confidence: 0.90556938375

00:10:39.830 --> 00:10:41.748 And I wanted my independence and I

NOTE Confidence: 0.90556938375

00:10:41.748 --> 00:10:43.509 wanted to practice without barriers.

NOTE Confidence: 0.90556938375

00:10:43.510 --> 00:10:46.646 And so I decided to switch into radiology.

NOTE Confidence: 0.90556938375

00:10:46.650 --> 00:10:49.143 And this is me as a first year radiology

NOTE Confidence: 0.90556938375

00:10:49.143 --> 00:10:50.889 resident rocking the CRT monitors.

NOTE Confidence: 0.90556938375

00:10:50.890 --> 00:10:53.844 They're learning how to read chest Xrays.

NOTE Confidence: 0.90556938375

00:10:53.850 --> 00:10:55.920 And eventually I got this wheelchair

NOTE Confidence: 0.90556938375

00:10:55.920 --> 00:10:58.250 van from the state of California.

NOTE Confidence: 0.90556938375

00:10:58.250 --> 00:11:01.050 And so I was able to drive to

NOTE Confidence: 0.90556938375

00:11:01.050 --> 00:11:03.770 work again in my motorized chair.

NOTE Confidence: 0.90556938375

00:11:03.770 --> 00:11:07.410 And then in 2007, I got this Segway,

NOTE Confidence: 0.90556938375

00:11:07.410 --> 00:11:10.570 and this is how I cruise around today.

NOTE Confidence: 0.90556938375

00:11:10.570 --> 00:11:11.929 I wasn't able to bring it on this trip,

NOTE Confidence: 0.90556938375

00:11:11.930 --> 00:11:12.321 unfortunately,

NOTE Confidence: 0.90556938375

00:11:12.321 --> 00:11:16.869 but this is how I this is how I get around.

NOTE Confidence: 0.90556938375

00:11:16.870 --> 00:11:18.043 And so, yeah,

NOTE Confidence: 0.90556938375

00:11:18.043 --> 00:11:20.740 I started on the faculty on 2009.

NOTE Confidence: 0.90556938375

00:11:20.740 --> 00:11:23.190 I did my fellowship and body imaging.

NOTE Confidence: 0.90556938375

00:11:23.190 --> 00:11:25.140 So kind of full circle back

NOTE Confidence: 0.90556938375

00:11:25.140 --> 00:11:25.790 to gastroenterology,

NOTE Confidence: 0.90556938375

00:11:25.790 --> 00:11:28.830 but from the imaging side.

NOTE Confidence: 0.90556938375

00:11:28.830 --> 00:11:30.990 And so at that point,

NOTE Confidence: 0.90556938375

00:11:30.990 --> 00:11:33.030 I got heavily involved in education.

NOTE Confidence: 0.90556938375

00:11:33.030 --> 00:11:35.085 I was an associate residency

NOTE Confidence: 0.90556938375

00:11:35.085 --> 00:11:35.907 program director.
NOTE Confidence: 0.90556938375

00:11:35.910 --> 00:11:38.052 I started doing quality and safety work
NOTE Confidence: 0.90556938375

00:11:38.052 --> 00:11:40.190 on the performance improvement committee.
NOTE Confidence: 0.90556938375

00:11:40.190 --> 00:11:42.374 And I would do scattered bits of
NOTE Confidence: 0.90556938375

00:11:42.374 --> 00:11:43.683 disability advocacy or mentorship
NOTE Confidence: 0.90556938375

00:11:43.683 --> 00:11:45.867 more sort of like one off things.
NOTE Confidence: 0.90556938375

00:11:45.870 --> 00:11:48.588 People would come to me and ask for advice,
NOTE Confidence: 0.90556938375

00:11:48.590 --> 00:11:49.047 etcetera.
NOTE Confidence: 0.90556938375

00:11:49.047 --> 00:11:53.630 But when I stopped doing the APD thing,
NOTE Confidence: 0.90556938375

00:11:53.630 --> 00:11:55.863 I decided that I wanted to get
NOTE Confidence: 0.90556938375

00:11:55.863 --> 00:11:57.190 involved in diversity work.
NOTE Confidence: 0.90556938375

00:11:57.190 --> 00:11:58.590 I mean,
NOTE Confidence: 0.90556938375

00:11:58.590 --> 00:11:59.640 diversity initiatives were
NOTE Confidence: 0.90556938375

00:11:59.640 --> 00:12:01.390 sprouting up all over campus.
NOTE Confidence: 0.90556938375

00:12:01.390 --> 00:12:03.745 I'd always been interested in
NOTE Confidence: 0.90556938375

00:12:03.745 --> 00:12:07.410 diversity for different reasons and.

NOTE Confidence: 0.90556938375

00:12:07.410 --> 00:12:09.684 And radiology announced that they were

NOTE Confidence: 0.90556938375

00:12:09.684 --> 00:12:11.885 forming A diversity committee and they

NOTE Confidence: 0.90556938375

00:12:11.885 --> 00:12:13.763 came out with this cool infographic,

NOTE Confidence: 0.90556938375

00:12:13.770 --> 00:12:15.408 which I was like really excited about.

NOTE Confidence: 0.926137242857143

00:12:15.410 --> 00:12:18.406 It has two people with visible disabilities.

NOTE Confidence: 0.926137242857143

00:12:18.410 --> 00:12:20.570 And. But then I looked at the members

NOTE Confidence: 0.926137242857143

00:12:20.570 --> 00:12:23.276 of the committee and I saw that there

NOTE Confidence: 0.926137242857143

00:12:23.276 --> 00:12:25.559 really wasn't anybody with a visible

NOTE Confidence: 0.926137242857143

00:12:25.559 --> 00:12:28.298 disability and I couldn't really be sure

NOTE Confidence: 0.926137242857143

00:12:28.298 --> 00:12:30.582 that disability was being represented.

NOTE Confidence: 0.926137242857143

00:12:30.582 --> 00:12:33.420 And the mantra for disability advocacy

NOTE Confidence: 0.926137242857143

00:12:33.491 --> 00:12:36.246 is nothing about us without us. And so.

NOTE Confidence: 0.926137242857143

00:12:36.246 --> 00:12:39.110 I felt a self sense of obligation and

NOTE Confidence: 0.926137242857143

00:12:39.194 --> 00:12:42.090 also just a desire to get involved and

NOTE Confidence: 0.926137242857143

00:12:42.090 --> 00:12:45.120 so I volunteered for that and this sort

NOTE Confidence: 0.926137242857143

00:12:45.120 --> 00:12:48.100 of becomes like a theme of of my career.
NOTE Confidence: 0.926137242857143

00:12:48.100 --> 00:12:51.225 Since then is recurrent volunteerism
NOTE Confidence: 0.926137242857143

00:12:51.225 --> 00:12:55.036 to make sure that disability issues
NOTE Confidence: 0.926137242857143

00:12:55.036 --> 00:12:58.576 are raised in in diversity settings.
NOTE Confidence: 0.926137242857143

00:12:58.580 --> 00:12:59.916 And so you know,
NOTE Confidence: 0.926137242857143

00:12:59.916 --> 00:13:02.483 but the more I learned about diversity
NOTE Confidence: 0.926137242857143

00:13:02.483 --> 00:13:04.898 at Stanford and other places,
NOTE Confidence: 0.926137242857143

00:13:04.900 --> 00:13:06.150 the more it looked like.
NOTE Confidence: 0.926137242857143

00:13:06.150 --> 00:13:09.656 This where there was a lot of representation
NOTE Confidence: 0.926137242857143

00:13:09.656 --> 00:13:12.786 of ethnic and racial diversity,
NOTE Confidence: 0.926137242857143

00:13:12.790 --> 00:13:15.800 religious and sexual and gender diversity and
NOTE Confidence: 0.926137242857143

00:13:15.800 --> 00:13:19.469 all of those things are extremely important.
NOTE Confidence: 0.926137242857143

00:13:19.470 --> 00:13:22.326 But I felt like, for example, we had a
NOTE Confidence: 0.926137242857143

00:13:22.326 --> 00:13:24.729 diversity cabinet started at Stanford.
NOTE Confidence: 0.926137242857143

00:13:24.729 --> 00:13:29.300 We started in 2013 and and 2010 and so
NOTE Confidence: 0.926137242857143

00:13:29.300 --> 00:13:33.109 it's been operating for around a decade.

NOTE Confidence: 0.926137242857143
00:13:33.110 --> 00:13:34.283 This is around.
NOTE Confidence: 0.926137242857143
00:13:34.283 --> 00:13:37.020 2017, when I started doing this stuff,
NOTE Confidence: 0.9402536
00:13:39.300 --> 00:13:41.596 by the time I became a member of
NOTE Confidence: 0.9402536
00:13:41.596 --> 00:13:43.300 the diversity cabinet in 20/20,
NOTE Confidence: 0.9402536
00:13:43.300 --> 00:13:46.042 it had been 10 years without
NOTE Confidence: 0.9402536
00:13:46.042 --> 00:13:47.413 any disability representation.
NOTE Confidence: 0.9402536
00:13:47.420 --> 00:13:49.000 The hospital was starting
NOTE Confidence: 0.9402536
00:13:49.000 --> 00:13:50.580 up employee resource groups,
NOTE Confidence: 0.9402536
00:13:50.580 --> 00:13:53.184 and they had formed like eight or
NOTE Confidence: 0.9402536
00:13:53.184 --> 00:13:55.936 seven or eight out of nine of them.
NOTE Confidence: 0.9402536
00:13:55.940 --> 00:13:58.166 And the only one that hadn't been
NOTE Confidence: 0.9402536
00:13:58.166 --> 00:14:00.226 formed yet was the disability
NOTE Confidence: 0.9402536
00:14:00.226 --> 00:14:01.777 employee resource group.
NOTE Confidence: 0.9402536
00:14:01.780 --> 00:14:03.215 And so it was just kind of,
NOTE Confidence: 0.9402536
00:14:03.220 --> 00:14:04.948 and this is not.
NOTE Confidence: 0.9402536

00:14:04.948 --> 00:14:06.676 These are two examples,
NOTE Confidence: 0.9402536

00:14:06.680 --> 00:14:09.320 but I can give you many more examples
NOTE Confidence: 0.9402536

00:14:09.320 --> 00:14:11.324 of either disability being either
NOTE Confidence: 0.9402536

00:14:11.324 --> 00:14:13.856 an afterthought or last to the
NOTE Confidence: 0.9402536

00:14:13.856 --> 00:14:17.696 table and and so I would argue and
NOTE Confidence: 0.9402536

00:14:17.696 --> 00:14:19.993 I'll try to make the case later
NOTE Confidence: 0.9402536

00:14:19.993 --> 00:14:22.415 on that disability has to be part
NOTE Confidence: 0.9402536

00:14:22.495 --> 00:14:25.226 of DEI efforts and why it makes
NOTE Confidence: 0.9402536

00:14:25.226 --> 00:14:27.560 total sense that that's so but.
NOTE Confidence: 0.919532050434783

00:14:29.630 --> 00:14:32.381 So in 2018, I joined this faculty
NOTE Confidence: 0.919532050434783

00:14:32.381 --> 00:14:34.016 subcommittee committee on Diversity
NOTE Confidence: 0.919532050434783

00:14:34.016 --> 00:14:36.296 and I sort of sheepishly suggested
NOTE Confidence: 0.919532050434783

00:14:36.296 --> 00:14:38.909 that we work on disability issues,
NOTE Confidence: 0.884640461666667

00:14:41.070 --> 00:14:42.948 not really having any idea what
NOTE Confidence: 0.884640461666667

00:14:42.948 --> 00:14:44.910 that was going to look like.
NOTE Confidence: 0.884640461666667

00:14:44.910 --> 00:14:47.220 And I was really surprised by

NOTE Confidence: 0.884640461666667
00:14:47.220 --> 00:14:50.350 the enthusiasm and and sort of
NOTE Confidence: 0.93421556
00:14:52.750 --> 00:14:57.270 and yeah, the the like.
NOTE Confidence: 0.93421556
00:14:57.270 --> 00:14:59.110 The excitement around starting
NOTE Confidence: 0.93421556
00:14:59.110 --> 00:15:00.950 something related to disability,
NOTE Confidence: 0.93421556
00:15:00.950 --> 00:15:02.696 the people I talked to actually
NOTE Confidence: 0.93421556
00:15:02.696 --> 00:15:04.532 expressed a sense of relief that
NOTE Confidence: 0.93421556
00:15:04.532 --> 00:15:06.109 somebody was doing something because
NOTE Confidence: 0.93421556
00:15:06.109 --> 00:15:08.216 they had been wanting to do something
NOTE Confidence: 0.93421556
00:15:08.216 --> 00:15:10.163 for some time but didn't exactly know
NOTE Confidence: 0.93421556
00:15:10.163 --> 00:15:12.510 how that they were going to do it.
NOTE Confidence: 0.93421556
00:15:12.510 --> 00:15:15.099 They were kind of almost afraid to say
NOTE Confidence: 0.93421556
00:15:15.099 --> 00:15:17.491 the wrong thing or do the wrong thing
NOTE Confidence: 0.93421556
00:15:17.567 --> 00:15:20.360 or ask the wrong question and so.
NOTE Confidence: 0.93421556
00:15:20.360 --> 00:15:24.374 I started branching out and and trying to
NOTE Confidence: 0.93421556
00:15:24.374 --> 00:15:27.350 learn the A/B C's of disability at Stanford,
NOTE Confidence: 0.93421556

00:15:27.350 --> 00:15:29.000 and luckily there was a
NOTE Confidence: 0.93421556

00:15:29.000 --> 00:15:29.990 medical student group,
NOTE Confidence: 0.93421556

00:15:29.990 --> 00:15:32.365 Med Students with Disability and
NOTE Confidence: 0.93421556

00:15:32.365 --> 00:15:34.296 Chronic Illness there, MSDCI.
NOTE Confidence: 0.93421556

00:15:34.296 --> 00:15:36.826 They're a national organization now,
NOTE Confidence: 0.93421556

00:15:36.830 --> 00:15:38.735 but they were really instrumental
NOTE Confidence: 0.93421556

00:15:38.735 --> 00:15:41.110 in helping me form this group,
NOTE Confidence: 0.93421556

00:15:41.110 --> 00:15:44.470 which I named the Stanford and Medicine
NOTE Confidence: 0.93421556

00:15:44.470 --> 00:15:48.859 Abilities Coalition because it makes.
NOTE Confidence: 0.93421556

00:15:48.860 --> 00:15:51.740 It's pronounced smack and I really
NOTE Confidence: 0.93421556

00:15:51.740 --> 00:15:53.660 liked that about it.
NOTE Confidence: 0.93421556

00:15:53.660 --> 00:15:55.620 I didn't really understand at the time.
NOTE Confidence: 0.93421556

00:15:55.620 --> 00:15:57.510 That is saying abilities instead
NOTE Confidence: 0.93421556

00:15:57.510 --> 00:16:00.543 of disabilities was a bit of a faux
NOTE Confidence: 0.93421556

00:16:00.543 --> 00:16:02.333 pas with the disability community.
NOTE Confidence: 0.93421556

00:16:02.340 --> 00:16:05.548 So we later changed our name to the

NOTE Confidence: 0.93421556

00:16:05.548 --> 00:16:07.399 Alliance for Disability Inclusion

NOTE Confidence: 0.93421556

00:16:07.399 --> 00:16:11.333 and Equity to sort of lean into the

NOTE Confidence: 0.93421556

00:16:11.333 --> 00:16:14.098 word disability and show disability

NOTE Confidence: 0.93421556

00:16:14.098 --> 00:16:15.757 pride and solidarity.

NOTE Confidence: 0.93421556

00:16:15.760 --> 00:16:18.040 So it's definitely been a learning

NOTE Confidence: 0.93421556

00:16:18.040 --> 00:16:20.280 journey for me and continues to be 1.

NOTE Confidence: 0.897211214285714

00:16:22.400 --> 00:16:24.812 So you know, some of you in the audience

NOTE Confidence: 0.897211214285714

00:16:24.812 --> 00:16:26.598 might be wondering to yourself,

NOTE Confidence: 0.897211214285714

00:16:26.600 --> 00:16:28.586 you know the the Americans with

NOTE Confidence: 0.897211214285714

00:16:28.586 --> 00:16:30.502 Disabilities Act was passed in 1990.

NOTE Confidence: 0.897211214285714

00:16:30.502 --> 00:16:33.456 You know, is there really a problem

NOTE Confidence: 0.897211214285714

00:16:33.456 --> 00:16:36.544 in 2023 and coming from a California

NOTE Confidence: 0.897211214285714

00:16:36.544 --> 00:16:40.160 and of course the only answer is dude,

NOTE Confidence: 0.897211214285714

00:16:40.160 --> 00:16:43.311 there is definitely a problem in 2023.

NOTE Confidence: 0.897211214285714

00:16:43.311 --> 00:16:46.617 They range from just minor annoyances

NOTE Confidence: 0.897211214285714

00:16:46.617 --> 00:16:49.320 to major structural inequities,
NOTE Confidence: 0.897211214285714

00:16:49.320 --> 00:16:51.660 everything from just automatic
NOTE Confidence: 0.897211214285714

00:16:51.660 --> 00:16:54.000 door openers not working.
NOTE Confidence: 0.897211214285714

00:16:54.000 --> 00:16:55.960 I was giving a talk on Access
NOTE Confidence: 0.897211214285714

00:16:55.960 --> 00:16:58.848 one day and I got stuck in an
NOTE Confidence: 0.897211214285714

00:16:58.848 --> 00:17:00.030 inaccessible bathroom stall.
NOTE Confidence: 0.897211214285714

00:17:00.030 --> 00:17:01.002 And which was great.
NOTE Confidence: 0.897211214285714

00:17:01.002 --> 00:17:02.792 I was really happy that that happened
NOTE Confidence: 0.897211214285714

00:17:02.792 --> 00:17:04.738 because it made a great anecdote and
NOTE Confidence: 0.897211214285714

00:17:04.738 --> 00:17:06.941 story that I keep telling at all my talks
NOTE Confidence: 0.897211214285714

00:17:06.941 --> 00:17:08.788 and people seem to get kicked out of it,
NOTE Confidence: 0.897211214285714

00:17:08.790 --> 00:17:10.806 but at the same time was pretty
NOTE Confidence: 0.897211214285714

00:17:10.806 --> 00:17:12.350 nerve wracking because, you know,
NOTE Confidence: 0.897211214285714

00:17:12.350 --> 00:17:16.150 I was a little bit late to give him my talk,
NOTE Confidence: 0.897211214285714

00:17:16.150 --> 00:17:18.630 but the stalls weren't built
NOTE Confidence: 0.897211214285714

00:17:18.630 --> 00:17:20.118 with accessible handles.

NOTE Confidence: 0.897211214285714
00:17:20.120 --> 00:17:21.160 And then more serious things,
NOTE Confidence: 0.897211214285714
00:17:21.160 --> 00:17:22.920 like people who are disabled,
NOTE Confidence: 0.897211214285714
00:17:22.920 --> 00:17:24.864 asking for accommodations,
NOTE Confidence: 0.897211214285714
00:17:24.864 --> 00:17:27.456 and those accommodations being
NOTE Confidence: 0.897211214285714
00:17:27.456 --> 00:17:30.120 inconsistently given or delayed,
NOTE Confidence: 0.897211214285714
00:17:30.120 --> 00:17:31.170 untrained staff,
NOTE Confidence: 0.897211214285714
00:17:31.170 --> 00:17:33.795 and even harassment and hazing.
NOTE Confidence: 0.935679327272727
00:17:37.980 --> 00:17:40.829 So a little bit to to back
NOTE Confidence: 0.935679327272727
00:17:40.829 --> 00:17:42.500 up about disability 101.
NOTE Confidence: 0.935679327272727
00:17:42.500 --> 00:17:44.474 I mean how many people are we
NOTE Confidence: 0.935679327272727
00:17:44.474 --> 00:17:45.660 really talking about here?
NOTE Confidence: 0.935679327272727
00:17:45.660 --> 00:17:48.817 This is an infographic from the CDC
NOTE Confidence: 0.935679327272727
00:17:48.820 --> 00:17:52.348 with 26 percent, one in four of adults
NOTE Confidence: 0.935679327272727
00:17:52.348 --> 00:17:56.658 in the US having some sort of disability.
NOTE Confidence: 0.935679327272727
00:17:56.660 --> 00:17:59.860 This, the percentage is highest in the South.
NOTE Confidence: 0.935679327272727

00:17:59.860 --> 00:18:01.620 This is 61 million adults.
NOTE Confidence: 0.935679327272727

00:18:01.620 --> 00:18:05.256 This is not a small population.
NOTE Confidence: 0.935679327272727

00:18:05.260 --> 00:18:06.835 You know, we actually did
NOTE Confidence: 0.935679327272727

00:18:06.835 --> 00:18:08.095 a survey at Stanford.
NOTE Confidence: 0.935679327272727

00:18:08.100 --> 00:18:10.812 As part of one of the first things
NOTE Confidence: 0.935679327272727

00:18:10.812 --> 00:18:14.156 that we did and we and our responses,
NOTE Confidence: 0.935679327272727

00:18:14.156 --> 00:18:17.540 we had 26.7% of people at Stanford
NOTE Confidence: 0.935679327272727

00:18:17.540 --> 00:18:19.990 either having a condition that
NOTE Confidence: 0.935679327272727

00:18:19.990 --> 00:18:22.990 qualified as a disability under the
NOTE Confidence: 0.935679327272727

00:18:22.990 --> 00:18:25.295 law or identifying is disabled.
NOTE Confidence: 0.935679327272727

00:18:25.300 --> 00:18:28.296 The group that identified was only 8%.
NOTE Confidence: 0.935679327272727

00:18:28.300 --> 00:18:31.243 And so a lot of people we a lot
NOTE Confidence: 0.935679327272727

00:18:31.243 --> 00:18:34.188 of responses in the survey were
NOTE Confidence: 0.935679327272727

00:18:34.188 --> 00:18:36.660 like I didn't even know that.
NOTE Confidence: 0.935679327272727

00:18:36.660 --> 00:18:42.732 I had a disability and so you know
NOTE Confidence: 0.935679327272727

00:18:42.732 --> 00:18:44.565 there's people with disabilities

NOTE Confidence: 0.935679327272727

00:18:44.565 --> 00:18:47.050 may not understand that they have a

NOTE Confidence: 0.935679327272727

00:18:47.111 --> 00:18:49.690 disability and and this gets into so

NOTE Confidence: 0.935679327272727

00:18:49.690 --> 00:18:51.955 this causes some problems when when

NOTE Confidence: 0.935679327272727

00:18:51.955 --> 00:18:53.731 people are discussing accommodations

NOTE Confidence: 0.935679327272727

00:18:53.731 --> 00:18:56.698 because you know you may go to your

NOTE Confidence: 0.935679327272727

00:18:56.700 --> 00:18:58.940 your boss and say you know I'm

NOTE Confidence: 0.94780115

00:19:01.500 --> 00:19:03.198 having problems with

NOTE Confidence: 0.94780115

00:19:03.198 --> 00:19:06.028 with fatigue I need some.

NOTE Confidence: 0.94780115

00:19:06.030 --> 00:19:08.441 Some breaks from night shifts and

NOTE Confidence: 0.94780115

00:19:08.441 --> 00:19:11.147 but not understanding that you know,

NOTE Confidence: 0.94780115

00:19:11.150 --> 00:19:13.520 what you're actually talking about is

NOTE Confidence: 0.94780115

00:19:13.520 --> 00:19:15.852 a disabling medical condition and that

NOTE Confidence: 0.94780115

00:19:15.852 --> 00:19:17.904 person that you're disclosing to might

NOTE Confidence: 0.94780115

00:19:17.904 --> 00:19:20.189 just think you're asking for a favor.

NOTE Confidence: 0.94780115

00:19:20.190 --> 00:19:23.102 And so the, you know things don't

NOTE Confidence: 0.94780115

00:19:23.102 --> 00:19:25.907 often get started on the right foot.
NOTE Confidence: 0.94780115

00:19:25.910 --> 00:19:29.006 So who is a person with a disability so
NOTE Confidence: 0.94780115

00:19:29.006 --> 00:19:31.340 under the law. Two things are required.
NOTE Confidence: 0.94780115

00:19:31.340 --> 00:19:32.640 One is an impairment.
NOTE Confidence: 0.94780115

00:19:32.640 --> 00:19:35.232 So this can be any physical or mental
NOTE Confidence: 0.94780115

00:19:35.232 --> 00:19:37.320 impairment. It's very broadly defined.
NOTE Confidence: 0.94780115

00:19:37.320 --> 00:19:40.360 It's it's documented by a doctor.
NOTE Confidence: 0.94780115

00:19:40.360 --> 00:19:42.268 The second thing is a limitation
NOTE Confidence: 0.94780115

00:19:42.268 --> 00:19:44.865 and and the law reads an impairment
NOTE Confidence: 0.94780115

00:19:44.865 --> 00:19:46.537 that substantially limits one
NOTE Confidence: 0.94780115

00:19:46.537 --> 00:19:48.920 or more major life activities.
NOTE Confidence: 0.94780115

00:19:48.920 --> 00:19:51.237 In other words, it can't be trivial.
NOTE Confidence: 0.94780115

00:19:51.240 --> 00:19:53.160 It has to be something that
NOTE Confidence: 0.94780115

00:19:53.160 --> 00:19:55.439 has a real effect on your life.
NOTE Confidence: 0.94780115

00:19:55.440 --> 00:19:58.810 This is also broadly defined.
NOTE Confidence: 0.94780115

00:19:58.810 --> 00:20:00.635 It's also important to note

NOTE Confidence: 0.94780115
00:20:00.635 --> 00:20:02.203 that under the ADA,
NOTE Confidence: 0.94780115
00:20:02.203 --> 00:20:04.568 disability is a legal definition,
NOTE Confidence: 0.94780115
00:20:04.570 --> 00:20:07.250 not a medical definition.
NOTE Confidence: 0.94780115
00:20:07.250 --> 00:20:09.930 There's over 50 definitions
NOTE Confidence: 0.94780115
00:20:09.930 --> 00:20:12.392 under federal law, you know,
NOTE Confidence: 0.94780115
00:20:12.392 --> 00:20:14.258 especially as it comes to like
NOTE Confidence: 0.94780115
00:20:14.258 --> 00:20:16.129 healthcare and disability insurance,
NOTE Confidence: 0.94780115
00:20:16.130 --> 00:20:19.418 and the ADA makes it unlawful
NOTE Confidence: 0.94780115
00:20:19.418 --> 00:20:20.514 to discriminate.
NOTE Confidence: 0.94780115
00:20:20.520 --> 00:20:21.830 It's important to know also
NOTE Confidence: 0.94780115
00:20:21.830 --> 00:20:22.878 that disability is diverse.
NOTE Confidence: 0.94780115
00:20:22.880 --> 00:20:23.484 So people,
NOTE Confidence: 0.94780115
00:20:23.484 --> 00:20:24.994 when they think of disability,
NOTE Confidence: 0.94780115
00:20:25.000 --> 00:20:27.149 they think of somebody who uses a
NOTE Confidence: 0.94780115
00:20:27.149 --> 00:20:28.999 wheelchair or as deaf or blind.
NOTE Confidence: 0.94780115

00:20:29.000 --> 00:20:31.424 But I mean there's a lot of things
NOTE Confidence: 0.94780115

00:20:31.424 --> 00:20:33.319 that qualify as as disabilities,
NOTE Confidence: 0.94780115

00:20:33.320 --> 00:20:35.488 including chronic health conditions.
NOTE Confidence: 0.94780115

00:20:35.488 --> 00:20:39.520 So Crohn's are all sort of colitis,
NOTE Confidence: 0.94780115

00:20:39.520 --> 00:20:42.800 ADHD or other learning disabilities,
NOTE Confidence: 0.94780115

00:20:42.800 --> 00:20:45.924 psychological disabilities or mental
NOTE Confidence: 0.94780115

00:20:45.924 --> 00:20:49.829 illness and then autism spectrum.
NOTE Confidence: 0.94780115

00:20:49.830 --> 00:20:52.990 And so some of these are visible,
NOTE Confidence: 0.94780115

00:20:52.990 --> 00:20:54.178 others are not.
NOTE Confidence: 0.94780115

00:20:54.178 --> 00:20:56.554 I think that the people with
NOTE Confidence: 0.94780115

00:20:56.554 --> 00:20:58.926 invisible disabilities face a
NOTE Confidence: 0.94780115

00:20:58.926 --> 00:21:01.466 lot more pushback and skepticism
NOTE Confidence: 0.94780115

00:21:01.466 --> 00:21:04.470 when asking for accommodations.
NOTE Confidence: 0.94780115

00:21:04.470 --> 00:21:05.975 Each group of these is a world
NOTE Confidence: 0.94780115

00:21:05.975 --> 00:21:07.492 unto its own and something there's
NOTE Confidence: 0.94780115

00:21:07.492 --> 00:21:09.389 a lot of issues that are shared,

NOTE Confidence: 0.94780115

00:21:09.390 --> 00:21:12.990 but others that are unique.

NOTE Confidence: 0.94780115

00:21:12.990 --> 00:21:15.342 And my organization is open to

NOTE Confidence: 0.94780115

00:21:15.342 --> 00:21:16.910 anybody with the disability,

NOTE Confidence: 0.94780115

00:21:16.910 --> 00:21:21.326 with any kind of disability or an ally.

NOTE Confidence: 0.94780115

00:21:21.330 --> 00:21:22.770 So what is ableism?

NOTE Confidence: 0.94780115

00:21:22.770 --> 00:21:25.651 And this is something that I didn't

NOTE Confidence: 0.94780115

00:21:25.651 --> 00:21:27.877 understand before starting Smatty.

NOTE Confidence: 0.94780115

00:21:27.877 --> 00:21:31.051 It's just it's more than overt

NOTE Confidence: 0.94780115

00:21:31.051 --> 00:21:33.888 discrimination against people and prejudice.

NOTE Confidence: 0.94780115

00:21:33.890 --> 00:21:36.986 It's also stereotypes,

NOTE Confidence: 0.94780115

00:21:36.986 --> 00:21:39.050 misconceptions, generalizations,

NOTE Confidence: 0.94780115

00:21:39.050 --> 00:21:42.146 the idea that people with without

NOTE Confidence: 0.94780115

00:21:42.146 --> 00:21:44.210 disabilities are superior to

NOTE Confidence: 0.94780115

00:21:44.293 --> 00:21:46.895 those with disabilities, that.

NOTE Confidence: 0.94780115

00:21:46.895 --> 00:21:49.920 The disability is somehow defining

NOTE Confidence: 0.94780115

00:21:49.920 --> 00:21:54.082 character flaw and and it's also a
NOTE Confidence: 0.94780115

00:21:54.082 --> 00:21:55.722 system of oppression that interacts
NOTE Confidence: 0.94780115

00:21:55.722 --> 00:21:58.287 with multiple other systems of oppression.
NOTE Confidence: 0.9452853

00:22:00.850 --> 00:22:04.930 So pop trivia, pop culture trivia,
NOTE Confidence: 0.9452853

00:22:04.930 --> 00:22:08.592 These are four movies here from the
NOTE Confidence: 0.9452853

00:22:08.592 --> 00:22:12.346 70s up till the present we have.
NOTE Confidence: 0.9452853

00:22:12.346 --> 00:22:14.086 Whose Life Is It anyway?
NOTE Confidence: 0.9452853

00:22:14.090 --> 00:22:15.546 The C inside \$1,000,000
NOTE Confidence: 0.9452853

00:22:15.546 --> 00:22:17.366 Baby and Me before you.
NOTE Confidence: 0.9452853

00:22:17.370 --> 00:22:18.650 Does anybody know what
NOTE Confidence: 0.9452853

00:22:18.650 --> 00:22:20.250 these films have in common?
NOTE Confidence: 0.94025373

00:22:23.770 --> 00:22:25.810 Yeah, yeah.
NOTE Confidence: 0.951754628571429

00:22:29.710 --> 00:22:31.096 Yes, exactly. Yeah,
NOTE Confidence: 0.951754628571429

00:22:31.096 --> 00:22:33.275 they're they're all about people
NOTE Confidence: 0.951754628571429

00:22:33.275 --> 00:22:35.225 with disabilities who want to die.
NOTE Confidence: 0.951754628571429

00:22:35.230 --> 00:22:38.170 And so these movies are about assisted

NOTE Confidence: 0.951754628571429

00:22:38.170 --> 00:22:41.229 suicide. And this might as well be its

NOTE Confidence: 0.951754628571429

00:22:41.229 --> 00:22:44.023 own movie genre where disabled people

NOTE Confidence: 0.951754628571429

00:22:44.023 --> 00:22:47.630 are are portrayed as a burden or suffering.

NOTE Confidence: 0.951754628571429

00:22:47.630 --> 00:22:50.430 And so, you know, suicide seems like

NOTE Confidence: 0.951754628571429

00:22:50.430 --> 00:22:52.989 a reasonable and rational outcome.

NOTE Confidence: 0.951754628571429

00:22:52.990 --> 00:22:54.509 So in whose Life is it anyway?

NOTE Confidence: 0.951754628571429

00:22:54.510 --> 00:22:56.398 And the sea inside.

NOTE Confidence: 0.951754628571429

00:22:56.398 --> 00:22:58.241 These quadriplegics are fighting

NOTE Confidence: 0.951754628571429

00:22:58.241 --> 00:23:00.069 the medical establishment for

NOTE Confidence: 0.951754628571429

00:23:00.069 --> 00:23:02.430 the right to die \$1,000,000 baby.

NOTE Confidence: 0.951754628571429

00:23:02.430 --> 00:23:03.870 It's a mercy killing.

NOTE Confidence: 0.951754628571429

00:23:03.870 --> 00:23:05.598 And me before you.

NOTE Confidence: 0.951754628571429

00:23:05.598 --> 00:23:08.811 This guy has money and love and

NOTE Confidence: 0.951754628571429

00:23:08.811 --> 00:23:11.943 still wants to die because life

NOTE Confidence: 0.951754628571429

00:23:11.943 --> 00:23:16.607 is intolerable and you know people

NOTE Confidence: 0.951754628571429

00:23:16.607 --> 00:23:19.349 have commented that you know when.
NOTE Confidence: 0.951754628571429

00:23:19.350 --> 00:23:21.950 When non disabled people talk
NOTE Confidence: 0.951754628571429

00:23:21.950 --> 00:23:24.030 about suicide it's discouraged
NOTE Confidence: 0.951754628571429

00:23:24.030 --> 00:23:26.180 and people are offered.
NOTE Confidence: 0.951754628571429

00:23:26.180 --> 00:23:29.216 Prevention and even though it's legal,
NOTE Confidence: 0.951754628571429

00:23:29.220 --> 00:23:30.387 it's not desirable.
NOTE Confidence: 0.951754628571429

00:23:30.387 --> 00:23:33.380 But when a disabled person talks about it,
NOTE Confidence: 0.951754628571429

00:23:33.380 --> 00:23:35.036 it's peppered in.
NOTE Confidence: 0.951754628571429

00:23:35.036 --> 00:23:37.796 There's peppered in words like
NOTE Confidence: 0.951754628571429

00:23:37.796 --> 00:23:40.580 autonomy and choice and people
NOTE Confidence: 0.951754628571429

00:23:40.580 --> 00:23:43.987 rushing to uphold these and you know,
NOTE Confidence: 0.951754628571429

00:23:43.987 --> 00:23:46.132 talk about prevention and mental
NOTE Confidence: 0.951754628571429

00:23:46.132 --> 00:23:49.130 health is sort of rare and what kind
NOTE Confidence: 0.951754628571429

00:23:49.130 --> 00:23:51.943 of message is this that we're giving
NOTE Confidence: 0.951754628571429

00:23:51.943 --> 00:23:54.649 disabled people and a non disabled?
NOTE Confidence: 0.951754628571429

00:23:54.650 --> 00:23:55.470 Audience, and I mean,

NOTE Confidence: 0.951754628571429
00:23:55.470 --> 00:23:56.290 don't get me wrong,
NOTE Confidence: 0.951754628571429
00:23:56.290 --> 00:23:58.165 it's not like these incidents
NOTE Confidence: 0.951754628571429
00:23:58.165 --> 00:23:59.290 have never occurred,
NOTE Confidence: 0.951754628571429
00:23:59.290 --> 00:24:01.130 but they're the minority,
NOTE Confidence: 0.951754628571429
00:24:01.130 --> 00:24:02.970 and they're definitely not
NOTE Confidence: 0.951754628571429
00:24:02.970 --> 00:24:04.910 counterbalanced by films about
NOTE Confidence: 0.951754628571429
00:24:04.910 --> 00:24:06.850 everyday disabled people just
NOTE Confidence: 0.951754628571429
00:24:06.850 --> 00:24:09.210 out there living their lives.
NOTE Confidence: 0.951754628571429
00:24:09.210 --> 00:24:10.940 And so the healthcare providers
NOTE Confidence: 0.951754628571429
00:24:10.940 --> 00:24:13.050 are less than immune to this.
NOTE Confidence: 0.951754628571429
00:24:13.050 --> 00:24:16.170 And so there's this classic 1994 study
NOTE Confidence: 0.951754628571429
00:24:16.170 --> 00:24:17.850 from the Annals of Emergency Medicine,
NOTE Confidence: 0.951754628571429
00:24:17.850 --> 00:24:19.650 and they compared,
NOTE Confidence: 0.951754628571429
00:24:19.650 --> 00:24:22.794 they asked 153 emergency care providers.
NOTE Confidence: 0.951754628571429
00:24:22.794 --> 00:24:25.710 Beliefs about quality of life after
NOTE Confidence: 0.951754628571429

00:24:25.789 --> 00:24:28.393 spinal cord injury and they compared

NOTE Confidence: 0.951754628571429

00:24:28.393 --> 00:24:30.852 those with quality of life Studies

NOTE Confidence: 0.951754628571429

00:24:30.852 --> 00:24:34.028 of a group of 128 high quadriplegics

NOTE Confidence: 0.951754628571429

00:24:34.028 --> 00:24:36.858 and only 18% of providers imagine

NOTE Confidence: 0.951754628571429

00:24:36.858 --> 00:24:38.754 being glad to be alive after

NOTE Confidence: 0.951754628571429

00:24:38.754 --> 00:24:40.749 a severe spinal cord injury,

NOTE Confidence: 0.951754628571429

00:24:40.750 --> 00:24:43.790 compared with 92% of true

NOTE Confidence: 0.951754628571429

00:24:43.790 --> 00:24:45.870 patients with spinal cord injury.

NOTE Confidence: 0.951754628571429

00:24:45.870 --> 00:24:48.126 And the amount imagine quality of

NOTE Confidence: 0.951754628571429

00:24:48.126 --> 00:24:50.773 life and the outcomes of such an

NOTE Confidence: 0.951754628571429

00:24:50.773 --> 00:24:52.563 injury were much more negative.

NOTE Confidence: 0.951754628571429

00:24:52.570 --> 00:24:54.106 And I mean, granted,

NOTE Confidence: 0.951754628571429

00:24:54.106 --> 00:24:54.490 I,

NOTE Confidence: 0.951754628571429

00:24:54.490 --> 00:24:57.442 I don't think I could have imagined being

NOTE Confidence: 0.951754628571429

00:24:57.442 --> 00:25:00.004 happy after a spinal cord injury either.

NOTE Confidence: 0.951754628571429

00:25:00.004 --> 00:25:02.128 I was surprised that after a

NOTE Confidence: 0.951754628571429
00:25:02.128 --> 00:25:04.010 brief period of adjustment,
NOTE Confidence: 0.951754628571429
00:25:04.010 --> 00:25:07.450 my happiness kind of went back to baseline,
NOTE Confidence: 0.951754628571429
00:25:07.450 --> 00:25:08.590 which was like, so,
NOTE Confidence: 0.951754628571429
00:25:08.590 --> 00:25:09.730 so to begin with,
NOTE Confidence: 0.951754628571429
00:25:09.730 --> 00:25:11.810 even before I had a spinal cord injury,
NOTE Confidence: 0.951754628571429
00:25:11.810 --> 00:25:17.286 frankly, as are a lot of doctors.
NOTE Confidence: 0.951754628571429
00:25:17.290 --> 00:25:18.162 And so you know,
NOTE Confidence: 0.951754628571429
00:25:18.162 --> 00:25:19.834 I think the part of the problem
NOTE Confidence: 0.951754628571429
00:25:19.834 --> 00:25:21.658 is that we see disabled people.
NOTE Confidence: 0.951754628571429
00:25:21.660 --> 00:25:22.722 In crisis,
NOTE Confidence: 0.951754628571429
00:25:22.722 --> 00:25:25.377 when they're in the hospital,
NOTE Confidence: 0.951754628571429
00:25:25.380 --> 00:25:26.360 when they're having like the
NOTE Confidence: 0.951754628571429
00:25:26.360 --> 00:25:27.340 worst day of their life,
NOTE Confidence: 0.951754628571429
00:25:27.340 --> 00:25:29.062 we don't see them thriving and
NOTE Confidence: 0.951754628571429
00:25:29.062 --> 00:25:30.820 and succeeding in the community.
NOTE Confidence: 0.951754628571429

00:25:30.820 --> 00:25:33.420 And so it's a it's a skewed perception.

NOTE Confidence: 0.94226622

00:25:36.620 --> 00:25:38.916 So how does this affect people who

NOTE Confidence: 0.94226622

00:25:38.916 --> 00:25:40.809 are non disabled? So if you're,

NOTE Confidence: 0.94226622

00:25:40.809 --> 00:25:42.930 I'd say a woman or a sexual

NOTE Confidence: 0.94226622

00:25:43.007 --> 00:25:45.299 orientation or gender identity.

NOTE Confidence: 0.946004008571428

00:25:47.350 --> 00:25:50.346 Group or member of any minoritized group,

NOTE Confidence: 0.946004008571428

00:25:50.350 --> 00:25:52.756 ableism is relevant and it intersects

NOTE Confidence: 0.946004008571428

00:25:52.756 --> 00:25:55.190 with other system of oppression.

NOTE Confidence: 0.946004008571428

00:25:55.190 --> 00:25:57.990 And it's not just these other three,

NOTE Confidence: 0.946004008571428

00:25:57.990 --> 00:25:59.630 it's it's many of them.

NOTE Confidence: 0.946004008571428

00:25:59.630 --> 00:26:04.295 And so intersectionality is is a term

NOTE Confidence: 0.946004008571428

00:26:04.295 --> 00:26:07.708 used to describe what happens when

NOTE Confidence: 0.946004008571428

00:26:07.708 --> 00:26:10.788 when these different isms intersect,

NOTE Confidence: 0.946004008571428

00:26:10.790 --> 00:26:12.610 and so, for example,

NOTE Confidence: 0.946004008571428

00:26:12.610 --> 00:26:14.885 a disabled women may experience.

NOTE Confidence: 0.946004008571428

00:26:14.890 --> 00:26:16.922 Oppression that's specific to

NOTE Confidence: 0.946004008571428
00:26:16.922 --> 00:26:19.462 their disability or to their
NOTE Confidence: 0.946004008571428
00:26:19.462 --> 00:26:22.248 gender or some combination of both.
NOTE Confidence: 0.946004008571428
00:26:22.250 --> 00:26:26.330 And so poverty and and under
NOTE Confidence: 0.946004008571428
00:26:26.330 --> 00:26:30.290 resourced issues can make people,
NOTE Confidence: 0.946004008571428
00:26:30.290 --> 00:26:32.726 you know less able to access supports,
NOTE Confidence: 0.946004008571428
00:26:32.730 --> 00:26:35.594 which further exacerbates disability
NOTE Confidence: 0.946004008571428
00:26:35.594 --> 00:26:39.174 and and ableism and other.
NOTE Confidence: 0.946004008571428
00:26:39.180 --> 00:26:41.080 Societal systems of oppression
NOTE Confidence: 0.946004008571428
00:26:41.080 --> 00:26:43.455 can also contribute to ableism.
NOTE Confidence: 0.946004008571428
00:26:43.460 --> 00:26:46.660 So if you're under resourced,
NOTE Confidence: 0.946004008571428
00:26:46.660 --> 00:26:49.126 you're also more likely to be
NOTE Confidence: 0.946004008571428
00:26:49.126 --> 00:26:51.676 disabled due to a lack of healthcare
NOTE Confidence: 0.946004008571428
00:26:51.676 --> 00:26:53.900 or education or other resources.
NOTE Confidence: 0.946004008571428
00:26:53.900 --> 00:26:56.140 And then when those people are disabled,
NOTE Confidence: 0.946004008571428
00:26:56.140 --> 00:26:58.804 they're even further pushed to the
NOTE Confidence: 0.946004008571428

00:26:58.804 --> 00:27:01.340 side and face additional barriers.
NOTE Confidence: 0.946004008571428

00:27:01.340 --> 00:27:03.300 So I would say it's important in
NOTE Confidence: 0.946004008571428

00:27:03.300 --> 00:27:05.440 order to address ableism, we must.
NOTE Confidence: 0.946004008571428

00:27:05.440 --> 00:27:07.780 Address these other systems of oppression.
NOTE Confidence: 0.946004008571428

00:27:07.780 --> 00:27:10.500 And in order to address these other systems,
NOTE Confidence: 0.946004008571428

00:27:10.500 --> 00:27:13.380 we also have to address ableism
NOTE Confidence: 0.948080688888889

00:27:15.540 --> 00:27:16.624 and this. There's this
NOTE Confidence: 0.948080688888889

00:27:16.624 --> 00:27:17.979 wonderful book by Kim Nielsen,
NOTE Confidence: 0.948080688888889

00:27:17.980 --> 00:27:20.535 A Disability History of the United States.
NOTE Confidence: 0.948080688888889

00:27:20.540 --> 00:27:22.620 And it was a it was an eye opener for me,
NOTE Confidence: 0.948080688888889

00:27:22.620 --> 00:27:24.771 and I'm going to break the rule again of
NOTE Confidence: 0.948080688888889

00:27:24.771 --> 00:27:26.782 reading something off the slide, but I
NOTE Confidence: 0.948080688888889

00:27:26.782 --> 00:27:29.260 can't say it any better than in the book.
NOTE Confidence: 0.948080688888889

00:27:29.260 --> 00:27:32.389 And when disability is considered to be
NOTE Confidence: 0.948080688888889

00:27:32.389 --> 00:27:34.819 synonymous with deficiency and dependency,
NOTE Confidence: 0.948080688888889

00:27:34.820 --> 00:27:37.600 it contrasts sharply with American

NOTE Confidence: 0.948080688888889
00:27:37.600 --> 00:27:40.380 ideals of independence and autonomy.
NOTE Confidence: 0.948080688888889
00:27:40.380 --> 00:27:42.494 This idea of pulling yourself up by
NOTE Confidence: 0.948080688888889
00:27:42.494 --> 00:27:44.740 your bootstraps and be, you know,
NOTE Confidence: 0.948080688888889
00:27:44.740 --> 00:27:46.980 the rugged mountain person.
NOTE Confidence: 0.948080688888889
00:27:46.980 --> 00:27:47.984 Disability. Therefore,
NOTE Confidence: 0.948080688888889
00:27:47.984 --> 00:27:52.000 I served as an effective weapon in powers
NOTE Confidence: 0.948080688888889
00:27:52.083 --> 00:27:54.825 in contest over power and ideology.
NOTE Confidence: 0.948080688888889
00:27:54.830 --> 00:27:55.715 So, for example,
NOTE Confidence: 0.948080688888889
00:27:55.715 --> 00:27:57.190 at varying times African Americans,
NOTE Confidence: 0.948080688888889
00:27:57.190 --> 00:27:58.870 immigrants, gays and lesbians,
NOTE Confidence: 0.948080688888889
00:27:58.870 --> 00:28:02.021 poor people and women have been defined
NOTE Confidence: 0.948080688888889
00:28:02.021 --> 00:28:04.245 categorically as defective citizens
NOTE Confidence: 0.948080688888889
00:28:04.245 --> 00:28:07.025 incapable of full civic participation.
NOTE Confidence: 0.948080688888889
00:28:07.030 --> 00:28:09.816 And so the idea that these ablest
NOTE Confidence: 0.948080688888889
00:28:09.816 --> 00:28:12.312 arguments are used to justify
NOTE Confidence: 0.948080688888889

00:28:12.312 --> 00:28:15.322 discrimination and oppression was was

NOTE Confidence: 0.948080688888889

00:28:15.322 --> 00:28:19.424 really like a major epiphany to me.

NOTE Confidence: 0.948080688888889

00:28:19.430 --> 00:28:21.668 And this sort of this manifest

NOTE Confidence: 0.948080688888889

00:28:21.668 --> 00:28:22.787 As for example,

NOTE Confidence: 0.948080688888889

00:28:22.790 --> 00:28:24.980 disabled people being categorized as

NOTE Confidence: 0.948080688888889

00:28:24.980 --> 00:28:28.064 unfit for certain jobs and and that's

NOTE Confidence: 0.948080688888889

00:28:28.064 --> 00:28:30.524 used to justify their exclusion in

NOTE Confidence: 0.948080688888889

00:28:30.524 --> 00:28:32.754 the workplace and ideas about what

NOTE Confidence: 0.948080688888889

00:28:32.754 --> 00:28:34.860 is normal or desirable in terms

NOTE Confidence: 0.948080688888889

00:28:34.937 --> 00:28:37.237 of physical or mental attributes

NOTE Confidence: 0.948080688888889

00:28:37.237 --> 00:28:39.537 were used to justify discrimination

NOTE Confidence: 0.948080688888889

00:28:39.606 --> 00:28:41.226 based on race or gender.

NOTE Confidence: 0.948080688888889

00:28:41.230 --> 00:28:43.198 Then of course there's the genetics

NOTE Confidence: 0.948080688888889

00:28:43.198 --> 00:28:45.207 movement which is very popular at

NOTE Confidence: 0.948080688888889

00:28:45.207 --> 00:28:47.115 the beginning of the 20th century.

NOTE Confidence: 0.948080688888889

00:28:47.120 --> 00:28:50.198 That was used to justify sterilization,

NOTE Confidence: 0.948080688888889

00:28:50.200 --> 00:28:51.820 segregation and euthanasia,

NOTE Confidence: 0.948080688888889

00:28:51.820 --> 00:28:54.520 but not just disabled people,

NOTE Confidence: 0.948080688888889

00:28:54.520 --> 00:28:56.920 but also people of color,

NOTE Confidence: 0.948080688888889

00:28:56.920 --> 00:29:00.850 ethnic minorities and others.

NOTE Confidence: 0.948080688888889

00:29:00.850 --> 00:29:04.080 And you could even take it one step further.

NOTE Confidence: 0.948080688888889

00:29:04.080 --> 00:29:06.225 Into like colonialism and imperial

NOTE Confidence: 0.948080688888889

00:29:06.225 --> 00:29:08.799 exploitation and the idea that certain

NOTE Confidence: 0.948080688888889

00:29:08.799 --> 00:29:10.935 people were in need of civilizing

NOTE Confidence: 0.948080688888889

00:29:10.935 --> 00:29:13.398 and that our culture is superior.

NOTE Confidence: 0.948080688888889

00:29:13.400 --> 00:29:15.528 And so I just think it's really

NOTE Confidence: 0.948080688888889

00:29:15.528 --> 00:29:17.640 critical to be aware of these

NOTE Confidence: 0.948080688888889

00:29:17.640 --> 00:29:19.640 intersections to actively work to,

NOTE Confidence: 0.948080688888889

00:29:19.640 --> 00:29:21.960 to challenge and dismantle them.

NOTE Confidence: 0.923618903846154

00:29:24.200 --> 00:29:26.181 So now we're going to talk about

NOTE Confidence: 0.923618903846154

00:29:26.181 --> 00:29:27.919 disability and healthcare and our patients,

NOTE Confidence: 0.923618903846154

00:29:27.920 --> 00:29:30.224 how well are we serving our
NOTE Confidence: 0.923618903846154

00:29:30.224 --> 00:29:31.376 patients with disabilities.
NOTE Confidence: 0.923618903846154

00:29:31.380 --> 00:29:34.082 So this graph is from the CDC.
NOTE Confidence: 0.923618903846154

00:29:34.082 --> 00:29:36.286 It's divided into social
NOTE Confidence: 0.923618903846154

00:29:36.286 --> 00:29:37.939 determinants of health,
NOTE Confidence: 0.923618903846154

00:29:37.940 --> 00:29:39.700 health and health risk,
NOTE Confidence: 0.923618903846154

00:29:39.700 --> 00:29:41.460 behaviors and and access.
NOTE Confidence: 0.923618903846154

00:29:41.460 --> 00:29:42.764 And people without disabilities
NOTE Confidence: 0.923618903846154

00:29:42.764 --> 00:29:45.121 are in the light blue and people
NOTE Confidence: 0.923618903846154

00:29:45.121 --> 00:29:47.179 with disabilities are in dark blue.
NOTE Confidence: 0.923618903846154

00:29:47.180 --> 00:29:49.820 And you can see that people with disabilities
NOTE Confidence: 0.923618903846154

00:29:49.820 --> 00:29:52.018 are more likely to be unemployed,
NOTE Confidence: 0.923618903846154

00:29:52.020 --> 00:29:54.456 to be victims of violent crime,
NOTE Confidence: 0.923618903846154

00:29:54.460 --> 00:29:56.820 to have premature cardiovascular disease,
NOTE Confidence: 0.923618903846154

00:29:56.820 --> 00:30:00.216 to be obese, to smoke cigarettes.
NOTE Confidence: 0.923618903846154

00:30:00.220 --> 00:30:03.139 To engage in no leisure time activity.

NOTE Confidence: 0.923618903846154

00:30:03.140 --> 00:30:05.625 They're less likely to be current with

NOTE Confidence: 0.923618903846154

00:30:05.625 --> 00:30:08.268 a mammogram and they're more likely to

NOTE Confidence: 0.923618903846154

00:30:08.268 --> 00:30:11.631 be needing medical care due to cost.

NOTE Confidence: 0.923618903846154

00:30:11.631 --> 00:30:15.042 But in other cancer sort of categories,

NOTE Confidence: 0.923618903846154

00:30:15.042 --> 00:30:16.926 they're also less likely to be

NOTE Confidence: 0.923618903846154

00:30:16.926 --> 00:30:18.380 screened for cervical cancer

NOTE Confidence: 0.923618903846154

00:30:18.380 --> 00:30:20.450 because they're falsely assumed

NOTE Confidence: 0.923618903846154

00:30:20.450 --> 00:30:23.300 to be asexual or nonsectional.

NOTE Confidence: 0.923618903846154

00:30:23.300 --> 00:30:26.940 A nonsexual by their by their providers.

NOTE Confidence: 0.938740938461539

00:30:29.580 --> 00:30:32.044 We did a study recently of the

NOTE Confidence: 0.938740938461539

00:30:32.044 --> 00:30:33.857 accessibility of US comprehensive

NOTE Confidence: 0.938740938461539

00:30:33.857 --> 00:30:35.780 cancer websites recently.

NOTE Confidence: 0.938740938461539

00:30:35.780 --> 00:30:38.580 This is unpublished submitted data.

NOTE Confidence: 0.938740938461539

00:30:38.580 --> 00:30:40.736 You know, cancer is one of the

NOTE Confidence: 0.938740938461539

00:30:40.736 --> 00:30:42.301 most frequently searched terms on

NOTE Confidence: 0.938740938461539

00:30:42.301 --> 00:30:44.047 the Internet and we probably all
NOTE Confidence: 0.938740938461539

00:30:44.047 --> 00:30:45.832 agree that patient facing sides
NOTE Confidence: 0.938740938461539

00:30:45.832 --> 00:30:48.118 should be accessible to those with
NOTE Confidence: 0.938740938461539

00:30:48.118 --> 00:30:50.980 disabilities and there are like
NOTE Confidence: 0.938740938461539

00:30:50.980 --> 00:30:52.840 readily available accessibility
NOTE Confidence: 0.938740938461539

00:30:52.840 --> 00:30:56.364 standards that you can use to check
NOTE Confidence: 0.938740938461539

00:30:56.364 --> 00:30:58.470 websites for accessibility and so.
NOTE Confidence: 0.938740938461539

00:30:58.470 --> 00:31:00.745 This is what smart IT people at
NOTE Confidence: 0.938740938461539

00:31:00.745 --> 00:31:02.977 Stanford did and we went through the
NOTE Confidence: 0.90771276

00:31:05.620 --> 00:31:08.092 50 NCICCM websites and we checked
NOTE Confidence: 0.90771276

00:31:08.092 --> 00:31:09.740 for conformance using these
NOTE Confidence: 0.90771276

00:31:09.810 --> 00:31:11.187 automatic accessibility testers
NOTE Confidence: 0.90771276

00:31:11.187 --> 00:31:13.941 that I really don't understand to
NOTE Confidence: 0.90771276

00:31:13.941 --> 00:31:16.495 be frank because our IT did this,
NOTE Confidence: 0.90771276

00:31:16.500 --> 00:31:18.978 we did code validation blah blah blah.
NOTE Confidence: 0.90771276

00:31:18.980 --> 00:31:22.207 So anyways. We went through these fifty

NOTE Confidence: 0.90771276

00:31:22.207 --> 00:31:25.978 websites and the results were pretty abysmal.

NOTE Confidence: 0.90771276

00:31:25.980 --> 00:31:28.578 Using this a checker only one

NOTE Confidence: 0.90771276

00:31:28.578 --> 00:31:31.379 website at the standard of 0 errors.

NOTE Confidence: 0.90771276

00:31:31.380 --> 00:31:32.988 Using this other tool,

NOTE Confidence: 0.90771276

00:31:32.988 --> 00:31:34.998 3 sites completely failed checking

NOTE Confidence: 0.90771276

00:31:34.998 --> 00:31:37.378 and no websites met the standard.

NOTE Confidence: 0.90771276

00:31:37.380 --> 00:31:40.214 And then under the third accessibility

NOTE Confidence: 0.90771276

00:31:40.214 --> 00:31:42.578 checker there was a mean of

NOTE Confidence: 0.90771276

00:31:42.580 --> 00:31:44.420 68 errors per site.

NOTE Confidence: 0.936143102727273

00:31:47.030 --> 00:31:49.302 But nobody's been able to tell me so

NOTE Confidence: 0.936143102727273

00:31:49.302 --> 00:31:52.199 far as like how many errors do you need

NOTE Confidence: 0.936143102727273

00:31:52.199 --> 00:31:54.630 before a website becomes inaccessible.

NOTE Confidence: 0.936143102727273

00:31:54.630 --> 00:31:57.078 And I think that one would argue that

NOTE Confidence: 0.936143102727273

00:31:57.078 --> 00:31:59.428 the more the more errors you have,

NOTE Confidence: 0.936143102727273

00:31:59.430 --> 00:32:01.470 the worse it probably is.

NOTE Confidence: 0.936143102727273

00:32:01.470 --> 00:32:04.480 But you know these there are
NOTE Confidence: 0.936143102727273

00:32:04.480 --> 00:32:05.870 standards and we're not doing well.
NOTE Confidence: 0.936143102727273

00:32:05.870 --> 00:32:07.942 And I know you can't read this
NOTE Confidence: 0.936143102727273

00:32:07.942 --> 00:32:09.877 micro writing here that we rank
NOTE Confidence: 0.936143102727273

00:32:09.877 --> 00:32:12.800 them according to errors, so.
NOTE Confidence: 0.936143102727273

00:32:12.800 --> 00:32:15.312 The tiny bars at the top are good
NOTE Confidence: 0.936143102727273

00:32:15.312 --> 00:32:18.267 and the big bar at the bottom with
NOTE Confidence: 0.936143102727273

00:32:18.267 --> 00:32:20.919 like 400 and something errors is bad.
NOTE Confidence: 0.936143102727273

00:32:20.920 --> 00:32:22.446 I thought I would just give you
NOTE Confidence: 0.936143102727273

00:32:22.446 --> 00:32:23.596 guys props because you're pretty
NOTE Confidence: 0.936143102727273

00:32:23.596 --> 00:32:25.600 close to the top there at Yale
NOTE Confidence: 0.936143102727273

00:32:25.600 --> 00:32:26.920 University Cancer Center.
NOTE Confidence: 0.936143102727273

00:32:26.920 --> 00:32:30.440 So I Stanford is somewhere
NOTE Confidence: 0.936143102727273

00:32:30.440 --> 00:32:31.668 on the bottom somewhere.
NOTE Confidence: 0.936143102727273

00:32:31.668 --> 00:32:34.120 I didn't make an arrow for Stanford.
NOTE Confidence: 0.929814439166667

00:32:36.360 --> 00:32:37.824 So one of the problems and

NOTE Confidence: 0.929814439166667
00:32:37.824 --> 00:32:39.239 there are many problems that the
NOTE Confidence: 0.929814439166667
00:32:39.240 --> 00:32:41.256 ADA requires equitable care.
NOTE Confidence: 0.929814439166667
00:32:41.256 --> 00:32:43.776 But the things are required
NOTE Confidence: 0.929814439166667
00:32:43.776 --> 00:32:45.710 are just very basic.
NOTE Confidence: 0.929814439166667
00:32:45.710 --> 00:32:48.870 So parking spots, external doors,
NOTE Confidence: 0.929814439166667
00:32:48.870 --> 00:32:50.910 and restrooms have to be accessible,
NOTE Confidence: 0.929814439166667
00:32:50.910 --> 00:32:52.410 but the furnishings and equipment
NOTE Confidence: 0.929814439166667
00:32:52.410 --> 00:32:53.910 inside don't have to be.
NOTE Confidence: 0.929814439166667
00:32:53.910 --> 00:32:56.304 The weight scales, exam tables and chairs,
NOTE Confidence: 0.929814439166667
00:32:56.310 --> 00:32:58.186 none of that has to be accessible.
NOTE Confidence: 0.929814439166667
00:32:58.190 --> 00:33:00.126 Diagnostic imaging equipment also
NOTE Confidence: 0.929814439166667
00:33:00.126 --> 00:33:02.546 doesn't need to be accessible.
NOTE Confidence: 0.929814439166667
00:33:02.550 --> 00:33:04.710 And so it's it's just it's a problem.
NOTE Confidence: 0.929814439166667
00:33:04.710 --> 00:33:08.178 And let me tell you,
NOTE Confidence: 0.929814439166667
00:33:08.178 --> 00:33:11.370 even the stuff that is required is not often.
NOTE Confidence: 0.929814439166667

00:33:11.370 --> 00:33:13.970 Provided that the enforcement of
NOTE Confidence: 0.929814439166667

00:33:13.970 --> 00:33:17.465 the ADA is pretty weak and the only
NOTE Confidence: 0.929814439166667

00:33:17.465 --> 00:33:19.587 mechanism disabled people have is
NOTE Confidence: 0.929814439166667

00:33:19.587 --> 00:33:22.570 really to file lawsuits to get people
NOTE Confidence: 0.929814439166667

00:33:22.570 --> 00:33:26.698 to change other than asking nicely.
NOTE Confidence: 0.929814439166667

00:33:26.698 --> 00:33:28.225 But so you know,
NOTE Confidence: 0.929814439166667

00:33:28.225 --> 00:33:30.899 this is this is just one of many problems
NOTE Confidence: 0.929814439166667

00:33:30.899 --> 00:33:33.134 that keep people with disabilities
NOTE Confidence: 0.929814439166667

00:33:33.134 --> 00:33:34.850 from getting appropriate care.
NOTE Confidence: 0.949059075

00:33:37.300 --> 00:33:38.820 So what about ourselves?
NOTE Confidence: 0.949059075

00:33:38.820 --> 00:33:40.340 What about the medical?
NOTE Confidence: 0.949059075

00:33:40.340 --> 00:33:41.766 Medical students,
NOTE Confidence: 0.949059075

00:33:41.766 --> 00:33:43.192 trainees, Practitioners.
NOTE Confidence: 0.949059075

00:33:43.192 --> 00:33:46.036 So again, people with disabilities
NOTE Confidence: 0.949059075

00:33:46.036 --> 00:33:48.868 of the largest minority in America
NOTE Confidence: 0.949059075

00:33:48.868 --> 00:33:51.044 without disabilities is here in

NOTE Confidence: 0.949059075

00:33:51.044 --> 00:33:53.492 blue and with disabilities in red.

NOTE Confidence: 0.949059075

00:33:53.500 --> 00:33:55.460 So it's an 8020 split,

NOTE Confidence: 0.949059075

00:33:55.460 --> 00:33:58.593 let's say in medical school.

NOTE Confidence: 0.949059075

00:33:58.593 --> 00:34:00.459 According to the most recent data,

NOTE Confidence: 0.949059075

00:34:00.460 --> 00:34:03.225 about 8% of medical students

NOTE Confidence: 0.949059075

00:34:03.225 --> 00:34:04.884 disclose a disability.

NOTE Confidence: 0.949059075

00:34:04.890 --> 00:34:08.166 In residency programs it's pretty similar,

NOTE Confidence: 0.949059075

00:34:08.170 --> 00:34:11.201 8% and then you get down to

NOTE Confidence: 0.949059075

00:34:11.201 --> 00:34:13.242 practicing physicians and it's only

NOTE Confidence: 0.949059075

00:34:13.242 --> 00:34:15.042 3% disclose a disability according

NOTE Confidence: 0.949059075

00:34:15.042 --> 00:34:17.903 to the the latest study in 2021.

NOTE Confidence: 0.949059075

00:34:17.903 --> 00:34:21.168 So it's like highly underrepresented

NOTE Confidence: 0.949059075

00:34:21.170 --> 00:34:24.450 amongst amongst physicians and

NOTE Confidence: 0.949059075

00:34:24.450 --> 00:34:27.878 I think that part of this is

NOTE Confidence: 0.949059075

00:34:27.878 --> 00:34:30.618 underestimated because of the stigma.

NOTE Confidence: 0.949059075

00:34:30.620 --> 00:34:32.108 And reluctance to disclose
NOTE Confidence: 0.949059075

00:34:32.108 --> 00:34:34.340 that a lot of people have,
NOTE Confidence: 0.949059075

00:34:34.340 --> 00:34:37.140 even responding to anonymous surveys.
NOTE Confidence: 0.949059075

00:34:37.140 --> 00:34:41.256 But I think that we are underrepresented.
NOTE Confidence: 0.949059075

00:34:41.260 --> 00:34:42.352 So why is this?
NOTE Confidence: 0.949059075

00:34:42.352 --> 00:34:45.500 And I think that a big part of it is
NOTE Confidence: 0.949059075

00:34:45.500 --> 00:34:47.654 the culture of strength in medicine.
NOTE Confidence: 0.949059075

00:34:47.660 --> 00:34:49.035 We are expected to tolerate
NOTE Confidence: 0.949059075

00:34:49.035 --> 00:34:50.135 a lot of suffering,
NOTE Confidence: 0.949059075

00:34:50.140 --> 00:34:52.350 especially in Med school and
NOTE Confidence: 0.949059075

00:34:52.350 --> 00:34:54.560 residency and fellowship the likes
NOTE Confidence: 0.949059075

00:34:54.634 --> 00:34:56.739 that other professions do not.
NOTE Confidence: 0.949059075

00:34:56.740 --> 00:34:59.340 I mean we're expected to work long shifts,
NOTE Confidence: 0.949059075

00:34:59.340 --> 00:35:01.458 don't complain, don't ask for help,
NOTE Confidence: 0.949059075

00:35:01.460 --> 00:35:03.656 just be super fast and efficient.
NOTE Confidence: 0.949059075

00:35:03.660 --> 00:35:05.718 We're not given any time for self-care

NOTE Confidence: 0.949059075

00:35:05.718 --> 00:35:08.258 and then we brag about how busy we are.

NOTE Confidence: 0.949059075

00:35:08.260 --> 00:35:09.862 And I only slept 5 hours

NOTE Confidence: 0.949059075

00:35:09.862 --> 00:35:11.180 last night and I'm on.

NOTE Confidence: 0.949059075

00:35:11.180 --> 00:35:14.631 I'm doing the job of three people

NOTE Confidence: 0.949059075

00:35:14.631 --> 00:35:16.832 and my administrative roles

NOTE Confidence: 0.949059075

00:35:16.832 --> 00:35:18.740 etcetera and things are changing.

NOTE Confidence: 0.949059075

00:35:18.740 --> 00:35:20.340 I think that you know,

NOTE Confidence: 0.949059075

00:35:20.340 --> 00:35:22.530 people are starting to focus more

NOTE Confidence: 0.949059075

00:35:22.530 --> 00:35:24.640 on Wellness issues, but even then.

NOTE Confidence: 0.949059075

00:35:24.640 --> 00:35:25.330 I see,

NOTE Confidence: 0.949059075

00:35:25.330 --> 00:35:28.249 I hear a lot of talk about

NOTE Confidence: 0.949059075

00:35:28.249 --> 00:35:29.830 resilience and you know,

NOTE Confidence: 0.949059075

00:35:29.830 --> 00:35:31.310 developing personal strength when

NOTE Confidence: 0.949059075

00:35:31.310 --> 00:35:34.230 people are need to be talking about

NOTE Confidence: 0.949059075

00:35:34.230 --> 00:35:36.410 fixing a system that's broken.

NOTE Confidence: 0.949059075

00:35:36.410 --> 00:35:40.026 And so and this idea of a superhuman
NOTE Confidence: 0.949059075

00:35:40.026 --> 00:35:42.729 physician rushing in the room to save
NOTE Confidence: 0.949059075

00:35:42.729 --> 00:35:45.450 the day is a damaging stereotype.
NOTE Confidence: 0.949059075

00:35:45.450 --> 00:35:48.600 And I would say that the real
NOTE Confidence: 0.949059075

00:35:48.600 --> 00:35:50.868 superhero is a is a Doctor Who
NOTE Confidence: 0.949059075

00:35:50.868 --> 00:35:53.018 can connect with a patient who
NOTE Confidence: 0.949059075

00:35:53.018 --> 00:35:55.586 has empathy and has the creativity
NOTE Confidence: 0.949059075

00:35:55.586 --> 00:35:58.248 to solve the problems that our
NOTE Confidence: 0.949059075

00:35:58.248 --> 00:36:00.408 patients expect us to solve.
NOTE Confidence: 0.949059075

00:36:00.410 --> 00:36:02.762 And certainly one can do that
NOTE Confidence: 0.949059075

00:36:02.762 --> 00:36:04.330 without having a disability.
NOTE Confidence: 0.949059075

00:36:04.330 --> 00:36:07.514 But I'll make some additional
NOTE Confidence: 0.949059075

00:36:07.514 --> 00:36:08.206 arguments later.
NOTE Confidence: 0.949059075

00:36:08.210 --> 00:36:10.324 So this is one of my proteges.
NOTE Confidence: 0.949059075

00:36:10.330 --> 00:36:12.370 Her name is Suchi Rastogi.
NOTE Confidence: 0.949059075

00:36:12.370 --> 00:36:14.910 She's a third year medical

NOTE Confidence: 0.949059075

00:36:14.910 --> 00:36:16.434 student at Stanford.

NOTE Confidence: 0.949059075

00:36:16.440 --> 00:36:19.576 She I met her after a miserable experience

NOTE Confidence: 0.949059075

00:36:19.576 --> 00:36:22.558 she had during her first rotations.

NOTE Confidence: 0.949059075

00:36:22.560 --> 00:36:26.158 She had been diagnosed with an uncertain

NOTE Confidence: 0.949059075

00:36:26.160 --> 00:36:29.358 neurologic condition around as the AS.

NOTE Confidence: 0.949059075

00:36:29.360 --> 00:36:31.796 She was exiting the PhD phase of

NOTE Confidence: 0.949059075

00:36:31.796 --> 00:36:34.089 her training and going into the

NOTE Confidence: 0.949059075

00:36:34.089 --> 00:36:36.760 clinics and she the she didn't

NOTE Confidence: 0.949059075

00:36:36.760 --> 00:36:40.559 know who to turn to for help the.

NOTE Confidence: 0.949059075

00:36:40.560 --> 00:36:41.016 Advertising,

NOTE Confidence: 0.949059075

00:36:41.016 --> 00:36:43.752 or the assistance directing her to

NOTE Confidence: 0.949059075

00:36:43.752 --> 00:36:47.022 like a point of contact where she

NOTE Confidence: 0.949059075

00:36:47.022 --> 00:36:49.758 could ask for help with accommodations,

NOTE Confidence: 0.949059075

00:36:49.760 --> 00:36:50.666 was completely lacking.

NOTE Confidence: 0.949059075

00:36:50.666 --> 00:36:53.151 And so she bounced around for a long

NOTE Confidence: 0.949059075

00:36:53.151 --> 00:36:55.029 time before finally figuring out the
NOTE Confidence: 0.949059075

00:36:55.029 --> 00:36:57.103 right the right person to talk to
NOTE Confidence: 0.949059075

00:36:57.103 --> 00:37:00.300 you at the Office of Accessible Education.
NOTE Confidence: 0.949059075

00:37:00.300 --> 00:37:01.880 She,
NOTE Confidence: 0.949059075

00:37:01.880 --> 00:37:02.760 you know,
NOTE Confidence: 0.949059075

00:37:02.760 --> 00:37:05.400 got brought in her disability documentation.
NOTE Confidence: 0.949059075

00:37:05.400 --> 00:37:06.928 She got a letter.
NOTE Confidence: 0.949059075

00:37:06.928 --> 00:37:09.220 Stating what her accommodation should be
NOTE Confidence: 0.925986301578948

00:37:09.294 --> 00:37:11.394 and she was handed that letter to
NOTE Confidence: 0.925986301578948

00:37:11.394 --> 00:37:14.056 then go deliver to her attendings
NOTE Confidence: 0.925986301578948

00:37:14.056 --> 00:37:18.264 and you know, deliver she did.
NOTE Confidence: 0.925986301578948

00:37:18.264 --> 00:37:21.039 Sometimes delivering up to twice
NOTE Confidence: 0.925986301578948

00:37:21.039 --> 00:37:23.037 a day to different attendings who
NOTE Confidence: 0.925986301578948

00:37:23.037 --> 00:37:25.040 were rotating on her service,
NOTE Confidence: 0.925986301578948

00:37:25.040 --> 00:37:28.240 often in public places.
NOTE Confidence: 0.925986301578948

00:37:28.240 --> 00:37:31.240 Some of the supervisors openly

NOTE Confidence: 0.925986301578948
00:37:31.240 --> 00:37:33.040 challenged her accommodations.
NOTE Confidence: 0.925986301578948
00:37:33.040 --> 00:37:33.948 She was.
NOTE Confidence: 0.925986301578948
00:37:33.948 --> 00:37:36.218 Granted an accommodation to sit
NOTE Confidence: 0.925986301578948
00:37:36.218 --> 00:37:39.094 down on rounds occasionally but and
NOTE Confidence: 0.925986301578948
00:37:39.094 --> 00:37:41.600 to to asking the team to take the
NOTE Confidence: 0.925986301578948
00:37:41.600 --> 00:37:43.488 elevators but they would still take
NOTE Confidence: 0.925986301578948
00:37:43.488 --> 00:37:45.655 the stairs and when she went home
NOTE Confidence: 0.925986301578948
00:37:45.655 --> 00:37:47.809 early in keeping with her preapproved
NOTE Confidence: 0.925986301578948
00:37:47.809 --> 00:37:50.049 disability related working hours
NOTE Confidence: 0.925986301578948
00:37:50.050 --> 00:37:52.520 restrictions she was shamed for
NOTE Confidence: 0.925986301578948
00:37:52.520 --> 00:37:55.846 leaving and and made to feel bad
NOTE Confidence: 0.925986301578948
00:37:55.846 --> 00:37:58.314 about it and and so you know this
NOTE Confidence: 0.925986301578948
00:37:58.314 --> 00:38:00.808 is a was a complete failure of
NOTE Confidence: 0.925986301578948
00:38:00.808 --> 00:38:03.769 the system and kudos to her for.
NOTE Confidence: 0.925986301578948
00:38:03.770 --> 00:38:07.080 This act of political disclosure
NOTE Confidence: 0.925986301578948

00:38:07.080 --> 00:38:10.070 where she disclosed for the benefit
NOTE Confidence: 0.925986301578948

00:38:10.070 --> 00:38:14.497 of others and and actually goes
NOTE Confidence: 0.925986301578948

00:38:14.497 --> 00:38:16.332 through stepwise that ways the
NOTE Confidence: 0.925986301578948

00:38:16.332 --> 00:38:18.757 system can be improved to help
NOTE Confidence: 0.925986301578948

00:38:18.757 --> 00:38:20.086 students with disabilities.
NOTE Confidence: 0.925986301578948

00:38:20.090 --> 00:38:22.914 There are a lot of myths about learners
NOTE Confidence: 0.925986301578948

00:38:22.914 --> 00:38:24.527 with disabilities that admitting
NOTE Confidence: 0.925986301578948

00:38:24.527 --> 00:38:27.053 them lowers program standards and we
NOTE Confidence: 0.925986301578948

00:38:27.053 --> 00:38:28.981 sent unqualified graduates out into
NOTE Confidence: 0.925986301578948

00:38:28.981 --> 00:38:31.361 the world but they can't fulfill the
NOTE Confidence: 0.925986301578948

00:38:31.370 --> 00:38:33.650 requirements of the programs that.
NOTE Confidence: 0.925986301578948

00:38:33.650 --> 00:38:35.890 If we provide accommodations to
NOTE Confidence: 0.925986301578948

00:38:35.890 --> 00:38:37.682 them that compromises patient
NOTE Confidence: 0.925986301578948

00:38:37.682 --> 00:38:39.638 safety and that accommodations in
NOTE Confidence: 0.925986301578948

00:38:39.638 --> 00:38:41.523 the clinical saying don't prepare,
NOTE Confidence: 0.925986301578948

00:38:41.530 --> 00:38:45.568 prepare them for the real world.

NOTE Confidence: 0.925986301578948
00:38:45.570 --> 00:38:47.712 And so you know there have been
NOTE Confidence: 0.925986301578948
00:38:47.712 --> 00:38:49.666 studies and there are plenty of
NOTE Confidence: 0.925986301578948
00:38:49.666 --> 00:38:51.610 anecdotes out there that these are
NOTE Confidence: 0.925986301578948
00:38:51.610 --> 00:38:53.878 not true and that if people are
NOTE Confidence: 0.925986301578948
00:38:53.878 --> 00:38:56.000 given the support that they need
NOTE Confidence: 0.925986301578948
00:38:56.000 --> 00:38:58.610 that they are able to succeed.
NOTE Confidence: 0.925986301578948
00:38:58.610 --> 00:39:00.650 And so for example,
NOTE Confidence: 0.925986301578948
00:39:00.650 --> 00:39:04.470 taking this real world myth.
NOTE Confidence: 0.925986301578948
00:39:04.470 --> 00:39:05.814 People often say like,
NOTE Confidence: 0.925986301578948
00:39:05.814 --> 00:39:06.150 well,
NOTE Confidence: 0.925986301578948
00:39:06.150 --> 00:39:07.949 if we accommodate them in medical school,
NOTE Confidence: 0.925986301578948
00:39:07.950 --> 00:39:10.267 we're not doing them any favors because
NOTE Confidence: 0.925986301578948
00:39:10.267 --> 00:39:12.589 their residency will never accommodate this.
NOTE Confidence: 0.925986301578948
00:39:12.590 --> 00:39:15.008 But then they don't understand that
NOTE Confidence: 0.925986301578948
00:39:15.008 --> 00:39:16.620 there are residencies currently
NOTE Confidence: 0.925986301578948

00:39:16.680 --> 00:39:18.468 accommodating people with disabilities

NOTE Confidence: 0.925986301578948

00:39:18.468 --> 00:39:20.703 or with the same disability,

NOTE Confidence: 0.925986301578948

00:39:20.710 --> 00:39:22.750 and then the argument can

NOTE Confidence: 0.925986301578948

00:39:22.750 --> 00:39:24.382 get propagated in residency.

NOTE Confidence: 0.925986301578948

00:39:24.390 --> 00:39:26.460 Also that they'll never get a

NOTE Confidence: 0.925986301578948

00:39:26.460 --> 00:39:29.283 real job where there are plenty of

NOTE Confidence: 0.925986301578948

00:39:29.283 --> 00:39:31.107 people with similar disabilities

NOTE Confidence: 0.925986301578948

00:39:31.107 --> 00:39:32.960 practicing in other areas.

NOTE Confidence: 0.925986301578948

00:39:32.960 --> 00:39:33.560 And so,

NOTE Confidence: 0.92708284375

00:39:35.720 --> 00:39:38.400 you know, there's a lot of of misconceptions.

NOTE Confidence: 0.92708284375

00:39:38.400 --> 00:39:42.016 And so this is part of the reason why I give

NOTE Confidence: 0.92708284375

00:39:42.016 --> 00:39:46.560 these talks to to present myself and other

NOTE Confidence: 0.92708284375

00:39:46.560 --> 00:39:49.840 physicians as as an example that people

NOTE Confidence: 0.92708284375

00:39:49.840 --> 00:39:52.712 with disabilities can succeed in medicine.

NOTE Confidence: 0.92708284375

00:39:52.712 --> 00:39:56.840 And So what can we do about this?

NOTE Confidence: 0.92708284375

00:39:56.840 --> 00:39:59.678 I think it's very important that.

NOTE Confidence: 0.92708284375
00:39:59.680 --> 00:40:01.705 That we consider our approach
NOTE Confidence: 0.92708284375
00:40:01.705 --> 00:40:02.920 to disability inclusion.
NOTE Confidence: 0.92708284375
00:40:02.920 --> 00:40:06.600 So this is a pyramid and the
NOTE Confidence: 0.92708284375
00:40:06.600 --> 00:40:08.200 first level is compliance.
NOTE Confidence: 0.92708284375
00:40:08.200 --> 00:40:10.398 This is where most places are at.
NOTE Confidence: 0.92708284375
00:40:10.400 --> 00:40:12.437 So this is law as the ceiling.
NOTE Confidence: 0.92708284375
00:40:12.440 --> 00:40:14.960 So we will do the minimum necessary
NOTE Confidence: 0.92708284375
00:40:14.960 --> 00:40:17.114 to accommodate, but no farther.
NOTE Confidence: 0.92708284375
00:40:17.114 --> 00:40:21.480 We will follow the law to avoid lawsuits.
NOTE Confidence: 0.92708284375
00:40:21.480 --> 00:40:23.112 Then the next level up is
NOTE Confidence: 0.92708284375
00:40:23.112 --> 00:40:24.520 the spirit of the law.
NOTE Confidence: 0.92708284375
00:40:24.520 --> 00:40:27.004 This has a more liberal interpretation
NOTE Confidence: 0.92708284375
00:40:27.004 --> 00:40:29.738 and this is law as the floor.
NOTE Confidence: 0.92708284375
00:40:29.740 --> 00:40:32.568 Some institutions are at this level where
NOTE Confidence: 0.92708284375
00:40:32.568 --> 00:40:35.798 they take a more nuanced view and look
NOTE Confidence: 0.92708284375

00:40:35.798 --> 00:40:38.509 at disabled people as an opportunity
NOTE Confidence: 0.92708284375

00:40:38.509 --> 00:40:41.939 for practice or environmental improvement,
NOTE Confidence: 0.92708284375

00:40:41.940 --> 00:40:44.820 and they speak of going above
NOTE Confidence: 0.92708284375

00:40:44.820 --> 00:40:46.740 and beyond the law.
NOTE Confidence: 0.92708284375

00:40:46.740 --> 00:40:49.134 And then the the pinnacle of the
NOTE Confidence: 0.92708284375

00:40:49.134 --> 00:40:52.060 pyramid is a transformative approach.
NOTE Confidence: 0.92708284375

00:40:52.060 --> 00:40:54.846 And I would argue that this approach
NOTE Confidence: 0.92708284375

00:40:54.846 --> 00:40:56.740 doesn't really exist anywhere.
NOTE Confidence: 0.92708284375

00:40:56.740 --> 00:40:59.520 You get glimpses of it.
NOTE Confidence: 0.92708284375

00:40:59.520 --> 00:41:01.146 The transformative approach
NOTE Confidence: 0.92708284375

00:41:01.146 --> 00:41:03.970 focuses more on social justice,
NOTE Confidence: 0.92708284375

00:41:03.970 --> 00:41:06.570 looks at disability as
NOTE Confidence: 0.92708284375

00:41:06.570 --> 00:41:08.520 just another difference,
NOTE Confidence: 0.92708284375

00:41:08.520 --> 00:41:10.705 that it's normal that disabled
NOTE Confidence: 0.92708284375

00:41:10.705 --> 00:41:14.046 people are assumed to be present and
NOTE Confidence: 0.92708284375

00:41:14.046 --> 00:41:16.716 that their experiences are honored.

NOTE Confidence: 0.92708284375

00:41:16.720 --> 00:41:19.198 This is an anti ableist system.

NOTE Confidence: 0.92708284375

00:41:19.200 --> 00:41:21.960 It's flexible, it's focused on

NOTE Confidence: 0.92708284375

00:41:21.960 --> 00:41:25.133 universal design to benefit everyone and.

NOTE Confidence: 0.92708284375

00:41:25.133 --> 00:41:28.024 And the idea that we should reflect

NOTE Confidence: 0.92708284375

00:41:28.024 --> 00:41:31.129 the same diversity as our patients,

NOTE Confidence: 0.92708284375

00:41:31.130 --> 00:41:35.890 and this is what we're striving to achieve.

NOTE Confidence: 0.92708284375

00:41:35.890 --> 00:41:39.155 My own experience with Stanford

NOTE Confidence: 0.92708284375

00:41:39.155 --> 00:41:41.767 Radiology was overwhelmingly positive.

NOTE Confidence: 0.92708284375

00:41:41.770 --> 00:41:44.290 And my program director here,

NOTE Confidence: 0.92708284375

00:41:44.290 --> 00:41:46.730 Doctor Desser, she's very openminded.

NOTE Confidence: 0.92708284375

00:41:46.730 --> 00:41:49.160 She understood her flexibility as a

NOTE Confidence: 0.92708284375

00:41:49.160 --> 00:41:51.605 program director, what was required,

NOTE Confidence: 0.92708284375

00:41:51.605 --> 00:41:53.240 what wasn't required.

NOTE Confidence: 0.92708284375

00:41:53.240 --> 00:41:55.640 And we we focused on putting

NOTE Confidence: 0.92708284375

00:41:55.640 --> 00:41:56.840 together win wins.

NOTE Confidence: 0.92708284375

00:41:56.840 --> 00:41:58.562 So for example,
NOTE Confidence: 0.92708284375

00:41:58.562 --> 00:42:02.580 pairing me up on call with people
NOTE Confidence: 0.92708284375

00:42:02.700 --> 00:42:06.198 so that you know I would be an extra
NOTE Confidence: 0.92708284375

00:42:06.198 --> 00:42:09.271 person to help relieve the load on
NOTE Confidence: 0.92708284375

00:42:09.271 --> 00:42:12.280 my colleagues on IR for example,
NOTE Confidence: 0.92708284375

00:42:12.280 --> 00:42:14.560 I would carry the consult phone.
NOTE Confidence: 0.92708284375

00:42:14.560 --> 00:42:16.597 And so everybody else wanted to be
NOTE Confidence: 0.92708284375

00:42:16.597 --> 00:42:18.052 doing procedures and seeing patients
NOTE Confidence: 0.92708284375

00:42:18.052 --> 00:42:20.132 and I was more than happy to just
NOTE Confidence: 0.92708284375

00:42:20.186 --> 00:42:22.178 like talk on the phone and like get
NOTE Confidence: 0.92708284375

00:42:22.178 --> 00:42:23.928 the patient history and review the
NOTE Confidence: 0.92708284375

00:42:23.928 --> 00:42:25.800 imaging and talk to the attendings
NOTE Confidence: 0.92708284375

00:42:25.855 --> 00:42:27.877 and fellows about the treatment plan.
NOTE Confidence: 0.92708284375

00:42:27.880 --> 00:42:31.021 And so I think these win wins are also
NOTE Confidence: 0.92708284375

00:42:31.021 --> 00:42:33.478 important to cultivate if they can be,
NOTE Confidence: 0.92708284375

00:42:33.480 --> 00:42:36.396 although it shouldn't be a requirement.

NOTE Confidence: 0.92708284375

00:42:36.400 --> 00:42:38.434 On one thing that's really enabled

NOTE Confidence: 0.92708284375

00:42:38.434 --> 00:42:40.969 me to succeed at Stanford is a

NOTE Confidence: 0.92708284375

00:42:40.969 --> 00:42:43.183 volunteer program I have for Premed.

NOTE Confidence: 0.92708284375

00:42:43.190 --> 00:42:44.646 And foreign medical graduates

NOTE Confidence: 0.92708284375

00:42:44.646 --> 00:42:47.296 where they come in and they give

NOTE Confidence: 0.92708284375

00:42:47.296 --> 00:42:49.266 me assistance throughout the day

NOTE Confidence: 0.92708284375

00:42:49.270 --> 00:42:53.110 and in return they get mentorship,

NOTE Confidence: 0.92708284375

00:42:53.110 --> 00:42:56.470 they get exposure to medicine and

NOTE Confidence: 0.92708284375

00:42:56.470 --> 00:42:58.510 letters of recommendation, etcetera.

NOTE Confidence: 0.92708284375

00:42:58.510 --> 00:43:01.030 And all the other benefits of having

NOTE Confidence: 0.92708284375

00:43:01.030 --> 00:43:03.905 a mentor who's a physician and this

NOTE Confidence: 0.92708284375

00:43:03.905 --> 00:43:06.060 doesn't cost the hospital anything

NOTE Confidence: 0.92708284375

00:43:06.134 --> 00:43:08.458 and is an example of another winwin

NOTE Confidence: 0.92708284375

00:43:08.458 --> 00:43:10.728 and I think I'd be remiss to.

NOTE Confidence: 0.92708284375

00:43:10.730 --> 00:43:13.000 Not mentioned my residency classmates

NOTE Confidence: 0.92708284375

00:43:13.000 --> 00:43:15.270 who are also like very
NOTE Confidence: 0.896539364615385

00:43:15.345 --> 00:43:17.010 giving and supportive,
NOTE Confidence: 0.896539364615385

00:43:17.010 --> 00:43:20.120 and I'd like to think that my influence
NOTE Confidence: 0.896539364615385

00:43:20.120 --> 00:43:23.210 on them was also extremely positive.
NOTE Confidence: 0.896539364615385

00:43:23.210 --> 00:43:25.760 And Lisa Meeks writes about this
NOTE Confidence: 0.896539364615385

00:43:25.760 --> 00:43:28.689 upward spiral of positive or informed
NOTE Confidence: 0.896539364615385

00:43:28.689 --> 00:43:31.569 information about people with disabilities.
NOTE Confidence: 0.896539364615385

00:43:31.570 --> 00:43:34.420 So the idea is that.
NOTE Confidence: 0.896539364615385

00:43:34.420 --> 00:43:37.108 If we have interactions with a student
NOTE Confidence: 0.896539364615385

00:43:37.108 --> 00:43:39.670 or a professional with a disability
NOTE Confidence: 0.896539364615385

00:43:39.670 --> 00:43:41.900 like an equal status relationship,
NOTE Confidence: 0.896539364615385

00:43:41.900 --> 00:43:43.845 then that leads to increased
NOTE Confidence: 0.896539364615385

00:43:43.845 --> 00:43:45.790 awareness on disability of the
NOTE Confidence: 0.896539364615385

00:43:45.865 --> 00:43:47.977 part of the non disabled person.
NOTE Confidence: 0.896539364615385

00:43:47.980 --> 00:43:50.710 That leads to reduced assumptions
NOTE Confidence: 0.896539364615385

00:43:50.710 --> 00:43:52.894 or stereotyping about disability

NOTE Confidence: 0.896539364615385

00:43:52.900 --> 00:43:55.602 and that has the ability to inform

NOTE Confidence: 0.896539364615385

00:43:55.602 --> 00:43:58.067 patient care and reduce the stigma

NOTE Confidence: 0.896539364615385

00:43:58.067 --> 00:44:00.112 and stereotypes that we bring

NOTE Confidence: 0.896539364615385

00:44:00.112 --> 00:44:03.810 to the to the exam room or.

NOTE Confidence: 0.896539364615385

00:44:03.810 --> 00:44:06.460 To our clinical encounters and

NOTE Confidence: 0.896539364615385

00:44:06.460 --> 00:44:08.050 hopefully reduces healthcare

NOTE Confidence: 0.896539364615385

00:44:08.050 --> 00:44:10.129 disparities caused by stereotype.

NOTE Confidence: 0.954629885714286

00:44:12.250 --> 00:44:14.946 So again this is the idea that equal

NOTE Confidence: 0.954629885714286

00:44:14.946 --> 00:44:16.745 status relationships improve attitudes

NOTE Confidence: 0.954629885714286

00:44:16.745 --> 00:44:19.750 towards disability and can have a profound

NOTE Confidence: 0.954629885714286

00:44:19.750 --> 00:44:22.610 effect throughout healthcare system.

NOTE Confidence: 0.954629885714286

00:44:22.610 --> 00:44:25.410 And then so going back to the benefit

NOTE Confidence: 0.954629885714286

00:44:25.410 --> 00:44:28.392 of including people like me in medicine

NOTE Confidence: 0.954629885714286

00:44:28.392 --> 00:44:30.597 socalled provider patients and we've

NOTE Confidence: 0.954629885714286

00:44:30.675 --> 00:44:33.405 lived on both sides of the stethoscope.

NOTE Confidence: 0.954629885714286

00:44:33.410 --> 00:44:35.474 We have a unique perspective on
NOTE Confidence: 0.954629885714286

00:44:35.474 --> 00:44:37.633 life and health that comes from
NOTE Confidence: 0.954629885714286

00:44:37.633 --> 00:44:39.769 being a patient and a physician.
NOTE Confidence: 0.954629885714286

00:44:39.770 --> 00:44:42.482 We're often working for access and
NOTE Confidence: 0.954629885714286

00:44:42.482 --> 00:44:45.260 for inclusive care for all patients,
NOTE Confidence: 0.954629885714286

00:44:45.260 --> 00:44:47.685 not just those with disabilities.
NOTE Confidence: 0.954629885714286

00:44:47.690 --> 00:44:50.672 We are role models and we
NOTE Confidence: 0.954629885714286

00:44:50.672 --> 00:44:52.163 represent what's possible.
NOTE Confidence: 0.954629885714286

00:44:52.170 --> 00:44:55.258 We have grit having had to work twice
NOTE Confidence: 0.954629885714286

00:44:55.258 --> 00:44:58.686 as hard to accomplish the same things.
NOTE Confidence: 0.954629885714286

00:44:58.690 --> 00:45:00.442 And I think that our presence
NOTE Confidence: 0.954629885714286

00:45:00.442 --> 00:45:02.160 has the ability to improve.
NOTE Confidence: 0.954629885714286

00:45:02.160 --> 00:45:04.278 Conditions for everyone.
NOTE Confidence: 0.94931066

00:45:07.800 --> 00:45:11.184 Just lastly, I'd offer you some
NOTE Confidence: 0.94931066

00:45:11.184 --> 00:45:13.440 strategies to combat ableism.
NOTE Confidence: 0.94931066

00:45:13.440 --> 00:45:15.712 So that disabled mantra,

NOTE Confidence: 0.94931066

00:45:15.712 --> 00:45:18.552 nothing about us without us.

NOTE Confidence: 0.94931066

00:45:18.560 --> 00:45:21.535 So if you're doing projects

NOTE Confidence: 0.94931066

00:45:21.535 --> 00:45:23.320 related to disability,

NOTE Confidence: 0.94931066

00:45:23.320 --> 00:45:25.880 bring patients and providers with

NOTE Confidence: 0.94931066

00:45:25.880 --> 00:45:29.880 disability in at the beginning, so.

NOTE Confidence: 0.94931066

00:45:29.880 --> 00:45:33.980 To to to enter projects at the

NOTE Confidence: 0.94931066

00:45:33.980 --> 00:45:36.010 at the beginning and so that they

NOTE Confidence: 0.94931066

00:45:36.010 --> 00:45:38.278 can help build programs with you.

NOTE Confidence: 0.94931066

00:45:38.280 --> 00:45:41.440 So many times I get asked to rubber

NOTE Confidence: 0.94931066

00:45:41.440 --> 00:45:42.980 stamp like educational courses

NOTE Confidence: 0.94931066

00:45:42.980 --> 00:45:45.260 or projects that people are doing

NOTE Confidence: 0.94931066

00:45:45.260 --> 00:45:47.516 like right before they're ready to

NOTE Confidence: 0.94931066

00:45:47.516 --> 00:45:49.512 launch and say you know it would

NOTE Confidence: 0.94931066

00:45:49.512 --> 00:45:51.685 have been nice for you to bring us

NOTE Confidence: 0.94931066

00:45:51.685 --> 00:45:53.612 in at the beginning so we would

NOTE Confidence: 0.94931066

00:45:53.612 --> 00:45:55.652 have some sort of influence over
NOTE Confidence: 0.94931066

00:45:55.652 --> 00:45:57.760 this and frankly could make it
NOTE Confidence: 0.94931066

00:45:57.760 --> 00:45:59.200 better and more representative.
NOTE Confidence: 0.819627042857143

00:46:01.780 --> 00:46:02.214 Self-assessment.
NOTE Confidence: 0.819627042857143

00:46:02.214 --> 00:46:05.646 So take a look around your your unit,
NOTE Confidence: 0.819627042857143

00:46:05.646 --> 00:46:07.711 your educational program and ask
NOTE Confidence: 0.819627042857143

00:46:07.711 --> 00:46:10.672 like how inclusive are your policies
NOTE Confidence: 0.819627042857143

00:46:10.672 --> 00:46:14.260 and procedures around disability.
NOTE Confidence: 0.819627042857143

00:46:14.260 --> 00:46:17.820 Look at your messaging.
NOTE Confidence: 0.819627042857143

00:46:17.820 --> 00:46:19.464 Are you including inclusive
NOTE Confidence: 0.819627042857143

00:46:19.464 --> 00:46:20.697 language and representation?
NOTE Confidence: 0.819627042857143

00:46:20.700 --> 00:46:22.875 Are you encouraging people with
NOTE Confidence: 0.819627042857143

00:46:22.875 --> 00:46:25.700 disabilities to apply to your programs
NOTE Confidence: 0.819627042857143

00:46:25.700 --> 00:46:28.243 if you have a disabled person?
NOTE Confidence: 0.819627042857143

00:46:28.243 --> 00:46:29.512 Who needs accommodations?
NOTE Confidence: 0.819627042857143

00:46:29.512 --> 00:46:32.050 Do they have an expert that

NOTE Confidence: 0.819627042857143
00:46:32.126 --> 00:46:34.205 they can turn to to get advice
NOTE Confidence: 0.819627042857143
00:46:34.210 --> 00:46:36.310 in a confidential fashion?
NOTE Confidence: 0.819627042857143
00:46:36.310 --> 00:46:38.792 Somebody with specialty with
NOTE Confidence: 0.819627042857143
00:46:38.792 --> 00:46:41.498 specialized experience who
NOTE Confidence: 0.819627042857143
00:46:41.498 --> 00:46:44.204 understands clinical accommodations?
NOTE Confidence: 0.819627042857143
00:46:44.210 --> 00:46:48.860 Are you promoting education and awareness
NOTE Confidence: 0.819627042857143
00:46:48.860 --> 00:46:51.562 around disabilities events like this?
NOTE Confidence: 0.819627042857143
00:46:51.562 --> 00:46:53.482 Talk today and then looking
NOTE Confidence: 0.819627042857143
00:46:53.482 --> 00:46:55.709 at your diversity programs.
NOTE Confidence: 0.819627042857143
00:46:55.710 --> 00:46:57.322 Do they include disability?
NOTE Confidence: 0.819627042857143
00:46:57.322 --> 00:46:59.740 And I would say that's extremely
NOTE Confidence: 0.819627042857143
00:46:59.814 --> 00:47:01.874 important and it's just crucial
NOTE Confidence: 0.819627042857143
00:47:01.874 --> 00:47:05.360 to form alliances between groups
NOTE Confidence: 0.819627042857143
00:47:05.360 --> 00:47:07.610 that are that are underrepresented
NOTE Confidence: 0.819627042857143
00:47:07.610 --> 00:47:09.942 or minoritized to work together
NOTE Confidence: 0.819627042857143

00:47:09.942 --> 00:47:12.850 to address these common issues of
NOTE Confidence: 0.819627042857143

00:47:12.850 --> 00:47:15.330 discrimination and to dismantle
NOTE Confidence: 0.819627042857143

00:47:15.330 --> 00:47:19.038 these systems of oppression, so.
NOTE Confidence: 0.819627042857143

00:47:19.038 --> 00:47:21.662 I realize this could be a bit overwhelming,
NOTE Confidence: 0.819627042857143

00:47:21.670 --> 00:47:23.550 especially for people who haven't
NOTE Confidence: 0.819627042857143

00:47:23.550 --> 00:47:25.430 heard talk about this before,
NOTE Confidence: 0.819627042857143

00:47:25.430 --> 00:47:28.430 but there are plenty of resources out there.
NOTE Confidence: 0.819627042857143

00:47:28.430 --> 00:47:31.104 You don't have to reinvent the wheel.
NOTE Confidence: 0.819627042857143

00:47:31.110 --> 00:47:33.270 There's a AA FC report,
NOTE Confidence: 0.819627042857143

00:47:33.270 --> 00:47:36.035 there's NIH tools that can give you
NOTE Confidence: 0.819627042857143

00:47:36.035 --> 00:47:38.748 basically a checklist of things to work on,
NOTE Confidence: 0.819627042857143

00:47:38.750 --> 00:47:41.582 from some very low hanging fruit
NOTE Confidence: 0.819627042857143

00:47:41.582 --> 00:47:44.150 to more complex systems issues.
NOTE Confidence: 0.819627042857143

00:47:44.150 --> 00:47:47.030 There are books, there are websites,
NOTE Confidence: 0.819627042857143

00:47:47.030 --> 00:47:49.515 and I challenge you like you know.
NOTE Confidence: 0.819627042857143

00:47:49.520 --> 00:47:51.697 Did you put something like this on

NOTE Confidence: 0.819627042857143

00:47:51.697 --> 00:47:53.681 Yale's website that you support and

NOTE Confidence: 0.819627042857143

00:47:53.681 --> 00:47:55.326 encourage applicants with a wide

NOTE Confidence: 0.819627042857143

00:47:55.326 --> 00:47:57.599 range of abilities and disabilities,

NOTE Confidence: 0.819627042857143

00:47:57.600 --> 00:47:59.748 including disabilities that are

NOTE Confidence: 0.819627042857143

00:47:59.748 --> 00:48:01.359 not immediately apparent?

NOTE Confidence: 0.819627042857143

00:48:01.360 --> 00:48:03.425 Could you invite disabled people

NOTE Confidence: 0.819627042857143

00:48:03.425 --> 00:48:07.075 to come to Yale and to be a part

NOTE Confidence: 0.819627042857143

00:48:07.075 --> 00:48:09.319 of your culture and to contribute?

NOTE Confidence: 0.819627042857143

00:48:09.320 --> 00:48:11.679 And with that, I'm going to close.

NOTE Confidence: 0.819627042857143

00:48:11.680 --> 00:48:14.200 I have a thank you slide here.

NOTE Confidence: 0.819627042857143

00:48:14.200 --> 00:48:15.592 Thanks for inviting me.

NOTE Confidence: 0.819627042857143

00:48:15.592 --> 00:48:18.000 It's been a pleasure talking to you.

NOTE Confidence: 0.819627042857143

00:48:18.000 --> 00:48:18.480 Thanks.

NOTE Confidence: 0.8860337333333333

00:48:25.520 --> 00:48:27.172 Doctor police, thank you.

NOTE Confidence: 0.8860337333333333

00:48:27.172 --> 00:48:29.736 That was powerful and truly inspiring

NOTE Confidence: 0.8860337333333333

00:48:29.736 --> 00:48:32.853 and I think really helps us think
NOTE Confidence: 0.8860337333333333

00:48:32.853 --> 00:48:34.484 about diversity in very broadly.
NOTE Confidence: 0.8860337333333333

00:48:34.484 --> 00:48:36.692 And I learned a lot even though
NOTE Confidence: 0.8860337333333333

00:48:36.692 --> 00:48:38.714 I've heard you give talks before,
NOTE Confidence: 0.8860337333333333

00:48:38.720 --> 00:48:39.644 I learned a ton.
NOTE Confidence: 0.8860337333333333

00:48:39.644 --> 00:48:40.799 So thank you so much.
NOTE Confidence: 0.8860337333333333

00:48:40.800 --> 00:48:42.837 I'd love to open up for questions.
NOTE Confidence: 0.8860337333333333

00:48:42.840 --> 00:48:43.720 We thank you for leaving.
NOTE Confidence: 0.8860337333333333

00:48:43.720 --> 00:48:46.000 We have about 10 minutes.
NOTE Confidence: 0.8860337333333333

00:48:46.000 --> 00:48:48.037 Any questions from the room and then
NOTE Confidence: 0.8860337333333333

00:48:48.037 --> 00:48:50.557 I'll take a look at our our chat also.
NOTE Confidence: 0.6323755

00:48:53.890 --> 00:48:54.490 Questions
NOTE Confidence: 0.93913556

00:49:02.730 --> 00:49:03.570 maybe I'll ask,
NOTE Confidence: 0.93913556

00:49:03.570 --> 00:49:05.250 I'll ask a question to start.
NOTE Confidence: 0.93913556

00:49:05.250 --> 00:49:08.210 You raised this issue of
NOTE Confidence: 0.93913556

00:49:08.210 --> 00:49:10.530 disabilities that are not apparent.

NOTE Confidence: 0.93913556
00:49:10.530 --> 00:49:12.938 Can you kind of speak to that
NOTE Confidence: 0.93913556
00:49:12.938 --> 00:49:15.598 in terms of us thinking more
NOTE Confidence: 0.93913556
00:49:15.598 --> 00:49:18.168 broadly about being inclusive of
NOTE Confidence: 0.93913556
00:49:18.170 --> 00:49:19.850 really invisible disabilities?
NOTE Confidence: 0.93622824
00:49:21.490 --> 00:49:22.850 So, yeah, as I mentioned,
NOTE Confidence: 0.93622824
00:49:22.850 --> 00:49:26.018 people with invisible disabilities have a
NOTE Confidence: 0.93622824
00:49:26.018 --> 00:49:29.330 more difficult time accessing accommodations.
NOTE Confidence: 0.93622824
00:49:29.330 --> 00:49:33.538 And I think that there's that we have this
NOTE Confidence: 0.93622824
00:49:33.538 --> 00:49:36.490 inherent sort of skepticism in medicine
NOTE Confidence: 0.93622824
00:49:36.490 --> 00:49:40.900 that sometimes patients are either not
NOTE Confidence: 0.93622824
00:49:40.900 --> 00:49:45.120 telling us the truth or the full truth
NOTE Confidence: 0.93622824
00:49:45.120 --> 00:49:47.915 or maybe exaggerating their symptoms.
NOTE Confidence: 0.93622824
00:49:47.920 --> 00:49:50.300 There's a stereotype about people
NOTE Confidence: 0.93622824
00:49:50.300 --> 00:49:53.182 with disabilities trying to game the
NOTE Confidence: 0.93622824
00:49:53.182 --> 00:49:55.720 system and get something for nothing,
NOTE Confidence: 0.93622824

00:49:55.720 --> 00:49:57.199 that, you know,
NOTE Confidence: 0.93622824

00:49:57.199 --> 00:50:00.157 that accommodations are more like favors
NOTE Confidence: 0.93622824

00:50:00.157 --> 00:50:03.838 or special treatment rather than rights.
NOTE Confidence: 0.93622824

00:50:03.840 --> 00:50:06.816 And so, and I think it's just difficult
NOTE Confidence: 0.93622824

00:50:06.816 --> 00:50:09.878 for people and human nature to sometimes,
NOTE Confidence: 0.93622824

00:50:09.880 --> 00:50:13.048 you know, look at somebody who looks well.
NOTE Confidence: 0.93622824

00:50:13.050 --> 00:50:15.114 And he was complaining of something
NOTE Confidence: 0.93622824

00:50:15.114 --> 00:50:17.208 that that can't be seen and
NOTE Confidence: 0.93622824

00:50:17.208 --> 00:50:19.164 really asking like is this true,
NOTE Confidence: 0.908460702666667

00:50:22.250 --> 00:50:24.586 you know? And and a lot of people
NOTE Confidence: 0.908460702666667

00:50:24.586 --> 00:50:26.770 I talked to say the same thing.
NOTE Confidence: 0.908460702666667

00:50:26.770 --> 00:50:29.170 You know, the comments are but you look
NOTE Confidence: 0.908460702666667

00:50:29.170 --> 00:50:34.014 so good or you know, you know, are you.
NOTE Confidence: 0.908460702666667

00:50:34.014 --> 00:50:38.708 Is it really that bad people
NOTE Confidence: 0.908460702666667

00:50:38.708 --> 00:50:41.998 especially with like chronic pain.
NOTE Confidence: 0.908460702666667

00:50:42.000 --> 00:50:45.000 Have like a special,

NOTE Confidence: 0.908460702666667

00:50:45.000 --> 00:50:46.816 special sort of experience.

NOTE Confidence: 0.908460702666667

00:50:46.816 --> 00:50:50.072 Pain is something that I think is

NOTE Confidence: 0.908460702666667

00:50:50.072 --> 00:50:52.754 incredibly difficult for us to gauge.

NOTE Confidence: 0.908460702666667

00:50:52.760 --> 00:50:55.322 I mean impossible to gauge how much

NOTE Confidence: 0.908460702666667

00:50:55.322 --> 00:50:57.200 suffering somebody is undergoing.

NOTE Confidence: 0.908460702666667

00:50:57.200 --> 00:51:00.025 And so I think that

NOTE Confidence: 0.908460702666667

00:51:00.025 --> 00:51:01.720 sometimes we underestimate,

NOTE Confidence: 0.908460702666667

00:51:01.720 --> 00:51:03.720 underestimate what that feels like.

NOTE Confidence: 0.908460702666667

00:51:03.720 --> 00:51:05.310 Or maybe we don't understand

NOTE Confidence: 0.908460702666667

00:51:05.310 --> 00:51:06.582 that we've never had.

NOTE Confidence: 0.908460702666667

00:51:06.590 --> 00:51:08.014 Like excruciating pain before

NOTE Confidence: 0.908460702666667

00:51:08.014 --> 00:51:10.150 or we haven't dealt with a

NOTE Confidence: 0.908460702666667

00:51:10.222 --> 00:51:12.067 situation that felt the same.

NOTE Confidence: 0.908460702666667

00:51:12.070 --> 00:51:14.824 And so I think that part of it is

NOTE Confidence: 0.908460702666667

00:51:14.824 --> 00:51:17.636 just is human nature and part of it

NOTE Confidence: 0.908460702666667

00:51:17.636 --> 00:51:21.130 is also like a lot a lack of education

NOTE Confidence: 0.908460702666667

00:51:21.130 --> 00:51:23.890 or understanding on the topic and

NOTE Confidence: 0.908460702666667

00:51:23.890 --> 00:51:28.610 and so I don't I don't really know

NOTE Confidence: 0.908460702666667

00:51:28.745 --> 00:51:32.630 how to change the default from

NOTE Confidence: 0.908460702666667

00:51:32.630 --> 00:51:36.055 like skepticism to acceptance but.

NOTE Confidence: 0.908460702666667

00:51:36.055 --> 00:51:38.470 I think we have a long way

NOTE Confidence: 0.908460702666667

00:51:38.470 --> 00:51:40.675 to go in this regard.

NOTE Confidence: 0.908460702666667

00:51:40.675 --> 00:51:44.210 Culture change is is slow I think

NOTE Confidence: 0.908460702666667

00:51:44.321 --> 00:51:46.840 for a lot of a lot of different

NOTE Confidence: 0.908460702666667

00:51:46.840 --> 00:51:49.805 things and and you know we've

NOTE Confidence: 0.908460702666667

00:51:49.805 --> 00:51:53.132 we've moved the needle quite a

NOTE Confidence: 0.908460702666667

00:51:53.132 --> 00:51:56.558 bit in society about implicit bias

NOTE Confidence: 0.908460702666667

00:51:56.558 --> 00:51:59.544 towards racial and ethnic groups

NOTE Confidence: 0.908460702666667

00:51:59.544 --> 00:52:01.720 that are underrepresented or

NOTE Confidence: 0.908460702666667

00:52:01.720 --> 00:52:04.440 even like sexual orientation and.

NOTE Confidence: 0.908460702666667

00:52:04.440 --> 00:52:06.036 Maybe not so much gender identity,

NOTE Confidence: 0.908460702666667
00:52:06.040 --> 00:52:07.132 considering, you know,
NOTE Confidence: 0.908460702666667
00:52:07.132 --> 00:52:09.680 the political wars that are going on
NOTE Confidence: 0.908460702666667
00:52:09.680 --> 00:52:12.600 right now around transgender rights.
NOTE Confidence: 0.908460702666667
00:52:12.600 --> 00:52:12.960 But,
NOTE Confidence: 0.9452853
00:52:15.000 --> 00:52:17.358 you know, research has shown that
NOTE Confidence: 0.9452853
00:52:17.360 --> 00:52:19.472 bias towards disability hasn't
NOTE Confidence: 0.9452853
00:52:19.472 --> 00:52:22.292 really budged in the same way that
NOTE Confidence: 0.9452853
00:52:22.292 --> 00:52:24.240 other groups have benefited from.
NOTE Confidence: 0.9452853
00:52:24.240 --> 00:52:27.536 And so that's what I'm
NOTE Confidence: 0.9452853
00:52:27.536 --> 00:52:28.880 working on on changing.
NOTE Confidence: 0.934215498
00:52:29.890 --> 00:52:33.170 Thank you. We do have a question in the chat.
NOTE Confidence: 0.934215498
00:52:33.170 --> 00:52:36.290 So amazing talk, actually two comments.
NOTE Confidence: 0.934215498
00:52:36.290 --> 00:52:37.775 There was another one of
NOTE Confidence: 0.934215498
00:52:37.775 --> 00:52:39.192 amazing talk, 2 questions.
NOTE Confidence: 0.934215498
00:52:39.192 --> 00:52:41.658 One, did accessibility play a role
NOTE Confidence: 0.934215498

00:52:41.658 --> 00:52:43.490 in ultimately choosing radiology

NOTE Confidence: 0.934215498

00:52:43.490 --> 00:52:45.490 as your specialty versus others?

NOTE Confidence: 0.934215498

00:52:45.490 --> 00:52:47.326 And 2:00, what if your university

NOTE Confidence: 0.934215498

00:52:47.326 --> 00:52:49.250 doesn't even have a compliance,

NOTE Confidence: 0.934215498

00:52:49.250 --> 00:52:50.010 what do you do?

NOTE Confidence: 0.955907726666667

00:52:51.850 --> 00:52:54.870 Yeah, So radiology, the accessibility

NOTE Confidence: 0.955907726666667

00:52:54.870 --> 00:52:59.570 of radiology was definitely attractive.

NOTE Confidence: 0.955907726666667

00:52:59.570 --> 00:53:02.048 You know, this, like prepare or hope

NOTE Confidence: 0.955907726666667

00:53:02.048 --> 00:53:05.002 for the best and prepare for the worst

NOTE Confidence: 0.955907726666667

00:53:05.002 --> 00:53:07.610 thing also applied to my situation.

NOTE Confidence: 0.955907726666667

00:53:07.610 --> 00:53:09.198 And like, you know,

NOTE Confidence: 0.955907726666667

00:53:09.198 --> 00:53:12.649 the fact that I might age faster than

NOTE Confidence: 0.955907726666667

00:53:12.650 --> 00:53:16.808 than other people that I could become.

NOTE Confidence: 0.955907726666667

00:53:16.810 --> 00:53:18.690 You know that, you know,

NOTE Confidence: 0.955907726666667

00:53:18.690 --> 00:53:20.922 if I'm 30 years old and can barely walk,

NOTE Confidence: 0.955907726666667

00:53:20.930 --> 00:53:22.440 that what's going to happen

NOTE Confidence: 0.955907726666667
00:53:22.440 --> 00:53:23.950 when I'm 60 years old?
NOTE Confidence: 0.955907726666667
00:53:23.950 --> 00:53:26.190 And what happens if my condition worsens?
NOTE Confidence: 0.955907726666667
00:53:26.190 --> 00:53:27.745 Well, I can do radiology
NOTE Confidence: 0.955907726666667
00:53:27.745 --> 00:53:29.990 from my bed if I have to.
NOTE Confidence: 0.955907726666667
00:53:29.990 --> 00:53:32.606 And so I have the ability to like
NOTE Confidence: 0.955907726666667
00:53:32.606 --> 00:53:35.513 make money and contribute even if my
NOTE Confidence: 0.955907726666667
00:53:35.513 --> 00:53:39.374 condition like worsened to some extent.
NOTE Confidence: 0.955907726666667
00:53:39.374 --> 00:53:41.835 And and also I wanted to do like
NOTE Confidence: 0.955907726666667
00:53:41.835 --> 00:53:44.226 the same amount of work as my
NOTE Confidence: 0.955907726666667
00:53:44.226 --> 00:53:46.101 colleagues think that experience is
NOTE Confidence: 0.955907726666667
00:53:46.101 --> 00:53:47.611 incredibly important for physicians
NOTE Confidence: 0.955907726666667
00:53:47.611 --> 00:53:50.103 like the number of reps you get,
NOTE Confidence: 0.955907726666667
00:53:50.110 --> 00:53:52.334 the number of patients you see and I.
NOTE Confidence: 0.955907726666667
00:53:52.340 --> 00:53:54.820 I didn't want to really compromise on that.
NOTE Confidence: 0.955907726666667
00:53:54.820 --> 00:53:57.137 I mean, I do have some accommodations
NOTE Confidence: 0.955907726666667

00:53:57.137 --> 00:53:58.580 around my work hours,
NOTE Confidence: 0.955907726666667

00:53:58.580 --> 00:54:00.180 but for the most part,
NOTE Confidence: 0.955907726666667

00:54:00.180 --> 00:54:02.672 I do the same amount of work
NOTE Confidence: 0.955907726666667

00:54:02.672 --> 00:54:03.740 as my colleagues.
NOTE Confidence: 0.955907726666667

00:54:03.740 --> 00:54:05.936 And so the second question was,
NOTE Confidence: 0.955907726666667

00:54:05.940 --> 00:54:09.237 what if you're not even at the
NOTE Confidence: 0.955907726666667

00:54:09.237 --> 00:54:10.179 compliance level?
NOTE Confidence: 0.955907726666667

00:54:10.180 --> 00:54:11.356 And that's tough,
NOTE Confidence: 0.955907726666667

00:54:11.356 --> 00:54:12.140 you know,
NOTE Confidence: 0.909611934

00:54:16.460 --> 00:54:21.188 Yeah, I would say that we are not.
NOTE Confidence: 0.909611934

00:54:21.188 --> 00:54:25.070 In in in all places at the
NOTE Confidence: 0.909611934

00:54:25.070 --> 00:54:28.070 compliance level either at Stanford.
NOTE Confidence: 0.909611934

00:54:28.070 --> 00:54:30.934 The problem is in a big system like
NOTE Confidence: 0.909611934

00:54:30.934 --> 00:54:33.353 this where you have a university
NOTE Confidence: 0.909611934

00:54:33.353 --> 00:54:35.783 where you have a health system
NOTE Confidence: 0.909611934

00:54:35.863 --> 00:54:38.587 where you have like multiple silos,

NOTE Confidence: 0.909611934

00:54:38.590 --> 00:54:41.790 the disability competency or

NOTE Confidence: 0.909611934

00:54:41.790 --> 00:54:45.616 expertise can vary widely and

NOTE Confidence: 0.909611934

00:54:45.616 --> 00:54:48.746 one person may receive excellent.

NOTE Confidence: 0.909611934

00:54:48.750 --> 00:54:52.030 Treatment or around their accommodations.

NOTE Confidence: 0.909611934

00:54:52.030 --> 00:54:55.066 And a person in, you know,

NOTE Confidence: 0.909611934

00:54:55.070 --> 00:54:58.122 the cubicle down the hall may have

NOTE Confidence: 0.909611934

00:54:58.122 --> 00:55:00.147 a totally different experience

NOTE Confidence: 0.909611934

00:55:00.147 --> 00:55:02.667 with a different supervisor.

NOTE Confidence: 0.909611934

00:55:02.670 --> 00:55:05.196 Our students at Stanford are relatively

NOTE Confidence: 0.909611934

00:55:05.196 --> 00:55:07.881 well supported and they have like

NOTE Confidence: 0.909611934

00:55:07.881 --> 00:55:09.970 specialized people in the accessible

NOTE Confidence: 0.909611934

00:55:09.970 --> 00:55:12.870 education office who deal with their cases.

NOTE Confidence: 0.909611934

00:55:12.870 --> 00:55:15.710 But like the residents don't,

NOTE Confidence: 0.909611934

00:55:15.710 --> 00:55:18.360 post dogs don't and so.

NOTE Confidence: 0.909611934

00:55:18.360 --> 00:55:21.680 They often get left behind.

NOTE Confidence: 0.909611934

00:55:21.680 --> 00:55:25.560 And so right now we're trying to get all
NOTE Confidence: 0.909611934

00:55:25.560 --> 00:55:27.717 of these people talking to each other.
NOTE Confidence: 0.909611934

00:55:27.720 --> 00:55:28.312 You know,
NOTE Confidence: 0.909611934

00:55:28.312 --> 00:55:29.200 the Children's Hospital,
NOTE Confidence: 0.909611934

00:55:29.200 --> 00:55:30.920 talking to the adult hospital,
NOTE Confidence: 0.909611934

00:55:30.920 --> 00:55:32.876 talking to the School of Medicine,
NOTE Confidence: 0.909611934

00:55:32.880 --> 00:55:34.875 talking to the university and
NOTE Confidence: 0.909611934

00:55:34.875 --> 00:55:36.870 like trying to develop some
NOTE Confidence: 0.909611934

00:55:36.947 --> 00:55:39.119 common policies and procedures,
NOTE Confidence: 0.909611934

00:55:39.120 --> 00:55:42.280 trying to push education out to the masses
NOTE Confidence: 0.909611934

00:55:42.280 --> 00:55:45.389 to because you're not always going to be.
NOTE Confidence: 0.909611934

00:55:45.390 --> 00:55:49.590 Disclosing to to somebody who's like
NOTE Confidence: 0.909611934

00:55:49.590 --> 00:55:52.047 at a high level and who may have like
NOTE Confidence: 0.909611934

00:55:52.047 --> 00:55:54.987 a better understanding or appreciation.
NOTE Confidence: 0.909611934

00:55:54.990 --> 00:55:57.146 You may be just like disclosing show
NOTE Confidence: 0.909611934

00:55:57.146 --> 00:55:59.520 if you're a nurse like the charge

NOTE Confidence: 0.909611934

00:55:59.520 --> 00:56:02.376 nurse and the she may not have any

NOTE Confidence: 0.909611934

00:56:02.376 --> 00:56:04.464 inkling about that you're even

NOTE Confidence: 0.909611934

00:56:04.464 --> 00:56:07.254 disclosing a disability or what the

NOTE Confidence: 0.909611934

00:56:07.254 --> 00:56:09.321 resources are that are available

NOTE Confidence: 0.909611934

00:56:09.321 --> 00:56:11.960 or what her obligations are or his

NOTE Confidence: 0.909611934

00:56:12.041 --> 00:56:14.176 obligations are under the law.

NOTE Confidence: 0.909611934

00:56:14.180 --> 00:56:18.498 And so I think a top down approach can

NOTE Confidence: 0.909611934

00:56:18.498 --> 00:56:21.338 also be really helpful in this regard.

NOTE Confidence: 0.909611934

00:56:21.338 --> 00:56:24.758 So you need the education at at all levels,

NOTE Confidence: 0.909611934

00:56:24.758 --> 00:56:27.862 but we're trying to get a high level

NOTE Confidence: 0.909611934

00:56:27.862 --> 00:56:31.054 leader like at the vice Provost level

NOTE Confidence: 0.909611934

00:56:31.054 --> 00:56:33.482 around there to really somebody who

NOTE Confidence: 0.909611934

00:56:33.482 --> 00:56:36.290 can be in a position to affect change

NOTE Confidence: 0.909611934

00:56:36.365 --> 00:56:38.373 throughout the entire enterprise

NOTE Confidence: 0.909611934

00:56:38.373 --> 00:56:39.879 and bring things.

NOTE Confidence: 0.909611934

00:56:39.880 --> 00:56:42.958 Into a into an alignment because
NOTE Confidence: 0.909611934

00:56:42.960 --> 00:56:44.157 and right now we don't have that.
NOTE Confidence: 0.948487290909091

00:56:45.560 --> 00:56:47.340 Thank you. Any other questions
NOTE Confidence: 0.948487290909091

00:56:47.340 --> 00:56:49.560 from the audience before we close?
NOTE Confidence: 0.943608066666667

00:56:51.800 --> 00:56:55.400 Yes, Kevin, thank you. I'm just wondering
NOTE Confidence: 0.915145514285714

00:56:55.760 --> 00:56:58.936 if you could give an example of in the
NOTE Confidence: 0.915145514285714

00:56:58.936 --> 00:57:01.560 web data that we helped it pretty well.
NOTE Confidence: 0.915145514285714

00:57:01.560 --> 00:57:03.120 I would imagine some other areas,
NOTE Confidence: 0.915145514285714

00:57:03.120 --> 00:57:06.000 we probably have a lot of areas to
NOTE Confidence: 0.915145514285714

00:57:06.000 --> 00:57:07.980 improve on a lot of opportunity.
NOTE Confidence: 0.915145514285714

00:57:07.980 --> 00:57:10.500 Are there particular examples of other,
NOTE Confidence: 0.915145514285714

00:57:10.500 --> 00:57:12.300 you know, around other institutions
NOTE Confidence: 0.915145514285714

00:57:12.300 --> 00:57:14.260 that you work with or you visited
NOTE Confidence: 0.915145514285714

00:57:14.260 --> 00:57:16.580 and so forth where you do the day
NOTE Confidence: 0.915145514285714

00:57:16.580 --> 00:57:18.338 Like there's some real examples
NOTE Confidence: 0.915145514285714

00:57:18.340 --> 00:57:20.260 of something to action to avoid

NOTE Confidence: 0.915145514285714
00:57:20.260 --> 00:57:22.460 real states that organizations
NOTE Confidence: 0.94276945
00:57:22.940 --> 00:57:25.218 sort of stepped into as a sort
NOTE Confidence: 0.94276945
00:57:25.220 --> 00:57:27.980 of trying to go down this path
NOTE Confidence: 0.94276945
00:57:27.980 --> 00:57:29.284 that you would suggest to us,
NOTE Confidence: 0.94276945
00:57:29.284 --> 00:57:31.090 you know here at like one or two or
NOTE Confidence: 0.94276945
00:57:31.090 --> 00:57:33.380 three things you really want to not do
NOTE Confidence: 0.823929486
00:57:33.540 --> 00:57:34.820 as you sort of approach.
NOTE Confidence: 0.920932492
00:57:37.200 --> 00:57:39.920 For the Zoom audience, yeah,
NOTE Confidence: 0.817522878571429
00:57:40.360 --> 00:57:43.034 like what are the landmines to avoid
NOTE Confidence: 0.817522878571429
00:57:43.040 --> 00:57:47.920 essentially around disability inclusion?
NOTE Confidence: 0.817522878571429
00:57:47.920 --> 00:57:52.078 You know, I guess I would just say that
NOTE Confidence: 0.899770627857143
00:57:54.480 --> 00:57:56.740 the landmines end up happening
NOTE Confidence: 0.899770627857143
00:57:56.740 --> 00:57:59.000 when you're not including disabled
NOTE Confidence: 0.899770627857143
00:57:59.079 --> 00:58:00.959 people in the conversation.
NOTE Confidence: 0.899770627857143
00:58:00.960 --> 00:58:03.781 And but I don't think it's so
NOTE Confidence: 0.899770627857143

00:58:03.781 --> 00:58:06.001 much around landmines or talking
NOTE Confidence: 0.899770627857143

00:58:06.001 --> 00:58:08.316 about landmines or messing up.
NOTE Confidence: 0.899770627857143

00:58:08.320 --> 00:58:12.236 It's more just the omission of any
NOTE Confidence: 0.899770627857143

00:58:12.236 --> 00:58:15.022 sort of information that I see as
NOTE Confidence: 0.899770627857143

00:58:15.022 --> 00:58:18.325 the real problem that there's no
NOTE Confidence: 0.899770627857143

00:58:18.325 --> 00:58:21.200 welcoming language on a website.
NOTE Confidence: 0.899770627857143

00:58:21.200 --> 00:58:24.506 I mean, we've done a study of disability
NOTE Confidence: 0.899770627857143

00:58:24.506 --> 00:58:27.010 inclusion amongst diversity statements
NOTE Confidence: 0.899770627857143

00:58:27.010 --> 00:58:30.344 at radiology residency programs, for example.
NOTE Confidence: 0.899770627857143

00:58:30.344 --> 00:58:34.000 It was like 14% of residents of
NOTE Confidence: 0.899770627857143

00:58:34.000 --> 00:58:35.815 the of residencies,
NOTE Confidence: 0.899770627857143

00:58:35.820 --> 00:58:37.172 radiology residencies,
NOTE Confidence: 0.899770627857143

00:58:37.172 --> 00:58:39.876 mentioned disability as part
NOTE Confidence: 0.899770627857143

00:58:39.876 --> 00:58:42.580 of their diversity statement.
NOTE Confidence: 0.899770627857143

00:58:42.580 --> 00:58:44.925 And then you go and and people
NOTE Confidence: 0.899770627857143

00:58:44.925 --> 00:58:46.380 have looked at like,

NOTE Confidence: 0.899770627857143
00:58:46.380 --> 00:58:49.260 is the information on a website easy to find?
NOTE Confidence: 0.899770627857143
00:58:49.260 --> 00:58:50.940 Is there a point person that
NOTE Confidence: 0.899770627857143
00:58:50.940 --> 00:58:52.060 people can go to?
NOTE Confidence: 0.899770627857143
00:58:52.060 --> 00:58:55.096 Is there a clear process for
NOTE Confidence: 0.899770627857143
00:58:55.096 --> 00:58:57.120 requesting accommodations and it's
NOTE Confidence: 0.899770627857143
00:58:57.207 --> 00:58:59.699 really just frequently missing.
NOTE Confidence: 0.899770627857143
00:58:59.700 --> 00:59:02.400 And so I I think that this these are
NOTE Confidence: 0.899770627857143
00:59:02.400 --> 00:59:05.695 more sins of omission rather than Commission.
NOTE Confidence: 0.899770627857143
00:59:05.700 --> 00:59:10.145 I haven't seen too many examples of
NOTE Confidence: 0.899770627857143
00:59:10.145 --> 00:59:14.818 just like egregiously discriminatory.
NOTE Confidence: 0.899770627857143
00:59:14.820 --> 00:59:15.217 Well,
NOTE Confidence: 0.899770627857143
00:59:15.217 --> 00:59:17.599 I would say actually that these
NOTE Confidence: 0.899770627857143
00:59:17.599 --> 00:59:20.154 legalistic sorts of things that that
NOTE Confidence: 0.899770627857143
00:59:20.154 --> 00:59:22.740 that people put into like technical
NOTE Confidence: 0.899770627857143
00:59:22.740 --> 00:59:27.492 standards and and the way that.
NOTE Confidence: 0.899770627857143

00:59:27.492 --> 00:59:30.044 Accommodations are described in
NOTE Confidence: 0.899770627857143

00:59:30.044 --> 00:59:33.560 materials can be very discouraging.
NOTE Confidence: 0.899770627857143

00:59:33.560 --> 00:59:34.268 You know,
NOTE Confidence: 0.899770627857143

00:59:34.268 --> 00:59:36.392 like people with a bona fide
NOTE Confidence: 0.899770627857143

00:59:36.392 --> 00:59:38.579 disability may be entitled to
NOTE Confidence: 0.899770627857143

00:59:38.579 --> 00:59:39.983 reasonable accommodations that
NOTE Confidence: 0.899770627857143

00:59:39.983 --> 00:59:42.564 don't interfere with the essential
NOTE Confidence: 0.899770627857143

00:59:42.564 --> 00:59:45.880 functions of their job according to
NOTE Confidence: 0.899770627857143

00:59:45.880 --> 00:59:48.740 applicable federal and state laws.
NOTE Confidence: 0.899770627857143

00:59:48.740 --> 00:59:50.666 Like this sorts of things could
NOTE Confidence: 0.899770627857143

00:59:50.666 --> 00:59:52.431 be like very intimidating and
NOTE Confidence: 0.899770627857143

00:59:52.431 --> 00:59:53.697 discouraging for somebody.
NOTE Confidence: 0.899770627857143

00:59:53.700 --> 00:59:56.031 So and there are examples like in
NOTE Confidence: 0.899770627857143

00:59:56.031 --> 00:59:58.043 those resources and I can share
NOTE Confidence: 0.899770627857143

00:59:58.043 --> 01:00:00.021 those with everybody of like the
NOTE Confidence: 0.899770627857143

01:00:00.021 --> 01:00:03.229 things that you can say and do very

NOTE Confidence: 0.899770627857143
01:00:03.229 --> 01:00:06.592 low hanging fruit to make your
NOTE Confidence: 0.899770627857143
01:00:06.592 --> 01:00:08.844 institution more more inviting you
NOTE Confidence: 0.899770627857143
01:00:08.844 --> 01:00:12.290 know in a very easy in a quick
NOTE Confidence: 0.899770627857143
01:00:12.290 --> 01:00:15.530 short order of course the.
NOTE Confidence: 0.899770627857143
01:00:15.530 --> 01:00:17.735 You can't be just about the messaging.
NOTE Confidence: 0.899770627857143
01:00:17.740 --> 01:00:19.721 You also have to change some of
NOTE Confidence: 0.899770627857143
01:00:19.721 --> 01:00:21.180 the processes behind the scene.
NOTE Confidence: 0.899770627857143
01:00:21.180 --> 01:00:22.460 But language is important.
NOTE Confidence: 0.933544666666667
01:00:23.620 --> 01:00:25.735 Great. Thank you. I think we are at time.
NOTE Confidence: 0.933544666666667
01:00:25.740 --> 01:00:27.390 So thank you again, Dr. Pulis.
NOTE Confidence: 0.933544666666667
01:00:27.390 --> 01:00:29.980 This was just an incredible talk today.
NOTE Confidence: 0.727080466666667
01:00:33.540 --> 01:00:34.998 Thanks so much.