WEBVTT

NOTE duration:"02:00:19"

NOTE recognizability:0.860

NOTE language:en-us

NOTE Confidence: 0.616925085

00:00:00.000 --> 00:00:02.802 Take To introduce away our speakers

NOTE Confidence: 0.616925085

00:00:02.802 --> 00:00:05.441 for today's Smilow Cancer Hospital

NOTE Confidence: 0.616925085

00:00:05.441 --> 00:00:08.843 and Yale Cancer Center grand Rounds.

NOTE Confidence: 0.616925085

00:00:08.850 --> 00:00:10.686 Hosted by the Office of Diversity,

NOTE Confidence: 0.616925085

00:00:10.690 --> 00:00:14.806 Equity and Inclusion at Yale Cancer Center.

NOTE Confidence: 0.616925085

00:00:14.810 --> 00:00:17.466 And I'd like to start by introducing Dr.

NOTE Confidence: 0.616925085

00:00:17.470 --> 00:00:18.550 Obannon Malaver,

NOTE Confidence: 0.616925085

00:00:18.550 --> 00:00:21.942 who uses the pronouns she, her, hers.

NOTE Confidence: 0.616925085

00:00:21.942 --> 00:00:24.364 She is an assistant professor in the

NOTE Confidence: 0.616925085

00:00:24.364 --> 00:00:26.472 Department of Obstetrics and Gynecology

NOTE Confidence: 0.616925085

00:00:26.472 --> 00:00:29.016 at Stanford University School of Medicine.

NOTE Confidence: 0.616925085

00:00:29.020 --> 00:00:31.270 She specializes in gynecology and

NOTE Confidence: 0.616925085

00:00:31.270 --> 00:00:34.006 reproductive health care of needs of

NOTE Confidence: 0.616925085

00:00:34.006 --> 00:00:36.076 sexual and gender minority people,

NOTE Confidence: 0.616925085

00:00:36.080 --> 00:00:37.949 which include, but are not limited to,

NOTE Confidence: 0.616925085

00:00:37.950 --> 00:00:40.818 lesbian, gay, bisexual, transgender,

NOTE Confidence: 0.616925085

00:00:40.818 --> 00:00:43.686 queer and questioning people.

NOTE Confidence: 0.616925085

00:00:43.690 --> 00:00:45.115 This interesting experience.

NOTE Confidence: 0.616925085

00:00:45.115 --> 00:00:47.490 Grabs her research interests towards

NOTE Confidence: 0.616925085

00:00:47.490 --> 00:00:49.510 promoting the health and well

NOTE Confidence: 0.616925085

00:00:49.510 --> 00:00:51.514 being and equity of LGBTQI people.

NOTE Confidence: 0.616925085

00:00:51.520 --> 00:00:53.936 She is the director or Co director of

NOTE Confidence: 0.616925085

00:00:53.936 --> 00:00:56.702 the PRIDE study, a multi site online,

NOTE Confidence: 0.616925085

00:00:56.702 --> 00:00:57.986 prospective longitudinal cohort

NOTE Confidence: 0.616925085

00:00:57.986 --> 00:01:00.330 of sexual and gender minority

NOTE Confidence: 0.616925085

00:01:00.330 --> 00:01:02.318 individuals based at Stanford.

NOTE Confidence: 0.616925085

00:01:02.320 --> 00:01:04.576 She is also an incredible advocate

NOTE Confidence: 0.616925085

00:01:04.576 --> 00:01:06.936 in this space and has been

NOTE Confidence: 0.616925085

00:01:06.936 --> 00:01:08.896 very active in health policy.

NOTE Confidence: 0.616925085

00:01:08.900 --> 00:01:10.136 Doctor Ash Alpert,

NOTE Confidence: 0.616925085

00:01:10.136 --> 00:01:12.608 who uses the pronouns they them,

NOTE Confidence: 0.616925085

00:01:12.610 --> 00:01:15.466 is a current T 32 fellow in HealthEquity

NOTE Confidence: 0.616925085

00:01:15.466 --> 00:01:18.489 at the Center for Gerontology and

NOTE Confidence: 0.616925085

00:01:18.489 --> 00:01:21.274 Healthcare Research at Brown University

NOTE Confidence: 0.616925085

00:01:21.280 --> 00:01:23.578 at the School of Public Health.

NOTE Confidence: 0.616925085

00:01:23.580 --> 00:01:25.652 Doctor Albert's research investigates

NOTE Confidence: 0.616925085

00:01:25.652 --> 00:01:27.724 community solutions to improving

NOTE Confidence: 0.616925085

00:01:27.724 --> 00:01:30.038 the experiences and outcomes of

NOTE Confidence: 0.616925085

00:01:30.038 --> 00:01:31.654 transgender people with cancer.

NOTE Confidence: 0.616925085

00:01:31.660 --> 00:01:33.706 They work with an Advisory Board

NOTE Confidence: 0.616925085

00:01:33.706 --> 00:01:35.489 of transgender people who've been

NOTE Confidence: 0.616925085

00:01:35.489 --> 00:01:37.364 diagnosed with cancer and whom

NOTE Confidence: 0.616925085

00:01:37.364 --> 00:01:39.324 have they have conducted research.

NOTE Confidence: 0.616925085

00:01:39.330 --> 00:01:40.860 Published manuscripts and applied for

NOTE Confidence: 0.616925085

00:01:40.860 --> 00:01:42.909 grant funding over the last two years.

NOTE Confidence: 0.616925085

00:01:42.910 --> 00:01:45.030 This includes a young investigator

NOTE Confidence: 0.616925085

00:01:45.030 --> 00:01:47.639 award from conquered cancer to ask

NOTE Confidence: 0.616925085

00:01:47.639 --> 00:01:49.759 a foundation to develop patient

NOTE Confidence: 0.616925085

00:01:49.759 --> 00:01:52.042 centered and non stigmatising gender

NOTE Confidence: 0.616925085

00:01:52.042 --> 00:01:54.126 identity data collection methods.

NOTE Confidence: 0.616925085

00:01:54.130 --> 00:01:56.500 Doctor Alpert is also very involved

NOTE Confidence: 0.616925085

00:01:56.500 --> 00:01:57.685 with advocacy efforts.

NOTE Confidence: 0.616925085

00:01:57.690 --> 00:02:00.228 That includes the ASCO sexual and

NOTE Confidence: 0.616925085

00:02:00.228 --> 00:02:02.908 gender Minority Task Force and the NCCN.

NOTE Confidence: 0.616925085

00:02:02.910 --> 00:02:04.247 So it is our great pleasure to

NOTE Confidence: 0.616925085

00:02:04.247 --> 00:02:05.209 hear from both of them.

NOTE Confidence: 0.616925085

00:02:05.210 --> 00:02:08.252 Today I will pass the baton they will

NOTE Confidence: 0.616925085

00:02:08.252 --> 00:02:10.307 be presenting on advancing transgender

NOTE Confidence: 0.616925085

00:02:10.307 --> 00:02:12.469 and gender diverse visibility and

NOTE Confidence: 0.616925085

00:02:12.469 --> 00:02:15.049 inclusion and data accuracy and oncology.

NOTE Confidence: 0.616925085

00:02:15.050 --> 00:02:15.550 Thank you.

NOTE Confidence: 0.96360393

00:02:19.220 --> 00:02:22.076 And thank you so much for this

NOTE Confidence: 0.96360393

00:02:22.076 --> 00:02:23.720 kind welcome and introduction.

NOTE Confidence: 0.96360393

00:02:23.720 --> 00:02:26.590 We're both very honored to be here.

NOTE Confidence: 0.96360393

00:02:26.590 --> 00:02:27.985 Thank you. Doctor Collins as

NOTE Confidence: 0.96360393

00:02:27.985 --> 00:02:30.040 well as all of the attendees.

NOTE Confidence: 0.96360393

00:02:30.040 --> 00:02:32.714 Also to Renee and other folks who

NOTE Confidence: 0.96360393

00:02:32.714 --> 00:02:35.010 have helped with the logistics.

NOTE Confidence: 0.96360393

00:02:35.010 --> 00:02:37.698 It often takes an army to to

NOTE Confidence: 0.96360393

00:02:37.698 --> 00:02:38.690 make these things happen.

NOTE Confidence: 0.96360393

00:02:38.690 --> 00:02:43.950 So thank you so much. And.

NOTE Confidence: 0.96360393

00:02:43.950 --> 00:02:46.740 Overall, we'll be focusing today on

NOTE Confidence: 0.96360393

00:02:46.740 --> 00:02:48.600 specific mechanisms for improving

NOTE Confidence: 0.96360393

00:02:48.675 --> 00:02:50.625 visibility and inclusion of

NOTE Confidence: 0.96360393

00:02:50.625 --> 00:02:52.325 transgender people in oncology,

NOTE Confidence: 0.96360393

00:02:52.330 --> 00:02:54.570 and thereby ensuring that our

NOTE Confidence: 0.96360393

00:02:54.570 --> 00:02:56.810 data in clinical decision making

NOTE Confidence: 0.96360393

00:02:56.891 --> 00:02:58.987 are accurate and efficacious.

NOTE Confidence: 0.96360393

00:02:58.990 --> 00:03:01.430 You should say, I'm Juno,

NOTE Confidence: 0.96360393

00:03:01.430 --> 00:03:02.699 open in Malibu,

NOTE Confidence: 0.96360393

00:03:02.699 --> 00:03:04.410 and everyone just calls me

NOTE Confidence: 0.96360393

00:03:04.410 --> 00:03:06.630 Juno and I'll let Doctor Albert

NOTE Confidence: 0.96360393

00:03:06.630 --> 00:03:07.670 introduce themselves.

NOTE Confidence: 0.61683662

00:03:09.510 --> 00:03:10.558 Hi I'm doctor cash.

NOTE Confidence: 0.893097683333334

00:03:13.160 --> 00:03:16.360 So we're going to talk for a moment

NOTE Confidence: 0.893097683333334

00:03:16.360 --> 00:03:19.249 about what brings us to this work.

NOTE Confidence: 0.893097683333334

00:03:19.250 --> 00:03:21.706 Will then review some of the epidemiology of

NOTE Confidence: 0.893097683333334

00:03:21.706 --> 00:03:23.759 transgender and gender diverse populations.

NOTE Confidence: 0.893097683333334

00:03:23.760 --> 00:03:26.616 Some linguistics and terminology as well,

NOTE Confidence: 0.893097683333334

00:03:26.620 --> 00:03:28.964 and then move into how this all relates

NOTE Confidence: 0.893097683333334

00:03:28.964 --> 00:03:30.982 to cancer is specifically describing

NOTE Confidence: 0.893097683333334

00:03:30.982 --> 00:03:33.257 the experiences of transgender and

NOTE Confidence: 0.893097683333334

00:03:33.257 --> 00:03:35.821 gender diverse people with and without

NOTE Confidence: 0.893097683333334

00:03:35.821 --> 00:03:37.737 cancer and healthcare context all

NOTE Confidence: 0.893097683333334

00:03:37.737 --> 00:03:40.026 towards proposing a new model of how

NOTE Confidence: 0.893097683333334

00:03:40.026 --> 00:03:42.348 we think about bodies and how we.

NOTE Confidence: 0.893097683333334

00:03:42.350 --> 00:03:45.536 Think about the care that we're

NOTE Confidence: 0.893097683333334

00:03:45.536 --> 00:03:47.718 providing and moving away from

NOTE Confidence: 0.893097683333334

00:03:47.718 --> 00:03:50.190 oversimplified notions of sex or sex.

NOTE Confidence: 0.893097683333334

00:03:50.190 --> 00:03:52.578 Assigned at birth and being more

NOTE Confidence: 0.893097683333334

00:03:52.578 --> 00:03:54.664 broad and expansive to really

NOTE Confidence: 0.893097683333334

00:03:54.664 --> 00:03:57.148 take care of whole person health,

NOTE Confidence: 0.893097683333334

00:03:57.150 --> 00:03:58.728 and this will turn you know,

NOTE Confidence: 0.893097683333334

00:03:58.730 --> 00:04:01.458 finish with a discussion of how the Cancer

NOTE Confidence: 0.893097683333334

00:04:01.458 --> 00:04:03.775 Center could improve visibility, accuracy,

NOTE Confidence: 0.893097683333334

00:04:03.775 --> 00:04:06.855 inclusion some steps that you can take today.

NOTE Confidence: 0.893097683333334

00:04:06.860 --> 00:04:08.645 And then of course, the longer range,

NOTE Confidence: 0.893097683333334

00:04:08.650 --> 00:04:10.340 goals and activities our slides

NOTE Confidence: 0.893097683333334

00:04:10.340 --> 00:04:12.030 will be available to you,

NOTE Confidence: 0.893097683333334

00:04:12.030 --> 00:04:13.140 so there's a lot of.

NOTE Confidence: 0.893097683333334

00:04:13.140 --> 00:04:16.008 References and action steps as well.

NOTE Confidence: 0.893097683333334

00:04:16.010 --> 00:04:18.292 Don't worry about trying to capture all

NOTE Confidence: 0.893097683333334

00:04:18.292 --> 00:04:22.458 of those and will move to the next slide.

NOTE Confidence: 0.893097683333334

00:04:22.460 --> 00:04:25.948 We are also so very grateful to the

NOTE Confidence: 0.893097683333334

00:04:25.948 --> 00:04:28.098 following folks who have worked

NOTE Confidence: 0.893097683333334

00:04:28.098 --> 00:04:30.882 with us in in various capacities

NOTE Confidence: 0.893097683333334

00:04:30.882 --> 00:04:34.302 and whose insights and wisdom are

NOTE Confidence: 0.893097683333334

00:04:34.302 --> 00:04:36.105 shared here specifically.

NOTE Confidence: 0.893097683333334

00:04:36.110 --> 00:04:37.978 The transgender Cancer Patient

NOTE Confidence: 0.893097683333334

00:04:37.978 --> 00:04:40.313 Advisory Board that Doctor Albert

NOTE Confidence: 0.893097683333334

00:04:40.313 --> 00:04:44.400 works very closely with next slide.

NOTE Confidence: 0.893097683333334

00:04:44.400 --> 00:04:46.692 So we have no relevant financial

NOTE Confidence: 0.893097683333334

00:04:46.692 --> 00:04:48.220 disclosures to this presentation,

NOTE Confidence: 0.893097683333334

00:04:48.220 --> 00:04:50.257 but have been supported by some of

NOTE Confidence: 0.893097683333334

00:04:50.257 --> 00:04:51.980 the following grants and activities.

NOTE Confidence: 0.893097683333334

00:04:51.980 --> 00:04:54.830 They don't present any conflict here,

NOTE Confidence: 0.893097683333334

00:04:54.830 --> 00:04:57.575 and our job here really is to give you

NOTE Confidence: 0.893097683333334

00:04:57.575 --> 00:04:59.920 some of the foundational understanding

NOTE Confidence: 0.893097683333334

00:04:59.920 --> 00:05:02.860 of how invisibility in accuracy and

NOTE Confidence: 0.893097683333334

00:05:02.940 --> 00:05:04.988 exclusion among transgender and gender

NOTE Confidence: 0.893097683333334

00:05:04.988 --> 00:05:07.100 diverse people plays out in oncology

NOTE Confidence: 0.893097683333334

00:05:07.157 --> 00:05:09.112 and thereby foster future action

NOTE Confidence: 0.893097683333334

00:05:09.112 --> 00:05:10.676 and learning towards visibility,

NOTE Confidence: 0.893097683333334

00:05:10.680 --> 00:05:12.396 accuracy and inclusion,

NOTE Confidence: 0.893097683333334

00:05:12.396 --> 00:05:14.684 and ultimately towards HealthEquity.

NOTE Confidence: 0.893097683333334

00:05:14.690 --> 00:05:16.530 And so to do that,

NOTE Confidence: 0.893097683333334

00:05:16.530 --> 00:05:18.504 we really see these three objectives

NOTE Confidence: 0.893097683333334

00:05:18.504 --> 00:05:19.820 describing the exclusion of

NOTE Confidence: 0.893097683333334

00:05:19.875 --> 00:05:21.830 transgender and gender diverse people,

NOTE Confidence: 0.893097683333334

00:05:21.830 --> 00:05:24.700 and sensitize you to some of the

NOTE Confidence: 0.893097683333334

00:05:24.700 --> 00:05:26.550 health sequelae that follow.

NOTE Confidence: 0.893097683333334

00:05:26.550 --> 00:05:28.602 On from that exclusion,

NOTE Confidence: 0.893097683333334

00:05:28.602 --> 00:05:30.654 describe some conceptual frameworks

NOTE Confidence: 0.893097683333334

00:05:30.654 --> 00:05:33.506 that hopefully will be useful to you in

NOTE Confidence: 0.893097683333334

00:05:33.506 --> 00:05:36.654 your work and sensitization to these topics,

NOTE Confidence: 0.893097683333334

00:05:36.654 --> 00:05:38.918 including linguistic and systemic,

NOTE Confidence: 0.893097683333334

00:05:38.920 --> 00:05:41.458 come and support you in addressing

NOTE Confidence: 0.893097683333334

00:05:41.458 --> 00:05:43.150 health disparities by enhancing

NOTE Confidence: 0.893097683333334

00:05:43.217 --> 00:05:44.819 visibility and inclusion.

NOTE Confidence: 0.893097683333334

00:05:44.820 --> 00:05:46.825 And then to identifying some

NOTE Confidence: 0.893097683333334

00:05:46.825 --> 00:05:49.400 key steps that can be taken.

NOTE Confidence: 0.893097683333334

00:05:49.400 --> 00:05:52.800 So we wanted to start here by talking

NOTE Confidence: 0.893097683333334

00:05:52.800 --> 00:05:54.750 about some of the ways transgender

NOTE Confidence: 0.893097683333334

00:05:54.750 --> 00:05:56.937 people are often invisible in the

NOTE Confidence: 0.893097683333334

00:05:56.937 --> 00:05:58.777 medical landscape in our language,

NOTE Confidence: 0.893097683333334

00:05:58.780 --> 00:05:59.812 in our documents,

NOTE Confidence: 0.893097683333334

00:05:59.812 --> 00:06:02.220 and the effects that that has on

NOTE Confidence: 0.893097683333334

00:06:02.298 --> 00:06:04.918 transgender and gender diverse people.

NOTE Confidence: 0.893097683333334

00:06:04.920 --> 00:06:07.172 So two staggering statistics.

NOTE Confidence: 0.893097683333334

00:06:07.172 --> 00:06:09.461 Next slide, sorry, Doctor Albert,

NOTE Confidence: 0.893097683333334

00:06:09.461 --> 00:06:11.783 thank you for driving the slides.

NOTE Confidence: 0.724781571666667

00:06:14.030 --> 00:06:19.450 Or are these two that nearly one half of

NOTE Confidence: 0.724781571666667

00:06:19.450 --> 00:06:23.090 transgender people will attempt suicide in?

NOTE Confidence: 0.724781571666667

00:06:23.090 --> 00:06:24.004 Their lifetimes.

NOTE Confidence: 0.724781571666667

00:06:24.004 --> 00:06:26.289 It's a really staggering number.

NOTE Confidence: 0.724781571666667

00:06:26.290 --> 00:06:28.750 It's actually probably much higher

NOTE Confidence: 0.724781571666667

00:06:28.750 --> 00:06:31.960 given the poor data collection that

NOTE Confidence: 0.724781571666667

00:06:31.960 --> 00:06:35.330 we'll talk about here in a moment.

NOTE Confidence: 0.724781571666667

00:06:35.330 --> 00:06:38.898 And that's in comparison to 1.6% of

NOTE Confidence: 0.724781571666667

00:06:38.898 --> 00:06:42.018 the general population of adults.

NOTE Confidence: 0.724781571666667

00:06:42.020 --> 00:06:44.148 Actually, one transgender person

NOTE Confidence: 0.724781571666667

00:06:44.148 --> 00:06:46.808 is murdered every three days,

NOTE Confidence: 0.724781571666667

00:06:46.810 --> 00:06:48.340 so if these don't story,

NOTE Confidence: 0.724781571666667

00:06:48.340 --> 00:06:50.440 if these statistics don't grab your heart,

NOTE Confidence: 0.724781571666667

00:06:50.440 --> 00:06:53.624 you know and just bring you into this.

NOTE Confidence: 0.724781571666667

00:06:53.630 --> 00:06:54.962 We wanted to share a little

NOTE Confidence: 0.724781571666667

00:06:54.962 --> 00:06:56.290 bit more about our stories,

NOTE Confidence: 0.724781571666667

00:06:56.290 --> 00:07:00.114 so uhm and and we hope that this

NOTE Confidence: 0.724781571666667

00:07:00.114 --> 00:07:03.110 really starts to bring to visibility

NOTE Confidence: 0.724781571666667

00:07:03.110 --> 00:07:05.118 the interlocking systems of

NOTE Confidence: 0.724781571666667

00:07:05.118 --> 00:07:07.508 oppression that don't recognize

NOTE Confidence: 0.724781571666667

00:07:07.508 --> 00:07:09.200 transgender people's existence.

NOTE Confidence: 0.724781571666667

00:07:09.200 --> 00:07:12.080 And I'll start by saying that.

NOTE Confidence: 0.724781571666667

00:07:12.080 --> 00:07:15.599 You know I'm a cisgender queer woman, uhm.

NOTE Confidence: 0.724781571666667

00:07:15.599 --> 00:07:18.672 I live and move in LGBTQ spaces

NOTE Confidence: 0.724781571666667

00:07:18.672 --> 00:07:22.131 and had been for a long time and

NOTE Confidence: 0.724781571666667

00:07:22.131 --> 00:07:25.017 working and living in San Francisco,

NOTE Confidence: 0.724781571666667

00:07:25.020 --> 00:07:28.458 working on LGBT health and it was in my

NOTE Confidence: 0.724781571666667

00:07:28.458 --> 00:07:31.289 internship year when I really started

NOTE Confidence: 0.724781571666667

00:07:31.289 --> 00:07:33.659 to recognize how transgender people

NOTE Confidence: 0.724781571666667

00:07:33.736 --> 00:07:36.394 weren't considered even as part of

NOTE Confidence: 0.724781571666667

00:07:36.394 --> 00:07:40.850 that bigger umbrella of LGBTQ plus.

NOTE Confidence: 0.724781571666667

00:07:40.850 --> 00:07:42.760 It was an intern I was working in the in,

NOTE Confidence: 0.724781571666667

00:07:42.760 --> 00:07:43.762 in the ICU,

NOTE Confidence: 0.724781571666667

00:07:43.762 --> 00:07:45.766 and a transgender woman who was

NOTE Confidence: 0.724781571666667

00:07:45.766 --> 00:07:48.266 very well known to our hospital

NOTE Confidence: 0.724781571666667

00:07:48.266 --> 00:07:50.356 system came in with complications

NOTE Confidence: 0.724781571666667

00:07:50.429 --> 00:07:52.729 of her longstanding lung disease.

NOTE Confidence: 0.724781571666667

00:07:52.730 --> 00:07:55.066 Shortly after she arrived,

NOTE Confidence: 0.724781571666667

00:07:55.066 --> 00:07:55.650 UM,

NOTE Confidence: 0.724781571666667

00:07:55.650 --> 00:07:58.674 code processes began as she went

NOTE Confidence: 0.724781571666667

00:07:58.674 --> 00:08:00.398 into respiratory failure and

NOTE Confidence: 0.724781571666667

00:08:00.398 --> 00:08:01.438 as part of this process,

NOTE Confidence: 0.724781571666667

00:08:01.440 --> 00:08:04.552 she was undressed and when she was undressed

NOTE Confidence: 0.724781571666667

00:08:04.552 --> 00:08:07.480 it was noted that she had a penis.

NOTE Confidence: 0.724781571666667

00:08:07.480 --> 00:08:08.566 At that point,

NOTE Confidence: 0.724781571666667

00:08:08.566 --> 00:08:10.014 all code activities stopped.

NOTE Confidence: 0.724781571666667

00:08:10.020 --> 00:08:12.210 People lost their composure and

NOTE Confidence: 0.724781571666667

00:08:12.210 --> 00:08:13.962 critical activities were halted.

NOTE Confidence: 0.724781571666667

00:08:13.970 --> 00:08:15.660 People actually stepped away from

NOTE Confidence: 0.724781571666667

00:08:15.660 --> 00:08:18.029 the bed and there was this long,

NOTE Confidence: 0.724781571666667

00:08:18.030 --> 00:08:20.565 terrible pause where people lost

NOTE Confidence: 0.724781571666667

00:08:20.565 --> 00:08:22.593 their professional activities and

NOTE Confidence: 0.724781571666667

00:08:22.593 --> 00:08:25.401 all the steps that they should have

NOTE Confidence: 0.724781571666667

00:08:25.401 --> 00:08:27.968 been taking to help save her life.

NOTE Confidence: 0.724781571666667

00:08:27.970 --> 00:08:28.428 Concurrently,

NOTE Confidence: 0.724781571666667

00:08:28.428 --> 00:08:31.176 her wife was being called urgently

NOTE Confidence: 0.724781571666667

00:08:31.176 --> 00:08:34.118 and asked if she wanted extreme

NOTE Confidence: 0.724781571666667

00:08:34.118 --> 00:08:38.090 measures taken for her wife and

NOTE Confidence: 0.724781571666667

00:08:38.090 --> 00:08:40.002 our patient was misgendered,

NOTE Confidence: 0.724781571666667

00:08:40.002 --> 00:08:40.480 saying,

NOTE Confidence: 0.724781571666667

00:08:40.480 --> 00:08:42.657 you know whether we should sustain life

NOTE Confidence: 0.724781571666667

00:08:42.657 --> 00:08:46.426 or you know ** *** it and it was terrible.

NOTE Confidence: 0.724781571666667

00:08:46.430 --> 00:08:49.828 So at the point of her death this

NOTE Confidence: 0.724781571666667

00:08:49.828 --> 00:08:52.506 woman was dis respected and invisible

NOTE Confidence: 0.724781571666667

00:08:52.506 --> 00:08:55.187 ized in that you know her death

NOTE Confidence: 0.724781571666667

00:08:55.187 --> 00:08:57.779 wasn't seen as the death of a woman.

NOTE Confidence: 0.724781571666667

00:08:57.780 --> 00:08:59.649 In this setting,

NOTE Confidence: 0.724781571666667

00:08:59.650 --> 00:09:03.017 and that her wife takes that forward

NOTE Confidence: 0.724781571666667

00:09:03.017 --> 00:09:05.824 into thoughts and memories of what

NOTE Confidence: 0.724781571666667

00:09:05.824 --> 00:09:09.118 happened in the end of her wife's care.

NOTE Confidence: 0.724781571666667

00:09:09.118 --> 00:09:11.332 So this blatant disrespect and lack

NOTE Confidence: 0.724781571666667

00:09:11.332 --> 00:09:13.215 of human decency really propelled

NOTE Confidence: 0.724781571666667

00:09:13.215 --> 00:09:16.045 me to start to think about how I

NOTE Confidence: 0.724781571666667

00:09:16.045 --> 00:09:17.907 could do better and how we could

NOTE Confidence: 0.724781571666667

00:09:17.907 --> 00:09:20.468 all do better in medicine.

NOTE Confidence: 0.724781571666667

00:09:20.470 --> 00:09:22.200 With that I'm going to turn it

NOTE Confidence: 0.724781571666667

00:09:22.200 --> 00:09:23.180 over to Doctor Albert.

NOTE Confidence: 0.764802785

00:09:24.230 --> 00:09:26.078 Thanks for that very

NOTE Confidence: 0.764802785

00:09:26.078 --> 00:09:27.926 beautiful and moving story.

NOTE Confidence: 0.764802785

00:09:27.930 --> 00:09:31.530 So I'm ash I'm I'm nonbinary,

NOTE Confidence: 0.764802785

00:09:31.530 --> 00:09:33.161 and I'm here and I wanted to

NOTE Confidence: 0.764802785

00:09:33.161 --> 00:09:34.912 share a very different story from

NOTE Confidence: 0.764802785

00:09:34.912 --> 00:09:36.892 back before I actually even knew

NOTE Confidence: 0.764802785

00:09:36.892 --> 00:09:38.645 that I wanted to be a doctor.

NOTE Confidence: 0.764802785

00:09:38.650 --> 00:09:41.541 I was in college and about 20

NOTE Confidence: 0.764802785

00:09:41.541 --> 00:09:44.878 years old and I fell in love with

NOTE Confidence: 0.764802785

00:09:44.878 --> 00:09:46.550 somebody who is transgender.

NOTE Confidence: 0.764802785

00:09:46.550 --> 00:09:50.157 And I remember sitting at a

NOTE Confidence: 0.764802785

00:09:50.157 --> 00:09:52.611 dining table and listening to her

NOTE Confidence: 0.764802785

00:09:52.611 --> 00:09:55.268 tell the stories about her life.

NOTE Confidence: 0.764802785

00:09:55.270 --> 00:09:57.678 And I had this very strange sense

NOTE Confidence: 0.764802785

00:09:57.678 --> 00:09:59.987 that the world that I understood

NOTE Confidence: 0.764802785

00:09:59.987 --> 00:10:02.393 was was breaking open was changing

NOTE Confidence: 0.764802785

00:10:02.393 --> 00:10:04.697 and that everything that I thought

NOTE Confidence: 0.764802785

00:10:04.697 --> 00:10:07.610 that I knew about my gender and the

NOTE Confidence: 0.764802785

00:10:07.610 --> 00:10:10.130 genders of other people that I had

NOTE Confidence: 0.764802785

00:10:10.206 --> 00:10:13.216 taken as a given was in fact not a given.

NOTE Confidence: 0.764802785

00:10:13.220 --> 00:10:17.348 It was a very strange and scary feeling.

NOTE Confidence: 0.764802785

00:10:17.350 --> 00:10:20.206 But it was also incredibly freeing

NOTE Confidence: 0.764802785

00:10:20.210 --> 00:10:22.079 and that that person that I had

NOTE Confidence: 0.764802785

00:10:22.079 --> 00:10:24.288 fallen in love with was also very

NOTE Confidence: 0.764802785

00:10:24.288 --> 00:10:26.310 interested in issues of social justice.

NOTE Confidence: 0.764802785

00:10:26.310 --> 00:10:29.537 And it really felt like in that moment

NOTE Confidence: 0.764802785

00:10:29.537 --> 00:10:31.751 that I was seeing the possibility

NOTE Confidence: 0.764802785

00:10:31.751 --> 00:10:34.510 of a revolution and transformation.

NOTE Confidence: 0.764802785

00:10:34.510 --> 00:10:36.925 Later, when I was in medical school,

NOTE Confidence: 0.764802785

00:10:36.930 --> 00:10:39.274 I started doing qualitative

NOTE Confidence: 0.764802785

00:10:39.274 --> 00:10:42.204 research with LGBTQ plus people.

NOTE Confidence: 0.764802785

00:10:42.210 --> 00:10:44.214 And I noticed a similar feeling

NOTE Confidence: 0.764802785

00:10:44.214 --> 00:10:46.036 that the stories of transgender

NOTE Confidence: 0.764802785

00:10:46.036 --> 00:10:48.514 people in particular had in them

NOTE Confidence: 0.764802785

00:10:48.514 --> 00:10:50.676 the possibility of reviewing the

NOTE Confidence: 0.764802785

00:10:50.676 --> 00:10:53.232 assumptions of our medical systems and

NOTE Confidence: 0.764802785

00:10:53.232 --> 00:10:57.390 creating the possibility for change.

NOTE Confidence: 0.764802785

00:10:57.390 --> 00:10:59.644 So I'm hoping that what you'll hear

NOTE Confidence: 0.764802785

00:10:59.644 --> 00:11:02.047 today is both the urgency of making

NOTE Confidence: 0.764802785

00:11:02.047 --> 00:11:04.099 changes to our systems to save

NOTE Confidence: 0.764802785

00:11:04.165 --> 00:11:06.270 the lives of transgender people,

NOTE Confidence: 0.764802785

00:11:06.270 --> 00:11:08.292 and also the beautiful possibility that

NOTE Confidence: 0.764802785

00:11:08.292 --> 00:11:11.028 if we change our systems in these ways,

NOTE Confidence: 0.764802785

00:11:11.030 --> 00:11:13.326 we might also provide more nuanced and

NOTE Confidence: 0.764802785

00:11:13.326 --> 00:11:15.487 efficacious care for all of our patients.

NOTE Confidence: 0.549593938571429

00:11:18.150 --> 00:11:19.440 Turn it back to Doctor

NOTE Confidence: 0.549593938571429

00:11:19.440 --> 00:11:20.620 orbiting Alberta, continue.

NOTE Confidence: 0.891492852857143

00:11:22.270 --> 00:11:25.406 Thank you so much Doctor Albert for sharing

NOTE Confidence: 0.891492852857143

00:11:25.406 --> 00:11:27.629 your perspective and wisdom as always.

NOTE Confidence: 0.891492852857143

00:11:27.630 --> 00:11:30.166 So from the stories that you've just heard.

NOTE Confidence: 0.891492852857143

00:11:30.170 --> 00:11:32.306 What what will and what will present today?

NOTE Confidence: 0.891492852857143

00:11:32.310 --> 00:11:34.235 We want you to take away from

NOTE Confidence: 0.891492852857143

00:11:34.235 --> 00:11:35.710 some central concepts and themes.

NOTE Confidence: 0.891492852857143

00:11:35.710 --> 00:11:38.465 One is that systemic oppression

NOTE Confidence: 0.891492852857143

00:11:38.465 --> 00:11:41.220 which is experienced daily levels,

NOTE Confidence: 0.891492852857143

00:11:41.220 --> 00:11:43.677 leads to cancer disparities as it's an

NOTE Confidence: 0.891492852857143

00:11:43.677 --> 00:11:45.403 undercurrent of catalyzing other things

NOTE Confidence: 0.891492852857143

00:11:45.403 --> 00:11:47.545 that we know worse than the incidence,

NOTE Confidence: 0.891492852857143

00:11:47.550 --> 00:11:50.160 prevalence and severity of cancer.

NOTE Confidence: 0.91289004

00:11:52.400 --> 00:11:52.902 Invisibility,

NOTE Confidence: 0.91289004

00:11:52.902 --> 00:11:55.914 which is ubiquitous in our world.

NOTE Confidence: 0.91289004

00:11:55.920 --> 00:11:57.360 Just look, you know,

NOTE Confidence: 0.91289004

00:11:57.360 --> 00:11:59.136 at any magazine, any media.

NOTE Confidence: 0.91289004

00:11:59.136 --> 00:12:00.876 There's certainly more visibility of

NOTE Confidence: 0.91289004

00:12:00.876 --> 00:12:02.719 transgender and gender diverse people,

NOTE Confidence: 0.91289004

00:12:02.720 --> 00:12:05.688 but it's pales in comparison to binary

NOTE Confidence: 0.91289004

00:12:05.688 --> 00:12:07.943 assumptions about gender and who people

NOTE Confidence: 0.91289004

00:12:07.943 --> 00:12:10.540 are and how people move in the world.

NOTE Confidence: 0.91289004

00:12:10.540 --> 00:12:12.082 And this actually leads to data

NOTE Confidence: 0.91289004

00:12:12.082 --> 00:12:13.500 in accuracies for all people,

NOTE Confidence: 0.91289004

00:12:13.500 --> 00:12:16.080 not just trans people,

NOTE Confidence: 0.91289004

00:12:16.080 --> 00:12:19.295 and limits our understanding of

NOTE Confidence: 0.91289004

00:12:19.295 --> 00:12:21.396 how the world works, frankly.

NOTE Confidence: 0.91289004

00:12:21.396 --> 00:12:24.023 And we hope to demonstrate some of

NOTE Confidence: 0.91289004

00:12:24.023 --> 00:12:26.662 that and and more specifically leads to

NOTE Confidence: 0.91289004

00:12:26.662 --> 00:12:28.788 substandard care for transgender and

NOTE Confidence: 0.91289004

00:12:28.788 --> 00:12:31.318 gender diverse people and then stigma,

NOTE Confidence: 0.91289004

00:12:31.318 --> 00:12:33.754 which can be implicit or explicit,

NOTE Confidence: 0.91289004

00:12:33.760 --> 00:12:35.440 leads to poor experiences and outcomes.

NOTE Confidence: 0.91289004

00:12:35.440 --> 00:12:37.302 And we see that in many different

NOTE Confidence: 0.91289004

00:12:37.302 --> 00:12:38.100 characteristics and domains,

NOTE Confidence: 0.91289004

00:12:38.100 --> 00:12:39.765 but specifically we'll be talking

NOTE Confidence: 0.91289004

00:12:39.765 --> 00:12:41.740 about limited notions of gender here,

NOTE Confidence: 0.91289004

00:12:41.740 --> 00:12:44.076 and we'll see that these 3 threads run

NOTE Confidence: 0.91289004

00:12:44.076 --> 00:12:46.190 through the rest of our presentation.

NOTE Confidence: 0.91289004

00:12:46.190 --> 00:12:47.394 Next slide, but first.

NOTE Confidence: 0.91289004

00:12:47.394 --> 00:12:49.845 First thing is first we have to level

NOTE Confidence: 0.91289004

00:12:49.845 --> 00:12:51.868 set on a little bit of terminology.

NOTE Confidence: 0.91289004

00:12:51.870 --> 00:12:53.494 Likely many of much of this is

NOTE Confidence: 0.91289004

00:12:53.494 --> 00:12:54.988 familiar to many people in here,

NOTE Confidence: 0.91289004

00:12:54.990 --> 00:12:56.169 but without assumptions,

NOTE Confidence: 0.91289004

00:12:56.169 --> 00:12:59.203 these are some of the terms that we

NOTE Confidence: 0.91289004

00:12:59.203 --> 00:13:04.910 use LGBT sometimes LGBTQ plus LGBTQIA.

NOTE Confidence: 0.91289004

00:13:04.910 --> 00:13:07.540 Those are all meaningful different

NOTE Confidence: 0.91289004

00:13:07.540 --> 00:13:09.168 abbreviations, but broadly speaking,

NOTE Confidence: 0.91289004

00:13:09.168 --> 00:13:11.470 same for lesbian, gay, bisexual,

NOTE Confidence: 0.91289004

00:13:11.470 --> 00:13:13.270 transgender, queer questioning.

NOTE Confidence: 0.91289004

00:13:13.270 --> 00:13:16.240 The plus is really speaking to the fact that.

NOTE Confidence: 0.91289004

00:13:16.240 --> 00:13:18.916 The the diversity of communities that

NOTE Confidence: 0.91289004

00:13:18.916 --> 00:13:21.690 are not cisgender and not straight

NOTE Confidence: 0.91289004

00:13:21.690 --> 00:13:25.135 and or not straight up is broad and

NOTE Confidence: 0.91289004

00:13:25.135 --> 00:13:27.360 actually represented them more than

NOTE Confidence: 0.91289004

00:13:27.360 --> 00:13:29.901 just these few letters and subpopulations

NOTE Confidence: 0.91289004

00:13:29.901 --> 00:13:32.547 and so in recognition of that,

NOTE Confidence: 0.91289004

00:13:32.550 --> 00:13:35.147 actually academia has said we needed a

NOTE Confidence: 0.91289004

00:13:35.147 --> 00:13:38.299 bigger term to kind of get our arms around.

NOTE Confidence: 0.91289004

00:13:38.300 --> 00:13:40.826 The folks who are not cisgender

NOTE Confidence: 0.91289004

00:13:40.826 --> 00:13:43.200 and not and so this umbrella term,

NOTE Confidence: 0.91289004

00:13:43.200 --> 00:13:46.410 sexual and gender, minorities, or SGM.

NOTE Confidence: 0.91289004

00:13:46.410 --> 00:13:48.828 Is what's used in academic spaces,

NOTE Confidence: 0.91289004

00:13:48.830 --> 00:13:51.826 so not much really yet or at

NOTE Confidence: 0.91289004

00:13:51.826 --> 00:13:53.110 all by communities.

NOTE Confidence: 0.91289004

00:13:53.110 --> 00:13:56.267 It is used by the NIH and SGM people

NOTE Confidence: 0.91289004

00:13:56.267 --> 00:13:58.889 are recognized as a health disparities

NOTE Confidence: 0.91289004

00:13:58.889 --> 00:14:00.968 population for research by the NIH.

NOTE Confidence: 0.91289004

00:14:00.970 --> 00:14:02.881 Transgender term that we've used a number

NOTE Confidence: 0.91289004

00:14:02.881 --> 00:14:04.648 of times already in this population.

NOTE Confidence: 0.91289004

00:14:04.650 --> 00:14:07.134 Someone whose gender differs from that

NOTE Confidence: 0.91289004

00:14:07.134 --> 00:14:09.090 commonly associated with their sex.

NOTE Confidence: 0.91289004

00:14:09.090 --> 00:14:10.830 Assigned at birth,

NOTE Confidence: 0.91289004

00:14:10.830 --> 00:14:13.350 so that's in some ways the opposite

NOTE Confidence: 0.91289004

00:14:13.350 --> 00:14:15.609 of this other term cisgender,

NOTE Confidence: 0.91289004

00:14:15.610 --> 00:14:16.645 which again, really.

NOTE Confidence: 0.91289004

00:14:16.645 --> 00:14:17.680 Came from academia,

NOTE Confidence: 0.91289004

00:14:17.680 --> 00:14:19.192 which is someone whose gender is

NOTE Confidence: 0.91289004

00:14:19.192 --> 00:14:21.011 the same as is commonly associated

NOTE Confidence: 0.91289004

00:14:21.011 --> 00:14:22.139 with their sex.

NOTE Confidence: 0.91289004

00:14:22.140 --> 00:14:22.866 Assigned at birth,

NOTE Confidence: 0.91289004

00:14:22.866 --> 00:14:25.099 so I use that term in reference to myself.

NOTE Confidence: 0.91289004

00:14:25.100 --> 00:14:27.578 I said I'm a cisgender queer woman.

NOTE Confidence: 0.91289004

00:14:27.580 --> 00:14:29.464 That means I was assigned female

NOTE Confidence: 0.91289004

00:14:29.464 --> 00:14:31.512 sex offenders have what's commonly

NOTE Confidence: 0.91289004

00:14:31.512 --> 00:14:33.716 associated with typical female

NOTE Confidence: 0.91289004

00:14:33.716 --> 00:14:34.818 reproductive organs.

NOTE Confidence: 0.91289004

00:14:34.820 --> 00:14:36.760 I I challenged that terminology,

NOTE Confidence: 0.91289004

00:14:36.760 --> 00:14:39.292 but uterus, ovaries, dudes,

NOTE Confidence: 0.91289004

00:14:39.292 --> 00:14:43.468 etc and and identifies woman today.

NOTE Confidence: 0.91289004

00:14:43.470 --> 00:14:45.768 And then transgender man and woman.

NOTE Confidence: 0.91289004

00:14:45.770 --> 00:14:48.024 It's really important that we always use

NOTE Confidence: 0.91289004

00:14:48.024 --> 00:14:49.790 terminology that affirms peoples gender,

NOTE Confidence: 0.91289004

00:14:49.790 --> 00:14:50.301 UM,

NOTE Confidence: 0.91289004

00:14:50.301 --> 00:14:53.878 and a transgender man or man with

NOTE Confidence: 0.91289004

00:14:53.878 --> 00:14:55.939 transgender presumably assigned female

NOTE Confidence: 0.91289004

00:14:55.939 --> 00:14:59.205 sex at birth and non binary person who

NOTE Confidence: 0.91289004

00:14:59.205 --> 00:15:02.822 is not simply a man or woman may have

NOTE Confidence: 0.91289004

00:15:02.822 --> 00:15:05.366 multiple genders or outside of the

NOTE Confidence: 0.91289004

00:15:05.453 --> 00:15:08.309 non binary outside of a binary man,

NOTE Confidence: 0.91289004

00:15:08.310 --> 00:15:11.808 woman identity or girl boy identity.

NOTE Confidence: 0.918977125

00:15:11.810 --> 00:15:14.828 So these are some. Important terminology,

NOTE Confidence: 0.918977125

00:15:14.828 --> 00:15:18.146 one thing that will point out is

NOTE Confidence: 0.918977125

00:15:18.150 --> 00:15:20.820 that not everybody who is transgender

NOTE Confidence: 0.918977125

00:15:20.820 --> 00:15:23.450 uses that terminology for themselves,

NOTE Confidence: 0.918977125

00:15:23.450 --> 00:15:26.274 so really important to use the language that

NOTE Confidence: 0.918977125

00:15:26.274 --> 00:15:28.789 people use for themselves and reflect that

NOTE Confidence: 0.918977125

00:15:28.789 --> 00:15:31.879 back to people and and similarly cisgender.

NOTE Confidence: 0.918977125

00:15:31.880 --> 00:15:34.184 A lot of people who we would classify as

NOTE Confidence: 0.918977125

00:15:34.184 --> 00:15:36.499 just gender don't know that terminology.

NOTE Confidence: 0.918977125

00:15:36.500 --> 00:15:38.565 Don't use it, so there's a difference

NOTE Confidence: 0.918977125

00:15:38.565 --> 00:15:40.675 between when you're working with individual

NOTE Confidence: 0.918977125

00:15:40.675 --> 00:15:44.800 people versus doing research policy, etc.

NOTE Confidence: 0.918977125

00:15:44.800 --> 00:15:46.616 Next, slide for accuracy.

NOTE Confidence: 0.918977125

00:15:46.616 --> 00:15:50.316 We also need to discuss some foundational

NOTE Confidence: 0.918977125

00:15:50.316 --> 00:15:53.012 concepts and central to this is the

NOTE Confidence: 0.918977125

00:15:53.012 --> 00:15:54.975 understanding of sex or sex assigned

NOTE Confidence: 0.918977125

00:15:54.975 --> 00:15:57.057 at birth as distinct from gender.

NOTE Confidence: 0.918977125

00:15:57.060 --> 00:15:59.797 So sex assigned at birth is identification

NOTE Confidence: 0.918977125

00:15:59.797 --> 00:16:02.553 usually made by looking at external

NOTE Confidence: 0.918977125

00:16:02.553 --> 00:16:03.058 genitalia.

NOTE Confidence: 0.918977125

00:16:03.060 --> 00:16:06.800 In my field, often in at the time of birth,

NOTE Confidence: 0.918977125

00:16:06.800 --> 00:16:07.896 sometimes before birth, right?

NOTE Confidence: 0.918977125

00:16:07.896 --> 00:16:09.540 We're getting more and more information

NOTE Confidence: 0.918977125

00:16:09.583 --> 00:16:11.302 from ultrasound, genetics, etc.

NOTE Confidence: 0.918977125

00:16:11.302 --> 00:16:13.486 Often by healthcare providers,

NOTE Confidence: 0.918977125

00:16:13.490 --> 00:16:14.522 sometimes by parents.

NOTE Confidence: 0.918977125

00:16:14.522 --> 00:16:16.586 And that's a different from gender.

NOTE Confidence: 0.918977125

00:16:16.590 --> 00:16:18.425 Someone internal sense of themselves

NOTE Confidence: 0.918977125

00:16:18.425 --> 00:16:21.962 as a woman, a man, another gender.

NOTE Confidence: 0.918977125

00:16:21.962 --> 00:16:25.266 There are many more than one gender,

NOTE Confidence: 0.918977125

00:16:25.266 --> 00:16:27.111 and this also breaks down

NOTE Confidence: 0.918977125

00:16:27.111 --> 00:16:28.690 into gender identity.

NOTE Confidence: 0.918977125

00:16:28.690 --> 00:16:29.968 Clothes you wear.

NOTE Confidence: 0.918977125

00:16:29.968 --> 00:16:31.246 Sorry gender identity,

NOTE Confidence: 0.918977125

00:16:31.250 --> 00:16:33.044 which is something only you can

NOTE Confidence: 0.918977125

00:16:33.044 --> 00:16:34.830 know by inside your own head,

NOTE Confidence: 0.918977125

00:16:34.830 --> 00:16:35.065 right?

NOTE Confidence: 0.918977125

00:16:35.065 --> 00:16:37.180 You would have to ask someone and they would

NOTE Confidence: 0.918977125

00:16:37.234 --> 00:16:38.758 have to feel comfortable disclosing that

NOTE Confidence: 0.918977125

00:16:38.758 --> 00:16:41.208 to you for you to know their gender identity.

NOTE Confidence: 0.918977125

00:16:41.210 --> 00:16:43.082 Can't know it by looking at

NOTE Confidence: 0.918977125

00:16:43.082 --> 00:16:44.330 them versus gender expression,

NOTE Confidence: 0.918977125

00:16:44.330 --> 00:16:45.335 which is known.

NOTE Confidence: 0.918977125

00:16:45.335 --> 00:16:48.464 Or is something that is red and how we

NOTE Confidence: 0.918977125

00:16:48.464 --> 00:16:50.956 move in the world here makeup clothes?

NOTE Confidence: 0.918977125

00:16:50.960 --> 00:16:52.140 How we cross our legs,

NOTE Confidence: 0.918977125

00:16:52.140 --> 00:16:52.980 vocal intonations.

NOTE Confidence: 0.918977125

00:16:52.980 --> 00:16:55.920 Those are all markers of gender expression,

NOTE Confidence: 0.918977125

00:16:55.920 --> 00:16:57.410 and those don't necessarily quote

NOTE Confidence: 0.918977125

00:16:57.410 --> 00:16:59.843 UN quote line up in ways that we've

NOTE Confidence: 0.918977125

00:16:59.843 --> 00:17:01.664 tried that they traditionally do,

NOTE Confidence: 0.918977125

00:17:01.664 --> 00:17:03.188 and that's really different

NOTE Confidence: 0.918977125

00:17:03.188 --> 00:17:04.700 than sexual orientation,

NOTE Confidence: 0.918977125

00:17:04.700 --> 00:17:06.940 which is comprised of individuals,

NOTE Confidence: 0.918977125

00:17:06.940 --> 00:17:08.732 sexual attraction, identity behavior.

NOTE Confidence: 0.918977125

00:17:08.732 --> 00:17:10.972 So there's actually many components

NOTE Confidence: 0.918977125

00:17:10.972 --> 00:17:13.078 of sexual orientation as well,

NOTE Confidence: 0.918977125

00:17:13.080 --> 00:17:16.554 which may or may not quote a line so.

NOTE Confidence: 0.918977125

00:17:16.560 --> 00:17:19.116 Some lesbian women do have sex

NOTE Confidence: 0.918977125

00:17:19.116 --> 00:17:22.285 with men and that is a distinction

NOTE Confidence: 0.918977125

00:17:22.285 --> 00:17:24.137 between behavior and identity.

NOTE Confidence: 0.918977125

00:17:24.140 --> 00:17:26.130 There are many sexual orientations,

NOTE Confidence: 0.918977125

00:17:26.130 --> 00:17:27.828 and people have both a sexual

NOTE Confidence: 0.918977125

00:17:27.828 --> 00:17:29.490 orientation and a gender identity,

NOTE Confidence: 0.918977125

00:17:29.490 --> 00:17:31.782 and we need to think about

NOTE Confidence: 0.918977125

00:17:31.782 --> 00:17:33.912 those as different domains OK,

NOTE Confidence: 0.918977125

00:17:33.912 --> 00:17:37.524 and make sure that as clinicians

NOTE Confidence: 0.918977125

00:17:37.524 --> 00:17:38.728 and administrators,

NOTE Confidence: 0.918977125

00:17:38.730 --> 00:17:40.830 but that we are really teaching

NOTE Confidence: 0.918977125

00:17:40.830 --> 00:17:42.230 and distinguishing between sex

NOTE Confidence: 0.918977125

00:17:42.291 --> 00:17:43.926 assigned at birth and gender,

NOTE Confidence: 0.918977125

00:17:43.930 --> 00:17:45.940 they are so commonly completed.

NOTE Confidence: 0.918977125

00:17:45.940 --> 00:17:47.892 In medicine and research.

NOTE Confidence: 0.918977125

00:17:47.892 --> 00:17:48.892 OK, next slide.

NOTE Confidence: 0.918977125

00:17:48.892 --> 00:17:50.684 So some of you at this point

NOTE Confidence: 0.918977125

00:17:50.684 --> 00:17:51.720 might be wondering.

NOTE Confidence: 0.918977125

00:17:51.720 --> 00:17:54.300 Gosh great lots of concepts here,

NOTE Confidence: 0.918977125

00:17:54.300 --> 00:17:56.320 but how important is this?

NOTE Confidence: 0.918977125

00:17:56.320 --> 00:17:58.360 How common is this?

NOTE Confidence: 0.918977125

00:17:58.360 --> 00:18:00.910 Why am I listening maybe?

NOTE Confidence: 0.918977125

00:18:00.910 --> 00:18:02.812 And wanted to present a little

NOTE Confidence: 0.918977125

00:18:02.812 --> 00:18:04.810 bit of that began genealogy,

NOTE Confidence: 0.918977125

00:18:04.810 --> 00:18:07.162 so I've talked about this bigger

NOTE Confidence: 0.918977125

00:18:07.162 --> 00:18:09.338 umbrella LGBTQ plus and current

NOTE Confidence: 0.918977125

00:18:09.338 --> 00:18:12.986 research would say that you know,

NOTE Confidence: 0.918977125

00:18:12.990 --> 00:18:13.314 actually,

NOTE Confidence: 0.918977125

00:18:13.314 --> 00:18:15.582 the most accurate question answer to the

NOTE Confidence: 0.918977125

00:18:15.582 --> 00:18:17.907 question of how many LGBT people are there,

NOTE Confidence: 0.918977125

00:18:17.910 --> 00:18:19.884 or how many transgender people are there?

NOTE Confidence: 0.918977125

00:18:19.890 --> 00:18:22.124 Is that we don't know because

NOTE Confidence: 0.918977125

00:18:22.124 --> 00:18:23.906 most research Census,

NOTE Confidence: 0.918977125

00:18:23.906 --> 00:18:25.688 American community surveys,

NOTE Confidence: 0.918977125

00:18:25.690 --> 00:18:26.956 all these others.

NOTE Confidence: 0.918977125

00:18:26.956 --> 00:18:28.644 Don't ask people systematically.

NOTE Confidence: 0.668582782857143

00:18:28.650 --> 00:18:29.811 Their sexual orientation,

NOTE Confidence: 0.668582782857143

00:18:29.811 --> 00:18:31.359 sex assigned at birth.

NOTE Confidence: 0.668582782857143

00:18:31.360 --> 00:18:33.474 And gender identity for us to really

NOTE Confidence: 0.668582782857143

00:18:33.474 --> 00:18:35.250 understand who's in our population.

NOTE Confidence: 0.668582782857143

00:18:35.250 --> 00:18:37.847 However, we have some data and we

NOTE Confidence: 0.668582782857143

00:18:37.847 --> 00:18:40.590 think of these as floor statistics,

NOTE Confidence: 0.668582782857143

00:18:40.590 --> 00:18:43.593 not as a ceiling because not everybody

NOTE Confidence: 0.668582782857143

00:18:43.593 --> 00:18:45.305 feels comfortable answering questions

NOTE Confidence: 0.668582782857143

00:18:45.305 --> 00:18:47.804 like from a random digit dial are.

NOTE Confidence: 0.668582782857143

00:18:47.810 --> 00:18:50.778 So these data which come from Gallup

NOTE Confidence: 0.668582782857143

00:18:50.778 --> 00:18:54.780 show that 7% actually over 7% of adults

NOTE Confidence: 0.668582782857143

00:18:54.780 --> 00:18:59.687 in the US today identify as LGBTQ plus.

NOTE Confidence: 0.668582782857143

00:18:59.690 --> 00:19:01.888 It's more than all the children of

NOTE Confidence: 0.668582782857143

00:19:01.888 --> 00:19:04.249 five and under in the United States,

NOTE Confidence: 0.668582782857143

00:19:04.250 --> 00:19:07.886 including 20% of Generation Z adults,

NOTE Confidence: 0.668582782857143

00:19:07.890 --> 00:19:10.308 and among that 1% are transgender.

NOTE Confidence: 0.668582782857143

00:19:10.310 --> 00:19:12.719 So next slide.

NOTE Confidence: 0.668582782857143

00:19:12.720 --> 00:19:14.488 And if we look a little bit more

NOTE Confidence: 0.668582782857143

00:19:14.488 --> 00:19:15.843 closely into the transgender

NOTE Confidence: 0.668582782857143

00:19:15.843 --> 00:19:17.139 population and epidemiology,

NOTE Confidence: 0.668582782857143

00:19:17.140 --> 00:19:19.090 we see that overall about 1%,

NOTE Confidence: 0.668582782857143

00:19:19.090 --> 00:19:21.040 or which translates to at

NOTE Confidence: 0.668582782857143

00:19:21.040 --> 00:19:22.237 least 1.8 million people.

NOTE Confidence: 0.668582782857143

00:19:22.237 --> 00:19:24.120 And we do know that there's a

NOTE Confidence: 0.668582782857143

00:19:24.177 --> 00:19:25.987 difference by age and generation,

NOTE Confidence: 0.668582782857143

00:19:25.990 --> 00:19:27.334 and the numbers here.

NOTE Confidence: 0.668582782857143

00:19:27.334 --> 00:19:29.014 But there's really good evidence

NOTE Confidence: 0.668582782857143

00:19:29.014 --> 00:19:30.969 to suggest it's not necessarily

NOTE Confidence: 0.668582782857143

00:19:30.969 --> 00:19:32.208 that population prevalence

NOTE Confidence: 0.668582782857143

00:19:32.208 --> 00:19:33.480 statistics are changing,

NOTE Confidence: 0.668582782857143

00:19:33.480 --> 00:19:35.262 but rather there are real differences

NOTE Confidence: 0.668582782857143

00:19:35.262 --> 00:19:37.339 in terms of comfort with disclosure,

NOTE Confidence: 0.668582782857143

00:19:37.340 --> 00:19:39.688 changes in understanding and

NOTE Confidence: 0.668582782857143

00:19:39.688 --> 00:19:42.036 representation of various gender

NOTE Confidence: 0.668582782857143

00:19:42.036 --> 00:19:44.870 norms and concepts of gender.

NOTE Confidence: 0.668582782857143

00:19:44.870 --> 00:19:46.766 We do see that in the youngest generation,

NOTE Confidence: 0.668582782857143

00:19:46.770 --> 00:19:48.270 one in 50,

NOTE Confidence: 0.668582782857143

00:19:48.270 --> 00:19:50.270 or identifying as transgender,

NOTE Confidence: 0.668582782857143

00:19:50.270 --> 00:19:52.262 and we know that that's a lot less

NOTE Confidence: 0.668582782857143

00:19:52.262 --> 00:19:54.515 than probably who is and and thinks of

NOTE Confidence: 0.668582782857143

00:19:54.515 --> 00:19:56.549 themselves and or has the experience

NOTE Confidence: 0.668582782857143

00:19:56.549 --> 00:19:58.770 of being trans one really important

NOTE Confidence: 0.668582782857143

00:19:58.770 --> 00:20:01.010 thing is that trans and gender diverse

NOTE Confidence: 0.668582782857143

00:20:01.065 --> 00:20:03.289 status is not unique to a particular age,

NOTE Confidence: 0.668582782857143

00:20:03.290 --> 00:20:04.140 race, ethnicity,

NOTE Confidence: 0.668582782857143

00:20:04.140 --> 00:20:04.565 income,

NOTE Confidence: 0.668582782857143

00:20:04.565 --> 00:20:06.265 bracket or education level,

NOTE Confidence: 0.668582782857143

00:20:06.270 --> 00:20:09.210 and many people have multiple identities,

NOTE Confidence: 0.668582782857143

00:20:09.210 --> 00:20:11.114 so the take home is you are

NOTE Confidence: 0.668582782857143

00:20:11.114 --> 00:20:12.742 taking care of transgender people

NOTE Confidence: 0.668582782857143

00:20:12.742 --> 00:20:14.974 whether you know it or not.

NOTE Confidence: 0.668582782857143

00:20:14.980 --> 00:20:16.912 And it really is critical that

NOTE Confidence: 0.668582782857143

00:20:16.912 --> 00:20:19.502 we all work to make sure that

NOTE Confidence: 0.668582782857143

00:20:19.502 --> 00:20:21.138 our spaces are welcoming.

NOTE Confidence: 0.668582782857143

00:20:21.140 --> 00:20:22.190 And with that I'm going to

NOTE Confidence: 0.668582782857143

00:20:22.190 --> 00:20:23.210 pass it to Doctor Albert.

NOTE Confidence: 0.900144764285714

00:20:27.230 --> 00:20:29.024 So while we have limited data

NOTE Confidence: 0.900144764285714

00:20:29.024 --> 00:20:30.220 regarding cancer incidence and

NOTE Confidence: 0.900144764285714

00:20:30.273 --> 00:20:31.869 outcomes for transgender people,

NOTE Confidence: 0.900144764285714

00:20:31.870 --> 00:20:34.712 many aspects of the lives of transgender

NOTE Confidence: 0.900144764285714

00:20:34.712 --> 00:20:37.287 people may predispose us to increase

NOTE Confidence: 0.900144764285714

00:20:37.287 --> 00:20:39.007 cancer morbidity and mortality.

NOTE Confidence: 0.900144764285714

00:20:39.010 --> 00:20:40.708 For example, the majority of trans

NOTE Confidence: 0.900144764285714

00:20:40.708 --> 00:20:42.883 people who were out or perceived as

NOTE Confidence: 0.900144764285714

00:20:42.883 --> 00:20:44.203 transgender in schools experienced

NOTE Confidence: 0.900144764285714

00:20:44.203 --> 00:20:45.930 some sort of mistreatment,

NOTE Confidence: 0.900144764285714

00:20:45.930 --> 00:20:49.152 and one in five dropped out as a result.

NOTE Confidence: 0.900144764285714

00:20:49.160 --> 00:20:51.578 One in five transgender women will

NOTE Confidence: 0.900144764285714

00:20:51.578 --> 00:20:53.950 be incarcerated in their lifetimes.

NOTE Confidence: 0.900144764285714

00:20:53.950 --> 00:20:55.917 One out of three transgender people were

NOTE Confidence: 0.900144764285714

00:20:55.917 --> 00:20:58.042 fired in the last year or experience

NOTE Confidence: 0.900144764285714

00:20:58.042 --> 00:20:59.884 some sort of mistreatment at work.

NOTE Confidence: 0.900144764285714

00:20:59.890 --> 00:21:02.278 One out of three transgender people

NOTE Confidence: 0.900144764285714

00:21:02.278 --> 00:21:03.870 will experience homelessness one

NOTE Confidence: 0.900144764285714

00:21:03.930 --> 00:21:05.974 out of three are living in poverty.

NOTE Confidence: 0.900144764285714

00:21:05.980 --> 00:21:07.950 One out of two experienced

NOTE Confidence: 0.900144764285714

00:21:07.950 --> 00:21:09.920 sexual assault in our lifetimes.

NOTE Confidence: 0.900144764285714

00:21:09.920 --> 00:21:12.020 One out of four or unable to

NOTE Confidence: 0.900144764285714

00:21:12.020 --> 00:21:13.355 access hormone therapy because

NOTE Confidence: 0.900144764285714

00:21:13.355 --> 00:21:15.220 of lack of insurance coverage.

NOTE Confidence: 0.900144764285714

00:21:15.220 --> 00:21:17.264 One out of five transgender people will

NOTE Confidence: 0.900144764285714

00:21:17.264 --> 00:21:19.200 participate in the underground economy,

NOTE Confidence: 0.900144764285714

00:21:19.200 --> 00:21:21.124 including in sex work.

NOTE Confidence: 0.900144764285714

00:21:21.124 --> 00:21:24.439 One out of two black and Latino

NOTE Confidence: 0.900144764285714

00:21:24.439 --> 00:21:27.217 trans women are living with HIV.

NOTE Confidence: 0.900144764285714

00:21:27.220 --> 00:21:29.422 One out of two transgender people

NOTE Confidence: 0.900144764285714

00:21:29.422 --> 00:21:30.890 are currently experiencing mental

NOTE Confidence: 0.900144764285714

00:21:30.953 --> 00:21:32.489 distress and mental illness.

NOTE Confidence: 0.900144764285714

00:21:32.490 --> 00:21:35.274 And so you can imagine that the indirect

NOTE Confidence: 0.900144764285714

00:21:35.280 --> 00:21:37.030 and direct effects of some of these

NOTE Confidence: 0.900144764285714

00:21:37.030 --> 00:21:39.190 things lead to increased cancer morbidity.

NOTE Confidence: 0.900144764285714

00:21:39.190 --> 00:21:39.825 Mortality,

NOTE Confidence: 0.900144764285714

00:21:39.825 --> 00:21:41.095 for example,

NOTE Confidence: 0.900144764285714

00:21:41.095 --> 00:21:44.270 increased rates of HIV related

NOTE Confidence: 0.900144764285714

00:21:44.270 --> 00:21:47.868 malignancies and HPV related malignancies.

NOTE Confidence: 0.900144764285714

00:21:47.870 --> 00:21:49.858 Transgender people also have

NOTE Confidence: 0.900144764285714

00:21:49.858 --> 00:21:51.846 negative experiences with physicians.

NOTE Confidence: 0.900144764285714

00:21:51.850 --> 00:21:53.920 And that likely also leads to

NOTE Confidence: 0.900144764285714

00:21:53.920 --> 00:21:54.955 barriers to care.

NOTE Confidence: 0.900144764285714

00:21:54.960 --> 00:21:57.417 So you can imagine that if one in three

NOTE Confidence: 0.900144764285714

00:21:57.417 --> 00:21:59.337 trans people had negative experiences

NOTE Confidence: 0.900144764285714

00:21:59.337 --> 00:22:01.707 with physicians in the last year.

NOTE Confidence: 0.900144764285714

00:22:01.710 --> 00:22:03.922 That it makes sense that a number

NOTE Confidence: 0.900144764285714

00:22:03.922 --> 00:22:05.681 of transgender people would not

NOTE Confidence: 0.900144764285714

00:22:05.681 --> 00:22:07.551 present to healthcare for regular

NOTE Confidence: 0.900144764285714

00:22:07.551 --> 00:22:09.710 preventative care and cancer screening,

NOTE Confidence: 0.900144764285714

00:22:09.710 --> 00:22:12.278 and also that people may not

NOTE Confidence: 0.900144764285714

00:22:12.278 --> 00:22:13.562 have symptoms evaluated.

NOTE Confidence: 0.900144764285714

00:22:13.570 --> 00:22:16.489 So if people aren't presenting to care,

NOTE Confidence: 0.900144764285714

00:22:16.490 --> 00:22:18.920 this likely leads to presentations with

NOTE Confidence: 0.900144764285714

00:22:18.920 --> 00:22:21.569 later stage cancers and worse outcomes.

NOTE Confidence: 0.900144764285714

00:22:21.570 --> 00:22:22.971 And in fact,

NOTE Confidence: 0.900144764285714

00:22:22.971 --> 00:22:25.773 Sarah Jackson recently published some data.

NOTE Confidence: 0.900144764285714

00:22:25.780 --> 00:22:27.802 Suggesting that that's in fact the

NOTE Confidence: 0.900144764285714

00:22:27.802 --> 00:22:29.517 case that transgender people with

NOTE Confidence: 0.900144764285714

00:22:29.517 --> 00:22:31.377 specific types of cancers present late

NOTE Confidence: 0.900144764285714

00:22:31.377 --> 00:22:33.490 and have worse outcomes as a result.

NOTE Confidence: 0.886387622777778

00:22:35.940 --> 00:22:37.460 We frame our research and

NOTE Confidence: 0.886387622777778

00:22:37.460 --> 00:22:38.676 scholarship within a conceptual

NOTE Confidence: 0.886387622777778

00:22:38.676 --> 00:22:40.524 model that acknowledges the ways

NOTE Confidence: 0.886387622777778

00:22:40.524 --> 00:22:42.020 that interactions between oncology,

NOTE Confidence: 0.886387622777778

00:22:42.020 --> 00:22:43.755 clinicians and transgender people with

NOTE Confidence: 0.886387622777778

00:22:43.755 --> 00:22:46.080 cancer are affected by the structure,

NOTE Confidence: 0.886387622777778

00:22:46.080 --> 00:22:47.655 culture and policies of the

NOTE Confidence: 0.886387622777778

00:22:47.655 --> 00:22:49.840 institutions in which we find ourselves,

NOTE Confidence: 0.886387622777778

00:22:49.840 --> 00:22:52.216 as well as the systems policies

NOTE Confidence: 0.886387622777778

00:22:52.216 --> 00:22:54.080 and social context around us.

NOTE Confidence: 0.886387622777778

00:22:54.080 --> 00:22:56.210 So because of that understanding and

NOTE Confidence: 0.886387622777778

00:22:56.210 --> 00:22:58.042 changing the experiences and outcomes

NOTE Confidence: 0.886387622777778

00:22:58.042 --> 00:22:59.817 of individual patients will require

NOTE Confidence: 0.886387622777778

00:22:59.817 --> 00:23:02.220 not just us learning more and changing

NOTE Confidence: 0.886387622777778

00:23:02.220 --> 00:23:04.074 the ways we interact with people,

NOTE Confidence: 0.886387622777778

00:23:04.080 --> 00:23:05.595 but also changing the systems

NOTE Confidence: 0.886387622777778

00:23:05.595 --> 00:23:06.807 and policies around us.

NOTE Confidence: 0.776881588181818

00:23:09.130 --> 00:23:11.385 For example, guidelines of organizations

NOTE Confidence: 0.776881588181818

00:23:11.385 --> 00:23:14.330 like ASCO and NCCN impact research,

NOTE Confidence: 0.776881588181818

00:23:14.330 --> 00:23:15.550 clinical practice,

NOTE Confidence: 0.776881588181818

00:23:15.550 --> 00:23:17.380 and institutional policies,

NOTE Confidence: 0.776881588181818

00:23:17.380 --> 00:23:19.012 and ultimately the experiences

NOTE Confidence: 0.776881588181818

00:23:19.012 --> 00:23:20.644 and outcomes in patients.

NOTE Confidence: 0.776881588181818

00:23:20.650 --> 00:23:22.050 For this reason, Doctor Overton,

NOTE Confidence: 0.776881588181818

00:23:22.050 --> 00:23:23.904 Malaver and I have been working

NOTE Confidence: 0.776881588181818

00:23:23.904 --> 00:23:25.582 closely with NCCN and ASCO

NOTE Confidence: 0.776881588181818

00:23:25.582 --> 00:23:27.452 to change guidelines to be

NOTE Confidence: 0.776881588181818

00:23:27.452 --> 00:23:28.948 inclusive of transgender people.

NOTE Confidence: 0.776881588181818

00:23:28.950 --> 00:23:29.814 In other words,

NOTE Confidence: 0.776881588181818

00:23:29.814 --> 00:23:30.966 to acknowledge transgender people

NOTE Confidence: 0.776881588181818

00:23:30.966 --> 00:23:32.988 in our language and the ways that

NOTE Confidence: 0.776881588181818

00:23:32.988 --> 00:23:34.096 we're thinking about guidelines.

NOTE Confidence: 0.922347597272727

00:23:36.530 --> 00:23:38.685 Similarly, transgender people are also

NOTE Confidence: 0.922347597272727

00:23:38.685 --> 00:23:41.470 impacted by state and national policies.

NOTE Confidence: 0.922347597272727

00:23:41.470 --> 00:23:43.794 So for example, this is a map

NOTE Confidence: 0.922347597272727

00:23:43.794 --> 00:23:44.790 representing Medicaid policies

NOTE Confidence: 0.922347597272727

00:23:44.852 --> 00:23:46.567 that cover gender related care,

NOTE Confidence: 0.922347597272727

00:23:46.570 --> 00:23:49.270 such as hormones or surgeries.

NOTE Confidence: 0.922347597272727

00:23:49.270 --> 00:23:50.950 And so, although this hasn't been

NOTE Confidence: 0.922347597272727

00:23:50.950 --> 00:23:52.529 investigated as far as we know,

NOTE Confidence: 0.922347597272727

00:23:52.530 --> 00:23:55.165 these policies likely also change

NOTE Confidence: 0.922347597272727

00:23:55.165 --> 00:23:57.750 people's access to cancer screening

NOTE Confidence: 0.922347597272727

00:23:57.750 --> 00:24:00.750 and and other types of care.

NOTE Confidence: 0.922347597272727

00:24:00.750 --> 00:24:03.222 So you can imagine that the

NOTE Confidence: 0.922347597272727

00:24:03.222 --> 00:24:04.870 experiences of transgender people

NOTE Confidence: 0.922347597272727

00:24:04.938 --> 00:24:06.830 living in state Connecticut,

NOTE Confidence: 0.922347597272727

00:24:06.830 --> 00:24:08.442 where Medicaid policies coverage

NOTE Confidence: 0.922347597272727

00:24:08.442 --> 00:24:10.860 under related care might be very

NOTE Confidence: 0.922347597272727

00:24:10.930 --> 00:24:12.666 different than the experiences

NOTE Confidence: 0.922347597272727

00:24:12.666 --> 00:24:14.836 of transgender people and their

NOTE Confidence: 0.922347597272727

00:24:14.836 --> 00:24:16.925 primary care doctors and their

NOTE Confidence: 0.922347597272727

00:24:16.925 --> 00:24:18.509 oncologists living in Texas.

NOTE Confidence: 0.922347597272727

00:24:18.510 --> 00:24:18.948 With that,

NOTE Confidence: 0.922347597272727

00:24:18.948 --> 00:24:20.481 I'll turn it back to doctor over

NOTE Confidence: 0.922347597272727

00:24:20.481 --> 00:24:22.098 and over to explore this further.

NOTE Confidence: 0.942118361875

00:24:23.610 --> 00:24:26.571 Thank you and so one of the things that

NOTE Confidence: 0.942118361875

00:24:26.571 --> 00:24:29.647 we need to ask ourselves as providers

NOTE Confidence: 0.942118361875

00:24:29.650 --> 00:24:32.639 is how can we signal to transgender

NOTE Confidence: 0.942118361875

00:24:32.639 --> 00:24:35.244 and gender diverse people that the

NOTE Confidence: 0.942118361875

00:24:35.244 --> 00:24:38.128 space is the clinical spaces that we

NOTE Confidence: 0.942118361875

00:24:38.207 --> 00:24:40.923 are offering are places that are safe

NOTE Confidence: 0.942118361875

00:24:40.923 --> 00:24:43.896 for them to disclose their identity

NOTE Confidence: 0.942118361875

00:24:43.896 --> 00:24:47.508 and to have a welcoming experience.

NOTE Confidence: 0.942118361875

00:24:47.510 --> 00:24:50.560 And so I want to propose this model of the

NOTE Confidence: 0.942118361875

00:24:50.640 --> 00:24:53.768 four doors that that has been very helpful.

NOTE Confidence: 0.942118361875

00:24:53.770 --> 00:24:56.695 I think to easily start to think about and

NOTE Confidence: 0.942118361875

00:24:56.695 --> 00:25:00.057 do a landscape analysis of your own setting.

NOTE Confidence: 0.942118361875

00:25:00.060 --> 00:25:02.930 So the first question is what happens

NOTE Confidence: 0.942118361875

00:25:02.930 --> 00:25:05.188 when someone comes in your door?

NOTE Confidence: 0.942118361875

00:25:05.190 --> 00:25:07.110 What is the signage that

NOTE Confidence: 0.942118361875

00:25:07.110 --> 00:25:09.030 they're seeing the graphics on?

NOTE Confidence: 0.942118361875

00:25:09.030 --> 00:25:11.080 The the wall? Is it?

NOTE Confidence: 0.942118361875

00:25:11.080 --> 00:25:13.131 If it's a place where you are

NOTE Confidence: 0.942118361875

00:25:13.131 --> 00:25:14.700 primarily taking care of uterine,

NOTE Confidence: 0.942118361875

00:25:14.700 --> 00:25:17.642 ovarian, tubal cancer,

NOTE Confidence: 0.942118361875

00:25:17.642 --> 00:25:20.858 is that the Women's Cancer Center

NOTE Confidence: 0.942118361875

00:25:20.858 --> 00:25:24.815 or are the is the signage all pink?

NOTE Confidence: 0.942118361875

00:25:24.820 --> 00:25:26.536 These types of things same with

NOTE Confidence: 0.942118361875

00:25:26.536 --> 00:25:28.422 breast cancer and we'll see more of

NOTE Confidence: 0.942118361875

00:25:28.422 --> 00:25:30.770 this later then and are the people

NOTE Confidence: 0.942118361875

00:25:30.770 --> 00:25:32.660 who are taking insurance cards.

NOTE Confidence: 0.942118361875

00:25:32.660 --> 00:25:34.770 People who are parking folks,

NOTE Confidence: 0.942118361875

00:25:34.770 --> 00:25:37.570 people who are rooming individuals

NOTE Confidence: 0.942118361875

00:25:37.570 --> 00:25:39.810 comfortable with working with

NOTE Confidence: 0.942118361875

00:25:39.810 --> 00:25:41.638 people of all genders.

NOTE Confidence: 0.942118361875

00:25:41.640 --> 00:25:44.268 Next, what happens behind closed doors?

NOTE Confidence: 0.942118361875

00:25:44.270 --> 00:25:46.580 And I think Doctor Albert,

NOTE Confidence: 0.942118361875

00:25:46.580 --> 00:25:47.780 if you can click once,

NOTE Confidence: 0.942118361875

00:25:47.780 --> 00:25:50.125 I think those four that that great.

NOTE Confidence: 0.942118361875

00:25:50.130 --> 00:25:51.502 Thank you so much.

NOTE Confidence: 0.942118361875

00:25:51.502 --> 00:25:54.209 So then what happens behind closed doors in?

NOTE Confidence: 0.942118361875

00:25:54.210 --> 00:25:55.125 Histories and physicals,

NOTE Confidence: 0.942118361875

00:25:55.125 --> 00:25:56.955 and the information that you're asking,

NOTE Confidence: 0.942118361875

00:25:56.960 --> 00:25:58.585 are you asking about gender

NOTE Confidence: 0.942118361875

00:25:58.585 --> 00:25:59.885 affirming processes and procedures?

NOTE Confidence: 0.942118361875

00:25:59.890 --> 00:26:01.410 Thinking about who someone

NOTE Confidence: 0.942118361875

00:26:01.410 --> 00:26:02.930 is in their totality?

NOTE Confidence: 0.942118361875

00:26:02.930 --> 00:26:04.630 The next is what happens.

NOTE Confidence: 0.942118361875

00:26:04.630 --> 00:26:06.065 Even if you've done all of that

NOTE Confidence: 0.942118361875

00:26:06.065 --> 00:26:07.555 work in your own specific clinical

NOTE Confidence: 0.942118361875

00:26:07.555 --> 00:26:08.930 space and behind closed doors

NOTE Confidence: 0.942118361875

00:26:08.930 --> 00:26:10.508 in your history and physical,

NOTE Confidence: 0.942118361875

00:26:10.510 --> 00:26:11.765 what happens when you were

NOTE Confidence: 0.942118361875

00:26:11.765 --> 00:26:13.512 first and went out to another

NOTE Confidence: 0.942118361875

00:26:13.512 --> 00:26:15.268 department or another institution?

NOTE Confidence: 0.942118361875

00:26:15.270 --> 00:26:17.250 How's that information carried forward

NOTE Confidence: 0.942118361875

00:26:17.250 --> 00:26:20.374 in a real and respectful, accurate way?

NOTE Confidence: 0.942118361875

00:26:20.374 --> 00:26:22.090 And then finally,

NOTE Confidence: 0.942118361875

00:26:22.090 --> 00:26:23.715 what happens to welcome people

NOTE Confidence: 0.942118361875

00:26:23.715 --> 00:26:25.015 into the door so?

NOTE Confidence: 0.942118361875

00:26:25.020 --> 00:26:25.902 Not just that,

NOTE Confidence: 0.942118361875

00:26:25.902 --> 00:26:27.960 we are taking care of transgender and

NOTE Confidence: 0.942118361875

00:26:28.025 --> 00:26:30.180 gender diverse people by happenstance,

NOTE Confidence: 0.942118361875

00:26:30.180 --> 00:26:32.812 but really making ourselves

NOTE Confidence: 0.942118361875

00:26:32.812 --> 00:26:35.444 a destination of choice.

NOTE Confidence: 0.942118361875

00:26:35.450 --> 00:26:35.927 Next,

NOTE Confidence: 0.942118361875

00:26:35.927 --> 00:26:39.266 so one of a group of colleagues

NOTE Confidence: 0.942118361875

00:26:39.266 --> 00:26:42.490 and I wanted to address the fact

NOTE Confidence: 0.942118361875

00:26:42.490 --> 00:26:44.760 that many organizations have really

NOTE Confidence: 0.942118361875

00:26:44.839 --> 00:26:46.288 recognized non discrimination

NOTE Confidence: 0.942118361875

00:26:46.288 --> 00:26:49.669 policies as a good marker and signal

NOTE Confidence: 0.942118361875

00:26:49.751 --> 00:26:52.056 to communities and reflection of

NOTE Confidence: 0.942118361875

00:26:52.056 --> 00:26:54.361 the culture of an institution,

NOTE Confidence: 0.942118361875

00:26:54.370 --> 00:26:55.880 of how they're taking care

NOTE Confidence: 0.942118361875

00:26:55.880 --> 00:26:56.786 of different communities,

NOTE Confidence: 0.942118361875

00:26:56.790 --> 00:26:59.880 including the LGBTQ plus community.

NOTE Confidence: 0.942118361875

00:26:59.880 --> 00:27:02.072 And so we performed a web based analysis

NOTE Confidence: 0.942118361875

00:27:02.072 --> 00:27:04.237 to evaluate the landscape of patient

NOTE Confidence: 0.942118361875

00:27:04.237 --> 00:27:05.793 nondiscrimination policies at NCI.

NOTE Confidence: 0.942118361875

00:27:05.800 --> 00:27:07.580 Designated cancer centers and

NOTE Confidence: 0.942118361875

00:27:07.580 --> 00:27:09.930 we found that while 82% of

NOTE Confidence: 0.942118361875

00:27:09.930 --> 00:27:11.355 cancer centers had a patient,

NOTE Confidence: 0.942118361875

00:27:11.360 --> 00:27:13.390 non discrimination policy that was

NOTE Confidence: 0.942118361875

00:27:13.390 --> 00:27:16.904 accessible in their website in 90% mentioned,

NOTE Confidence: 0.942118361875

00:27:16.904 --> 00:27:20.470 protection by sex and 70% by

NOTE Confidence: 0.942118361875

00:27:20.470 --> 00:27:22.570 sexual orientation a little

NOTE Confidence: 0.942118361875

00:27:22.570 --> 00:27:24.856 less 67% by gender identity,

NOTE Confidence: 0.942118361875

00:27:24.856 --> 00:27:27.987 none of the policies included sex assigned

NOTE Confidence: 0.942118361875

00:27:27.987 --> 00:27:31.275 at birth or LGBTQ plus or SGM identity,

NOTE Confidence: 0.942118361875

00:27:31.280 --> 00:27:34.228 and so a big.

NOTE Confidence: 0.942118361875

00:27:34.230 --> 00:27:36.680 is that there are actions that we

NOTE Confidence: 0.942118361875

00:27:36.680 --> 00:27:38.748 can take that are feasible and

NOTE Confidence: 0.942118361875

00:27:38.748 --> 00:27:40.902 within our control to help signal

NOTE Confidence: 0.942118361875

00:27:40.902 --> 00:27:43.129 and make spaces more welcoming.

NOTE Confidence: 0.942118361875

00:27:43.130 --> 00:27:45.200 We'll talk about a little bit

NOTE Confidence: 0.942118361875

00:27:45.200 --> 00:27:46.580 more of what happens

NOTE Confidence: 0.897470279285714

00:27:46.655 --> 00:27:48.587 when spaces aren't welcoming

NOTE Confidence: 0.897470279285714

00:27:48.590 --> 00:27:50.090 through the qualitative research

NOTE Confidence: 0.897470279285714

00:27:50.090 --> 00:27:51.590 that we've both conducted,

NOTE Confidence: 0.897470279285714

00:27:51.590 --> 00:27:52.986 and there's some illustrative

NOTE Confidence: 0.897470279285714

00:27:52.986 --> 00:27:54.731 quotes and experiences that Doctor

NOTE Confidence: 0.897470279285714

00:27:54.731 --> 00:27:56.168 Albert will go through next.

NOTE Confidence: 0.65211485

00:28:02.160 --> 00:28:04.640 Go ahead, OK. Thank you so much.

NOTE Confidence: 0.87542729368421

00:28:04.640 --> 00:28:06.704 So now we'll get into some of the

NOTE Confidence: 0.87542729368421

00:28:06.704 --> 00:28:08.660 details of what happens to patients

NOTE Confidence: 0.87542729368421

00:28:08.660 --> 00:28:10.385 when they present to clinic,

NOTE Confidence: 0.87542729368421

00:28:10.390 --> 00:28:12.730 and we'll be presenting from both

NOTE Confidence: 0.87542729368421

00:28:12.730 --> 00:28:14.290 of our qualitative research,

NOTE Confidence: 0.87542729368421

00:28:14.290 --> 00:28:16.698 and there'll be a few themes that

NOTE Confidence: 0.87542729368421

00:28:16.698 --> 00:28:18.076 will describe throughout this

NOTE Confidence: 0.87542729368421

00:28:18.076 --> 00:28:20.050 section and the first one is that

NOTE Confidence: 0.87542729368421

00:28:20.050 --> 00:28:22.160 our institutions themselves may not

NOTE Confidence: 0.87542729368421

00:28:22.160 --> 00:28:24.270 be welcoming of transgender people,

NOTE Confidence: 0.87542729368421

00:28:24.270 --> 00:28:27.396 and may actually inadvertently exclude them.

NOTE Confidence: 0.87542729368421

00:28:27.400 --> 00:28:31.432 So I'm going to read a quote from a

NOTE Confidence: 0.87542729368421

00:28:31.440 --> 00:28:34.500 project I did exploring the experiences

NOTE Confidence: 0.87542729368421

00:28:34.500 --> 00:28:37.160 of transgender people with cancer.

NOTE Confidence: 0.87542729368421

00:28:37.160 --> 00:28:39.344 So one of the participants who was a

NOTE Confidence: 0.87542729368421

00:28:39.344 --> 00:28:41.259 white non binary person said I needed

NOTE Confidence: 0.87542729368421

00:28:41.259 --> 00:28:43.611 to have a lot of follow up mammograms

NOTE Confidence: 0.87542729368421

00:28:43.611 --> 00:28:46.375 until I had top surgery and pretty much

NOTE Confidence: 0.87542729368421

00:28:46.375 --> 00:28:48.750 every time this wasn't aggressively

NOTE Confidence: 0.87542729368421

00:28:48.750 --> 00:28:50.520 gendered experience to the point of no,

NOTE Confidence: 0.87542729368421

00:28:50.520 --> 00:28:52.600 I'm not putting on that pink floral gown.

NOTE Confidence: 0.87542729368421

00:28:52.600 --> 00:28:53.592 You can't make me.

NOTE Confidence: 0.87542729368421

00:28:53.592 --> 00:28:55.080 You can do it in nothing.

NOTE Confidence: 0.87542729368421

00:28:55.080 --> 00:28:56.640 I'll put on this rap I have or

NOTE Confidence: 0.87542729368421

00:28:56.640 --> 00:28:58.384 you can get me. Something else,

NOTE Confidence: 0.87542729368421

00:28:58.384 --> 00:29:01.186 but I'm literally not doing this.

NOTE Confidence: 0.87542729368421

00:29:01.190 --> 00:29:03.670 And having to push back really hard against.

NOTE Confidence: 0.87542729368421

00:29:03.670 --> 00:29:05.210 I don't want to change in the

NOTE Confidence: 0.87542729368421

00:29:05.210 --> 00:29:06.590 special woman to changing room.

NOTE Confidence: 0.87542729368421

00:29:06.590 --> 00:29:07.990 I don't want to hang out in

NOTE Confidence: 0.87542729368421

00:29:07.990 --> 00:29:09.090 the special goal mammogram.

NOTE Confidence: 0.87542729368421

00:29:09.090 --> 00:29:10.215 Word. Thanks Shirley.

NOTE Confidence: 0.87542729368421

00:29:10.215 --> 00:29:12.090 This is a whole hospital.

NOTE Confidence: 0.87542729368421

00:29:12.090 --> 00:29:14.090 No doubt you have other places I could

NOTE Confidence: 0.87542729368421

00:29:14.090 --> 00:29:17.604 sit and you can imagine that you know

NOTE Confidence: 0.87542729368421

00:29:17.604 --> 00:29:19.565 already experiencing a cancer diagnosis

NOTE Confidence: 0.87542729368421

00:29:19.565 --> 00:29:22.773 and dealing with treatment and the follow up.

NOTE Confidence: 0.87542729368421

00:29:22.780 --> 00:29:25.012 It may be very difficult to

NOTE Confidence: 0.87542729368421

00:29:25.012 --> 00:29:27.350 be in spaces and be given.

NOTE Confidence: 0.87542729368421

00:29:27.350 --> 00:29:29.678 Clothing to wear that.

NOTE Confidence: 0.87542729368421

00:29:29.678 --> 00:29:31.424 Explicitly are in,

NOTE Confidence: 0.87542729368421

00:29:31.430 --> 00:29:35.056 in contrast to how you see yourself.

NOTE Confidence: 0.87542729368421

00:29:35.060 --> 00:29:36.668 So not only do we need to change

NOTE Confidence: 0.87542729368421

00:29:36.668 --> 00:29:37.979 how we're talking to people,

NOTE Confidence: 0.87542729368421

00:29:37.980 --> 00:29:42.844 but the the institutions in which we work.

NOTE Confidence: 0.87542729368421

00:29:42.850 --> 00:29:44.914 Another way that cancer centers may

NOTE Confidence: 0.87542729368421

00:29:44.914 --> 00:29:46.641 signal inclusion or exclusion to

NOTE Confidence: 0.87542729368421

00:29:46.641 --> 00:29:48.417 patients is through our intake forms

NOTE Confidence: 0.87542729368421

00:29:48.417 --> 00:29:50.209 and what happens at registration.

NOTE Confidence: 0.87542729368421

00:29:50.210 --> 00:29:50.824 For example,

NOTE Confidence: 0.87542729368421

00:29:50.824 --> 00:29:52.666 in another study of Latina Trans,

NOTE Confidence: 0.87542729368421

00:29:52.670 --> 00:29:55.148 Woman said, starting with how to identify,

NOTE Confidence: 0.87542729368421

00:29:55.150 --> 00:29:58.108 you don't have options during registration.

NOTE Confidence: 0.87542729368421

00:29:58.110 --> 00:30:00.090 It's easy for me to sign in as a woman,

NOTE Confidence: 0.87542729368421

00:30:00.090 --> 00:30:02.214 but then the provider ends up

NOTE Confidence: 0.87542729368421

00:30:02.214 --> 00:30:03.630 asking me inappropriate questions.

NOTE Confidence: 0.87542729368421

00:30:03.630 --> 00:30:05.527 For example, when was my last period,

NOTE Confidence: 0.87542729368421

00:30:05.530 --> 00:30:08.560 or if I might be pregnant?

NOTE Confidence: 0.87542729368421

00:30:08.560 --> 00:30:10.840 And if somebody is asking about

NOTE Confidence: 0.87542729368421

00:30:10.840 --> 00:30:11.980 your last period,

NOTE Confidence: 0.87542729368421

00:30:11.980 --> 00:30:13.276 or if you might be pregnant,

NOTE Confidence: 0.87542729368421

00:30:13.280 --> 00:30:14.590 you're put in a situation.

NOTE Confidence: 0.87542729368421

00:30:14.590 --> 00:30:16.958 If you're a trans woman to have to

NOTE Confidence: 0.87542729368421

00:30:16.958 --> 00:30:19.195 either lie or or come out to someone

NOTE Confidence: 0.87542729368421

00:30:19.195 --> 00:30:21.959 who it may not feel safe to come out to,

NOTE Confidence: 0.87542729368421

00:30:21.960 --> 00:30:23.270 and then after somebody asked

NOTE Confidence: 0.87542729368421

00:30:23.270 --> 00:30:24.056 you that question,

NOTE Confidence: 0.87542729368421

00:30:24.060 --> 00:30:27.714 it may be even more difficult to.

NOTE Confidence: 0.87542729368421

00:30:27.720 --> 00:30:30.210 To choose to explain to them that

NOTE Confidence: 0.87542729368421

00:30:30.210 --> 00:30:31.730 you're transgender because they've

NOTE Confidence: 0.87542729368421

00:30:31.730 --> 00:30:33.339 already signaled that they don't

NOTE Confidence: 0.87542729368421

00:30:33.340 --> 00:30:36.328 know that or think that you're.

NOTE Confidence: 0.87542729368421

00:30:36.330 --> 00:30:38.460 Existence is a real thing.

NOTE Confidence: 0.895536415

00:30:40.590 --> 00:30:42.396 So the language used by oncology

NOTE Confidence: 0.895536415

00:30:42.396 --> 00:30:44.785 clinicians may also not reflect the bodies

NOTE Confidence: 0.895536415

00:30:44.785 --> 00:30:46.665 or experiences of transgender people.

NOTE Confidence: 0.895536415

00:30:46.670 --> 00:30:50.468 For example, a weight nonbinary participant.

NOTE Confidence: 0.895536415

00:30:50.470 --> 00:30:52.969 Said, I remember somebody saying it's OK,

NOTE Confidence: 0.895536415

00:30:52.970 --> 00:30:54.346 you're still a woman.

NOTE Confidence: 0.895536415

00:30:54.346 --> 00:30:56.410 You can probably still have children.

NOTE Confidence: 0.895536415

00:30:56.410 --> 00:30:58.640 Thank you. No thank you.

NOTE Confidence: 0.895536415

00:30:58.640 --> 00:31:01.118 And so I'm sure that clinician was

NOTE Confidence: 0.895536415

00:31:01.118 --> 00:31:03.188 really trying to, you know, create,

NOTE Confidence: 0.895536415

00:31:03.188 --> 00:31:05.540 build, repor and be close to the

NOTE Confidence: 0.895536415

00:31:05.615 --> 00:31:08.039 patient by by making this statement.

NOTE Confidence: 0.895536415

00:31:08.040 --> 00:31:10.672 But in fact, really made an assumption

NOTE Confidence: 0.895536415

00:31:10.672 --> 00:31:13.239 that was in fact not the case,

NOTE Confidence: 0.895536415

00:31:13.240 --> 00:31:15.728 and they have eroded reform made it even

NOTE Confidence: 0.895536415

00:31:15.728 --> 00:31:17.985 more difficult for that person to be there.

NOTE Confidence: 0.823299445

00:31:20.550 --> 00:31:22.368 Similarly, in a study about sexual

NOTE Confidence: 0.823299445

00:31:22.368 --> 00:31:23.580 and reproductive health care,

NOTE Confidence: 0.823299445

00:31:23.580 --> 00:31:25.848 transgender participants said if you start

NOTE Confidence: 0.823299445

00:31:25.848 --> 00:31:28.109 out the conversation talking about female,

NOTE Confidence: 0.823299445

00:31:28.110 --> 00:31:31.449 this or woman that are only male and female,

NOTE Confidence: 0.823299445

00:31:31.450 --> 00:31:33.778 just a simple statement of female

NOTE Confidence: 0.823299445

00:31:33.778 --> 00:31:35.330 reproductive system or whatever.

NOTE Confidence: 0.823299445

00:31:35.330 --> 00:31:36.890 It's just so triggering for gender,

NOTE Confidence: 0.823299445

00:31:36.890 --> 00:31:38.590 expansive folks and trans

NOTE Confidence: 0.823299445

00:31:38.590 --> 00:31:40.290 people that it's like,

NOTE Confidence: 0.823299445

00:31:40.290 --> 00:31:42.030 regardless of what comes after that,

NOTE Confidence: 0.823299445

00:31:42.030 --> 00:31:43.406 there's already a disconnect.

NOTE Confidence: 0.823299445

00:31:43.406 --> 00:31:45.818 It's like this person is basic and

NOTE Confidence: 0.823299445

00:31:45.818 --> 00:31:47.540 they don't understand who I am.

NOTE Confidence: 0.913664499166667

00:31:51.980 --> 00:31:53.810 So clinicians are taught to think

NOTE Confidence: 0.913664499166667

00:31:53.810 --> 00:31:55.879 about gender and sex as synonymous,

NOTE Confidence: 0.913664499166667

00:31:55.880 --> 00:31:57.236 and because of that they may

NOTE Confidence: 0.913664499166667

00:31:57.236 --> 00:31:59.110 tend to get the names, genders,

NOTE Confidence: 0.913664499166667

00:31:59.110 --> 00:32:02.160 or pronouns of patients wrong.

NOTE Confidence: 0.913664499166667

00:32:02.160 --> 00:32:04.783 This is called misgendering and this may be

NOTE Confidence: 0.913664499166667

00:32:04.783 --> 00:32:06.691 even further exacerbated when clinicians

NOTE Confidence: 0.913664499166667

00:32:06.691 --> 00:32:08.706 know that patients are transgender.

NOTE Confidence: 0.913664499166667

00:32:08.710 --> 00:32:10.726 So in one of our qualitative studies,

NOTE Confidence: 0.913664499166667

00:32:10.730 --> 00:32:12.390 transgender people talked about

NOTE Confidence: 0.913664499166667

00:32:12.390 --> 00:32:14.050 their experiences after physicians

NOTE Confidence: 0.913664499166667

00:32:14.050 --> 00:32:16.419 found out that they were transgender.

NOTE Confidence: 0.913664499166667

00:32:16.420 --> 00:32:17.680 And for example,

NOTE Confidence: 0.913664499166667

00:32:17.680 --> 00:32:19.780 one black transgender woman said

NOTE Confidence: 0.913664499166667

00:32:19.780 --> 00:32:21.621 it wasn't until after I told the

NOTE Confidence: 0.913664499166667

00:32:21.621 --> 00:32:23.803 Doctor that I was on hormones for

NOTE Confidence: 0.913664499166667

00:32:23.803 --> 00:32:25.795 transition that I started being keyed.

NOTE Confidence: 0.913664499166667

00:32:25.800 --> 00:32:26.766 In other words,

NOTE Confidence: 0.913664499166667

00:32:26.766 --> 00:32:28.054 the physician started referring

NOTE Confidence: 0.913664499166667

00:32:28.054 --> 00:32:30.042 to her with he pronouns and

NOTE Confidence: 0.913664499166667

00:32:30.042 --> 00:32:31.490 his accidental or whatever.

NOTE Confidence: 0.913664499166667

00:32:31.490 --> 00:32:33.800 As it was, it was after.

NOTE Confidence: 0.913664499166667

00:32:33.800 --> 00:32:36.510 Before that it was she.

NOTE Confidence: 0.913664499166667

00:32:36.510 --> 00:32:37.662 So in other words,

NOTE Confidence: 0.913664499166667

00:32:37.662 --> 00:32:39.390 transgender people may face a very

NOTE Confidence: 0.913664499166667

00:32:39.446 --> 00:32:41.156 difficult dilemma of choosing between

NOTE Confidence: 0.913664499166667

00:32:41.156 --> 00:32:43.609 the dangers of being open about their

NOTE Confidence: 0.913664499166667

00:32:43.609 --> 00:32:45.661 identities and the dangers of not

NOTE Confidence: 0.913664499166667

00:32:45.661 --> 00:32:47.346 giving clinicians all the information

NOTE Confidence: 0.913664499166667

00:32:47.346 --> 00:32:49.670 they may need for clinical decision making.

NOTE Confidence: 0.913664499166667

00:32:49.670 --> 00:32:50.316 For example,

NOTE Confidence: 0.913664499166667

00:32:50.316 --> 00:32:51.608 that they're on hormones,

NOTE Confidence: 0.913664499166667

00:32:51.610 --> 00:32:53.656 or that they've had particular surgeries.

NOTE Confidence: 0.84585182

00:32:56.370 --> 00:32:57.870 In the same qualitative study,

NOTE Confidence: 0.84585182

00:32:57.870 --> 00:32:59.306 we investigated the experiences

NOTE Confidence: 0.84585182

00:32:59.306 --> 00:33:01.101 of transgender people who reviewed

NOTE Confidence: 0.84585182

00:33:01.101 --> 00:33:03.009 their own electronic health records,

NOTE Confidence: 0.84585182

00:33:03.010 --> 00:33:05.090 and we felt that this was very important

NOTE Confidence: 0.84585182

00:33:05.090 --> 00:33:06.870 given the 21st Century Cures Act,

NOTE Confidence: 0.84585182

00:33:06.870 --> 00:33:08.259 which mandates patients

NOTE Confidence: 0.84585182

00:33:08.259 --> 00:33:10.574 access to their own records.

NOTE Confidence: 0.84585182

00:33:10.580 --> 00:33:12.278 To nearly all the patients in

NOTE Confidence: 0.84585182

00:33:12.278 --> 00:33:14.392 our study who had accessed their

NOTE Confidence: 0.84585182

00:33:14.392 --> 00:33:16.236 electronic health record noted,

NOTE Confidence: 0.84585182

00:33:16.240 --> 00:33:18.496 the use of the wrong name

NOTE Confidence: 0.84585182

00:33:18.496 --> 00:33:19.624 pronounced gender marker.

NOTE Confidence: 0.84585182

00:33:19.630 --> 00:33:21.190 Often referred to as misgendering,

NOTE Confidence: 0.84585182

00:33:21.190 --> 00:33:23.759 which I which I think I mentioned.

NOTE Confidence: 0.84585182

00:33:23.760 --> 00:33:26.035 So even in the context of otherwise

NOTE Confidence: 0.84585182

00:33:26.035 --> 00:33:27.640 positive relationships with clinicians,

NOTE Confidence: 0.84585182

00:33:27.640 --> 00:33:29.695 and even when clinicians displayed

NOTE Confidence: 0.84585182

00:33:29.695 --> 00:33:31.750 other signs of being welcoming.

NOTE Confidence: 0.84585182

00:33:31.750 --> 00:33:33.202 They described the seeing

NOTE Confidence: 0.84585182

00:33:33.202 --> 00:33:34.291 misgendering or stigmatising

NOTE Confidence: 0.84585182

00:33:34.291 --> 00:33:36.196 language in the electronic health

NOTE Confidence: 0.84585182

00:33:36.196 --> 00:33:38.086 record really eroded their trust,

NOTE Confidence: 0.84585182

00:33:38.090 --> 00:33:40.346 not just in that particular clinician,

NOTE Confidence: 0.84585182

00:33:40.350 --> 00:33:43.787 but the medical field as a whole.

NOTE Confidence: 0.84585182

00:33:43.790 --> 00:33:45.239 So for example,

NOTE Confidence: 0.84585182

00:33:45.239 --> 00:33:48.137 one participant said there's like stickers

NOTE Confidence: 0.84585182

00:33:48.137 --> 00:33:51.385 that are like LGBTQ affirming blah blah.

NOTE Confidence: 0.84585182

00:33:51.390 --> 00:33:53.438 Yet they both misgendered me in their notes.

NOTE Confidence: 0.897859842727273

00:33:56.220 --> 00:33:57.935 And many people in the study did

NOTE Confidence: 0.897859842727273

00:33:57.935 --> 00:33:59.380 talk about their performative,

NOTE Confidence: 0.897859842727273

00:33:59.380 --> 00:34:01.864 but sometimes performative

NOTE Confidence: 0.897859842727273

00:34:01.864 --> 00:34:04.348 nature of inclusiveness.

NOTE Confidence: 0.897859842727273

00:34:04.350 --> 00:34:05.376 So it brings up the question

NOTE Confidence: 0.897859842727273

00:34:05.376 --> 00:34:06.589 of how we can really like,

NOTE Confidence: 0.897859842727273

00:34:06.590 --> 00:34:09.224 be authentic and all the places

NOTE Confidence: 0.897859842727273

00:34:09.224 --> 00:34:10.980 we're communicating with patients.

NOTE Confidence: 0.897859842727273

00:34:10.980 --> 00:34:12.936 Participants also describe the

NOTE Confidence: 0.897859842727273

00:34:12.936 --> 00:34:14.892 intersectional nature of transphobia

NOTE Confidence: 0.897859842727273

00:34:14.892 --> 00:34:17.929 and racism through use of the word such

NOTE Confidence: 0.897859842727273

00:34:17.929 --> 00:34:20.432 as hostile or aggressive in the health

NOTE Confidence: 0.897859842727273

00:34:20.432 --> 00:34:22.646 records of transgender people of color.

NOTE Confidence: 0.897859842727273

00:34:22.650 --> 00:34:23.380 For example,

NOTE Confidence: 0.897859842727273

00:34:23.380 --> 00:34:25.205 one chicken X nonbinary person

NOTE Confidence: 0.897859842727273

00:34:25.205 --> 00:34:27.108 described the ways that those

NOTE Confidence: 0.897859842727273

00:34:27.108 --> 00:34:28.963 words were carried forward and

NOTE Confidence: 0.897859842727273

00:34:28.963 --> 00:34:30.730 used against patients they said.

NOTE Confidence: 0.897859842727273

00:34:30.730 --> 00:34:32.230 In the electronic health record,

NOTE Confidence: 0.897859842727273

00:34:32.230 --> 00:34:34.894 those details that people added in the notes

NOTE Confidence: 0.897859842727273

00:34:34.894 --> 00:34:37.318 can definitely get used against the patients,

NOTE Confidence: 0.897859842727273

00:34:37.320 --> 00:34:39.584 especially if you're a person of color and

NOTE Confidence: 0.897859842727273

00:34:39.584 --> 00:34:41.469 you're trying to be enforcing pronouns.

NOTE Confidence: 0.897859842727273

00:34:41.470 --> 00:34:43.948 You'll usually get labeled as hostile,

NOTE Confidence: 0.897859842727273

00:34:43.950 --> 00:34:46.080 and then that establishes a pattern

NOTE Confidence: 0.897859842727273

00:34:46.080 --> 00:34:48.383 near medical record that then is used

NOTE Confidence: 0.897859842727273

00:34:48.383 --> 00:34:50.287 to treat you poorly or should not

NOTE Confidence: 0.897859842727273

00:34:50.354 --> 00:34:52.430 be listening to what you're seeing.

NOTE Confidence: 0.897859842727273

00:34:52.430 --> 00:34:53.690 And in fact,

NOTE Confidence: 0.897859842727273

00:34:53.690 --> 00:34:56.210 there's other literature that supports some

NOTE Confidence: 0.897859842727273

00:34:56.210 --> 00:34:59.267 of these concepts because we know that.

NOTE Confidence: 0.897859842727273

00:34:59.270 --> 00:35:00.125 From that research,

NOTE Confidence: 0.897859842727273

00:35:00.125 --> 00:35:02.120 we know that negative language in the

NOTE Confidence: 0.897859842727273

00:35:02.177 --> 00:35:03.637 electronic health record influences

NOTE Confidence: 0.897859842727273

00:35:03.637 --> 00:35:05.827 the attitudes of other clinicians and

NOTE Confidence: 0.897859842727273

00:35:05.885 --> 00:35:07.985 causes them to treat patients differently.

NOTE Confidence: 0.897859842727273

00:35:07.990 --> 00:35:08.760 For example,

NOTE Confidence: 0.897859842727273

00:35:08.760 --> 00:35:10.685 to treat pain less aggressively.

NOTE Confidence: 0.897859842727273

00:35:10.690 --> 00:35:13.280 So these these things are very concerning.

NOTE Confidence: 0.839612184285714

00:35:15.400 --> 00:35:17.320 Oncologists are also trained to

NOTE Confidence: 0.839612184285714

00:35:17.320 --> 00:35:19.114 follow guidelines. As you all know,

NOTE Confidence: 0.839612184285714

00:35:19.114 --> 00:35:21.100 but these may not always be in

NOTE Confidence: 0.839612184285714

00:35:21.100 --> 00:35:22.640 line with patients priorities,

NOTE Confidence: 0.839612184285714

00:35:22.640 --> 00:35:26.099 for example NCCN.

NOTE Confidence: 0.839612184285714

00:35:26.100 --> 00:35:27.375 Prioritizes fertility sparing

NOTE Confidence: 0.839612184285714

00:35:27.375 --> 00:35:29.925 interventions that may not be in

NOTE Confidence: 0.839612184285714

00:35:29.925 --> 00:35:33.168 line with the needs of patients and

NOTE Confidence: 0.839612184285714

00:35:33.168 --> 00:35:34.542 particularly transgender patients.

NOTE Confidence: 0.839612184285714

00:35:34.550 --> 00:35:36.582 And we don't always have a lot of

NOTE Confidence: 0.839612184285714

00:35:36.582 --> 00:35:38.866 guidance about what to do when guidelines

NOTE Confidence: 0.839612184285714

00:35:38.866 --> 00:35:40.586 are different from patient priorities.

NOTE Confidence: 0.839612184285714

00:35:40.590 --> 00:35:41.856 So for example,

NOTE Confidence: 0.839612184285714

00:35:41.856 --> 00:35:44.388 a white non binary person with

NOTE Confidence: 0.839612184285714

00:35:44.388 --> 00:35:46.048 ovarian cancer said because

NOTE Confidence: 0.839612184285714

00:35:46.048 --> 00:35:47.836 I had a really large tumor.

NOTE Confidence: 0.839612184285714

00:35:47.840 --> 00:35:50.269 They talked about doing the full hysterectomy

NOTE Confidence: 0.839612184285714

00:35:50.269 --> 00:35:52.409 or just taking out the one ovary.

NOTE Confidence: 0.839612184285714

00:35:52.410 --> 00:35:53.925 I wanted the full hysterectomy

NOTE Confidence: 0.839612184285714

00:35:53.925 --> 00:35:56.130 and they were like you don't know.

NOTE Confidence: 0.839612184285714

00:35:56.130 --> 00:35:58.281 In a few years you might change your mind

NOTE Confidence: 0.839612184285714

00:35:58.281 --> 00:36:00.477 so they did fertility sparing surgery.

NOTE Confidence: 0.12970349

00:36:03.120 --> 00:36:06.110 Hum. It's very. It was very distressing,

NOTE Confidence: 0.12970349

00:36:06.110 --> 00:36:07.946 especially in that focus group that

NOTE Confidence: 0.12970349

00:36:07.946 --> 00:36:10.021 this person had gotten this surgery that

NOTE Confidence: 0.12970349

00:36:10.021 --> 00:36:12.173 was not the one that they wanted and

NOTE Confidence: 0.12970349

00:36:12.173 --> 00:36:13.909 really brings up the question of how

NOTE Confidence: 0.12970349

00:36:13.909 --> 00:36:15.995 we can really share decision making of

NOTE Confidence: 0.12970349

00:36:15.995 --> 00:36:17.580 patients and center their priorities

NOTE Confidence: 0.12970349

00:36:17.634 --> 00:36:19.410 and making decisions about their care.

NOTE Confidence: 0.889450598076923

00:36:22.390 --> 00:36:24.124 Last concept that we wanted to

NOTE Confidence: 0.889450598076923

00:36:24.124 --> 00:36:26.055 introduce in this section is that

NOTE Confidence: 0.889450598076923

00:36:26.055 --> 00:36:27.840 oncology clinicians may be providing

NOTE Confidence: 0.889450598076923

00:36:27.840 --> 00:36:29.335 incomplete or inaccurate information

NOTE Confidence: 0.889450598076923

00:36:29.335 --> 00:36:31.190 because of the simplistic ways,

NOTE Confidence: 0.889450598076923

00:36:31.190 --> 00:36:33.830 clinicians and systems we work

NOTE Confidence: 0.889450598076923

00:36:33.830 --> 00:36:35.942 in manage information regarding

NOTE Confidence: 0.889450598076923

00:36:35.942 --> 00:36:38.310 gender anatomy and Physiology.

NOTE Confidence: 0.889450598076923

00:36:38.310 --> 00:36:40.406 So one concern is that we have very

NOTE Confidence: 0.889450598076923

00:36:40.406 --> 00:36:42.134 limited data regarding the health

NOTE Confidence: 0.889450598076923

00:36:42.134 --> 00:36:44.044 outcomes of transgender people with

NOTE Confidence: 0.889450598076923

00:36:44.044 --> 00:36:46.692 cancer and any role that hormones may

NOTE Confidence: 0.889450598076923

00:36:46.692 --> 00:36:49.679 play in improving or worsening outcomes.

NOTE Confidence: 0.889450598076923

00:36:49.680 --> 00:36:51.608 And I think this is a concern for

NOTE Confidence: 0.889450598076923

00:36:51.608 --> 00:36:53.140 patients and clinicians as well.

NOTE Confidence: 0.889450598076923

00:36:53.140 --> 00:36:53.983 So for example,

NOTE Confidence: 0.889450598076923

00:36:53.983 --> 00:36:55.950 one transgender woman in one of our

NOTE Confidence: 0.889450598076923

00:36:56.008 --> 00:36:57.944 studies said it was good in one way

NOTE Confidence: 0.889450598076923

00:36:57.944 --> 00:37:00.086 that the doctors had no issues with

NOTE Confidence: 0.889450598076923

00:37:00.086 --> 00:37:01.945 me continuing hormones and that they

NOTE Confidence: 0.889450598076923

00:37:01.945 --> 00:37:03.730 thought about it in relation to cancer.

NOTE Confidence: 0.889450598076923

00:37:03.730 --> 00:37:05.292 And they were like no, no problem.

NOTE Confidence: 0.889450598076923

00:37:05.292 --> 00:37:06.896 Go ahead, it's fine.

NOTE Confidence: 0.889450598076923

00:37:06.900 --> 00:37:08.688 But there is no really good

NOTE Confidence: 0.889450598076923

00:37:08.688 --> 00:37:09.843 critical thought about, oh,

NOTE Confidence: 0.889450598076923

00:37:09.843 --> 00:37:11.108 you're going through this major

NOTE Confidence: 0.889450598076923

00:37:11.108 --> 00:37:13.064 hormonal shift at the same time as

NOTE Confidence: 0.889450598076923

00:37:13.064 --> 00:37:14.256 you're going through chemotherapy,

NOTE Confidence: 0.889450598076923

00:37:14.260 --> 00:37:16.598 and there wasn't any discussion about that.

NOTE Confidence: 0.889450598076923

00:37:16.600 --> 00:37:17.272 It's like, OK,

NOTE Confidence: 0.889450598076923

00:37:17.272 --> 00:37:19.219 you let me do what I needed to do,

NOTE Confidence: 0.889450598076923

00:37:19.220 --> 00:37:20.470 and you didn't interrupt that.

NOTE Confidence: 0.889450598076923

00:37:20.470 --> 00:37:21.538 Portion of my transition,

NOTE Confidence: 0.889450598076923

00:37:21.538 --> 00:37:23.512 but you didn't give me any information

NOTE Confidence: 0.889450598076923

00:37:23.512 --> 00:37:25.738 you didn't even try to think critically

NOTE Confidence: 0.889450598076923

00:37:25.738 --> 00:37:27.460 using your doctorate knowledge.

NOTE Confidence: 0.886844965666667

00:37:29.580 --> 00:37:31.494 One problem clinicians may have and

NOTE Confidence: 0.886844965666667

00:37:31.494 --> 00:37:33.246 having these types of conversations

NOTE Confidence: 0.886844965666667

00:37:33.246 --> 00:37:35.730 with patients is that the data

NOTE Confidence: 0.886844965666667

00:37:35.730 --> 00:37:37.344 regarding connections between hormone

NOTE Confidence: 0.886844965666667

00:37:37.344 --> 00:37:39.500 therapy and cancer are of very poor

NOTE Confidence: 0.886844965666667

00:37:39.500 --> 00:37:41.700 quality and it may be difficult to

NOTE Confidence: 0.886844965666667

00:37:41.700 --> 00:37:43.960 know how best to counsel patients.

NOTE Confidence: 0.886844965666667

00:37:43.960 --> 00:37:45.850 So for example, in the last few

NOTE Confidence: 0.886844965666667

00:37:45.850 --> 00:37:47.423 years there were two studies

NOTE Confidence: 0.886844965666667

00:37:47.423 --> 00:37:49.517 out of the Netherlands that both

NOTE Confidence: 0.886844965666667

00:37:49.517 --> 00:37:51.085 had retrospective data regarding

NOTE Confidence: 0.886844965666667

00:37:51.085 --> 00:37:53.100 cancer risk for transgender people.

NOTE Confidence: 0.886844965666667

00:37:53.100 --> 00:37:54.630 Transgender women specifically.

NOTE Confidence: 0.886844965666667

00:37:54.630 --> 00:37:58.200 And this one got a huge amount

NOTE Confidence: 0.886844965666667

00:37:58.286 --> 00:37:59.849 of media attention,

NOTE Confidence: 0.886844965666667

00:37:59.850 --> 00:38:01.325 partly because of this sentence

NOTE Confidence: 0.886844965666667

00:38:01.325 --> 00:38:03.180 that was in the popular press.

NOTE Confidence: 0.886844965666667

00:38:03.180 --> 00:38:05.682 That trench and the woman had a 47 foot

NOTE Confidence: 0.886844965666667

00:38:05.682 --> 00:38:08.019 higher risk of developing breast cancer.

NOTE Confidence: 0.886844965666667

00:38:08.020 --> 00:38:09.708 But as I mentioned,

NOTE Confidence: 0.886844965666667

00:38:09.708 --> 00:38:11.818 these studies were both retrospective,

NOTE Confidence: 0.886844965666667

00:38:11.820 --> 00:38:14.716 so correlative and and there was no like

NOTE Confidence: 0.886844965666667

00:38:14.720 --> 00:38:17.720 ability to establish a causal relationship.

NOTE Confidence: 0.886844965666667

00:38:17.720 --> 00:38:20.506 And also what was less well publicized

NOTE Confidence: 0.886844965666667

00:38:20.506 --> 00:38:22.901 is that transgender women in these

NOTE Confidence: 0.886844965666667

00:38:22.901 --> 00:38:24.850 studies have lower rates of breast

NOTE Confidence: 0.886844965666667

00:38:24.850 --> 00:38:26.106 cancer than cisgender women.

NOTE Confidence: 0.9019870836

00:38:28.160 --> 00:38:30.644 So it it brings to mind how the media

NOTE Confidence: 0.9019870836

00:38:30.644 --> 00:38:32.693 may be influencing our conversations

NOTE Confidence: 0.9019870836

00:38:32.693 --> 00:38:35.580 with patients and what what we do

NOTE Confidence: 0.9019870836

00:38:35.580 --> 00:38:39.200 in the absence of quality data.

NOTE Confidence: 0.9019870836

00:38:39.200 --> 00:38:40.838 Around the same time this study came

NOTE Confidence: 0.9019870836

00:38:40.838 --> 00:38:42.797 out that was looking at prostate cancer

NOTE Confidence: 0.9019870836

00:38:42.797 --> 00:38:44.603 risk and transgender women and found

NOTE Confidence: 0.9019870836

00:38:44.657 --> 00:38:46.493 lower rates of prostate cancer and

NOTE Confidence: 0.9019870836

00:38:46.493 --> 00:38:48.780 transgender women compared to standard men.

NOTE Confidence: 0.9019870836

00:38:48.780 --> 00:38:49.840 And interestingly,

NOTE Confidence: 0.9019870836

00:38:49.840 --> 00:38:53.950 this study got almost no press attention.

NOTE Confidence: 0.9019870836

00:38:53.950 --> 00:38:54.760 Which brings up,

NOTE Confidence: 0.9019870836

00:38:54.760 --> 00:38:56.650 you know what's what's in our mind

NOTE Confidence: 0.9019870836

00:38:56.703 --> 00:38:58.815 because of the popular press and what does

NOTE Confidence: 0.9019870836

00:38:58.815 --> 00:39:01.309 that do to our conversations with locations?

NOTE Confidence: 0.9019870836

00:39:01.310 --> 00:39:04.646 So we know that hormone therapy and surgeries

NOTE Confidence: 0.9019870836

00:39:04.646 --> 00:39:06.659 decrease suicidality for transgender people

NOTE Confidence: 0.9019870836

00:39:06.659 --> 00:39:09.650 who want them and improve quality of life.

NOTE Confidence: 0.9019870836

00:39:09.650 --> 00:39:10.890 So when having these

NOTE Confidence: 0.9019870836

00:39:10.890 --> 00:39:11.820 conversations with patients,

NOTE Confidence: 0.9019870836

00:39:11.820 --> 00:39:13.576 it's really important too.

NOTE Confidence: 0.9019870836

00:39:13.576 --> 00:39:15.771 Understand patients priorities and to

NOTE Confidence: 0.9019870836

00:39:15.771 --> 00:39:18.155 weigh the known benefits of hormone

NOTE Confidence: 0.9019870836

00:39:18.155 --> 00:39:20.484 therapy and surgeries with the unknown

NOTE Confidence: 0.9019870836

00:39:20.484 --> 00:39:22.394 but potential risks of hormone

NOTE Confidence: 0.9019870836

00:39:22.394 --> 00:39:24.560 therapy in the setting of cancer.

NOTE Confidence: 0.877617323333333

00:39:27.550 --> 00:39:29.438 The systems that we work in also have

NOTE Confidence: 0.877617323333333

00:39:29.438 --> 00:39:31.386 been set up to deal with gender and

NOTE Confidence: 0.877617323333333

00:39:31.386 --> 00:39:33.331 and sex assigned at birth data in

NOTE Confidence: 0.877617323333333

00:39:33.331 --> 00:39:35.215 various simplistic ways that do not

NOTE Confidence: 0.877617323333333

00:39:35.215 --> 00:39:37.430 extrapolate well to the bodies of

NOTE Confidence: 0.877617323333333

00:39:37.430 --> 00:39:39.330 transgender people and other patients.

NOTE Confidence: 0.877617323333333

00:39:39.330 --> 00:39:41.442 So for example, the laboratory data

NOTE Confidence: 0.877617323333333

00:39:41.442 --> 00:39:43.576 normal ranges are based on research

NOTE Confidence: 0.877617323333333

00:39:43.576 --> 00:39:45.550 done on cisgender women and men,

NOTE Confidence: 0.877617323333333

00:39:45.550 --> 00:39:47.440 and research suggests that transgender

NOTE Confidence: 0.877617323333333

00:39:47.440 --> 00:39:49.741 people have a normal lab values

NOTE Confidence: 0.877617323333333

00:39:49.741 --> 00:39:51.847 that fall outside of these ranges.

NOTE Confidence: 0.877617323333333

00:39:51.850 --> 00:39:53.738 So this ends up meaning that the lab

NOTE Confidence: 0.877617323333333

00:39:53.738 --> 00:39:55.809 values in the charts of transgender people

NOTE Confidence: 0.877617323333333

00:39:55.809 --> 00:39:58.535 are often flagged even though it may

NOTE Confidence: 0.877617323333333

00:39:58.535 --> 00:40:02.629 not be of any clinical or other significance.

NOTE Confidence: 0.877617323333333

00:40:02.630 --> 00:40:04.886 So consider a transgender man who's

NOTE Confidence: 0.877617323333333

00:40:04.886 --> 00:40:07.678 registered as a man and flagged as anemic,

NOTE Confidence: 0.877617323333333

00:40:07.678 --> 00:40:09.610 but is actually not because he

NOTE Confidence: 0.877617323333333

00:40:09.672 --> 00:40:11.640 meant straights and so has a

NOTE Confidence: 0.877617323333333

00:40:11.640 --> 00:40:13.439 half a non pathologically lower

NOTE Confidence: 0.877617323333333

00:40:13.439 --> 00:40:16.670 hematocrit than cisgender women.

NOTE Confidence: 0.877617323333333

00:40:16.670 --> 00:40:19.397 And this did come up in one of our

NOTE Confidence: 0.877617323333333

00:40:19.397 --> 00:40:21.351 qualitative studies have changed under

NOTE Confidence: 0.877617323333333

00:40:21.351 --> 00:40:23.479 man said when I get labs done they

NOTE Confidence: 0.877617323333333

00:40:23.479 --> 00:40:25.788 have me as female for my lab levels,

NOTE Confidence: 0.877617323333333

00:40:25.790 --> 00:40:27.561 and so they're always a little bit

NOTE Confidence: 0.877617323333333

00:40:27.561 --> 00:40:29.661 off and it freaks me out and I'm

NOTE Confidence: 0.877617323333333

00:40:29.661 --> 00:40:31.682 like is this normal and it is very

NOTE Confidence: 0.877617323333333

00:40:31.682 --> 00:40:33.170 difficult that patients who now have

NOTE Confidence: 0.877617323333333

00:40:33.228 --> 00:40:34.788 access to their medical records,

NOTE Confidence: 0.877617323333333

00:40:34.790 --> 00:40:36.547 as well as clinicians or left to

NOTE Confidence: 0.877617323333333

00:40:36.547 --> 00:40:37.880 interpret these for themselves.

NOTE Confidence: 0.833211717619047

00:40:40.120 --> 00:40:42.012 Possibly even greater concern,

NOTE Confidence: 0.833211717619047

00:40:42.012 --> 00:40:43.904 chemotherapeutic dosing is sometimes

NOTE Confidence: 0.833211717619047

00:40:43.904 --> 00:40:46.308 based on creatinine clearance which is

NOTE Confidence: 0.833211717619047

00:40:46.308 --> 00:40:49.231 based on the sex or gender marker and

NOTE Confidence: 0.833211717619047

00:40:49.231 --> 00:40:51.577 we don't have robust data regarding

NOTE Confidence: 0.833211717619047

00:40:51.577 --> 00:40:54.225 how these algorithms apply or do not

NOTE Confidence: 0.833211717619047

00:40:54.225 --> 00:40:55.985 apply to transgender people who've

NOTE Confidence: 0.833211717619047

00:40:55.985 --> 00:40:58.489 had surgeries or on hormone therapy.

NOTE Confidence: 0.833211717619047

00:40:58.490 --> 00:40:59.778 So in the future,

NOTE Confidence: 0.833211717619047

00:40:59.778 --> 00:41:01.710 we could consider revising our laboratory

NOTE Confidence: 0.833211717619047

00:41:01.764 --> 00:41:03.899 ranges to be based on more objective

NOTE Confidence: 0.833211717619047

00:41:03.899 --> 00:41:05.529 measures that would be relevant,

NOTE Confidence: 0.833211717619047

00:41:05.530 --> 00:41:07.730 such as volume of distribution,

NOTE Confidence: 0.833211717619047

00:41:07.730 --> 00:41:10.094 body composition, hormone levels,

NOTE Confidence: 0.833211717619047

00:41:10.094 --> 00:41:12.458 renal or hepatic function,

NOTE Confidence: 0.833211717619047

00:41:12.460 --> 00:41:14.567 or a host of other factors that

NOTE Confidence: 0.833211717619047

00:41:14.567 --> 00:41:16.060 influence drug metabolism clearance.

NOTE Confidence: 0.907242065384615

00:41:20.430 --> 00:41:22.782 And so, with all of those really

NOTE Confidence: 0.907242065384615

00:41:22.782 --> 00:41:24.880 important voices and stories in mind,

NOTE Confidence: 0.907242065384615

00:41:24.880 --> 00:41:27.463 and building on this idea of where

NOTE Confidence: 0.907242065384615

00:41:27.463 --> 00:41:29.600 where oncology practice may be missing,

NOTE Confidence: 0.907242065384615

00:41:29.600 --> 00:41:31.088 a mark is that our systems

NOTE Confidence: 0.907242065384615

00:41:31.088 --> 00:41:32.420 may be holding us back.

NOTE Confidence: 0.907242065384615

00:41:32.420 --> 00:41:37.080 So this is a screenshot from my EMR use epic,

NOTE Confidence: 0.907242065384615

00:41:37.080 --> 00:41:39.191 in which one of my patients

NOTE Confidence: 0.907242065384615

00:41:39.191 --> 00:41:41.057 that I was taking care of,

NOTE Confidence: 0.907242065384615

00:41:41.060 --> 00:41:44.420 a nonbinary patient of mine who had

NOTE Confidence: 0.907242065384615

00:41:44.420 --> 00:41:47.300 mail listed in their medical record,

NOTE Confidence: 0.907242065384615

00:41:47.300 --> 00:41:49.220 assigned female at birth,

NOTE Confidence: 0.907242065384615

00:41:49.220 --> 00:41:51.290 had a cervix.

NOTE Confidence: 0.907242065384615

00:41:51.290 --> 00:41:53.698 Needed contraception and and I was

NOTE Confidence: 0.907242065384615

00:41:53.698 --> 00:41:55.240 taking care of them for cervical

NOTE Confidence: 0.907242065384615

00:41:55.302 --> 00:41:57.150 dysplasia and I got you know this

NOTE Confidence: 0.907242065384615

00:41:57.150 --> 00:41:59.202 this hard stop saying this diagnosis

NOTE Confidence: 0.907242065384615

00:41:59.202 --> 00:42:01.245 of dysplasia of the cervix uteri

NOTE Confidence: 0.907242065384615

00:42:01.245 --> 00:42:03.380 is not valid for the patients X

NOTE Confidence: 0.907242065384615

00:42:03.380 --> 00:42:05.159 which of course was not true.

NOTE Confidence: 0.907242065384615

00:42:05.160 --> 00:42:06.720 I was performing the exam

NOTE Confidence: 0.907242065384615

00:42:06.720 --> 00:42:08.550 person was in front of me.

NOTE Confidence: 0.907242065384615

00:42:08.550 --> 00:42:10.134 It's very valid for their experience

NOTE Confidence: 0.907242065384615

00:42:10.134 --> 00:42:12.153 but I was not allowed to charge

NOTE Confidence: 0.907242065384615

00:42:12.153 --> 00:42:13.658 and that's obviously a problem

NOTE Confidence: 0.907242065384615

00:42:13.658 --> 00:42:15.589 just for that individual patient.

NOTE Confidence: 0.907242065384615

00:42:15.590 --> 00:42:17.982 But then if we extrapolate out it hinders

NOTE Confidence: 0.907242065384615

00:42:17.982 --> 00:42:20.638 care more broadly and also hinders research.

NOTE Confidence: 0.907242065384615

00:42:20.640 --> 00:42:21.792 As medical charting,

NOTE Confidence: 0.907242065384615

00:42:21.792 --> 00:42:22.560 diagnosis codes,

NOTE Confidence: 0.907242065384615

00:42:22.560 --> 00:42:25.182 etc are the foundation of much

NOTE Confidence: 0.907242065384615

00:42:25.182 --> 00:42:27.758 research endeavors, Qi Work etc.

NOTE Confidence: 0.907242065384615

00:42:27.758 --> 00:42:29.456 Next slide please.

NOTE Confidence: 0.907242065384615

00:42:29.460 --> 00:42:32.166 So it's really important that we

NOTE Confidence: 0.907242065384615

00:42:32.166 --> 00:42:33.970 cease the traditional conflation

NOTE Confidence: 0.907242065384615

00:42:34.046 --> 00:42:36.878 of sex and gender and we need to

NOTE Confidence: 0.907242065384615

00:42:36.878 --> 00:42:38.480 disaggregate these important concepts

NOTE Confidence: 0.907242065384615

00:42:38.480 --> 00:42:41.350 of the organs that somebody has at

NOTE Confidence: 0.907242065384615

00:42:41.350 --> 00:42:43.320 birth and currently which of course

NOTE Confidence: 0.907242065384615

00:42:43.320 --> 00:42:44.992 may differ both for transgender

NOTE Confidence: 0.907242065384615

00:42:44.992 --> 00:42:47.102 and gender diverse people as

NOTE Confidence: 0.907242065384615

00:42:47.102 --> 00:42:49.320 well as cisgender piece people.

NOTE Confidence: 0.907242065384615

00:42:49.320 --> 00:42:50.840 And disaggregate that from somebody's

NOTE Confidence: 0.907242065384615

00:42:50.840 --> 00:42:53.020 gender identity which we do need to know.

NOTE Confidence: 0.907242065384615

00:42:53.020 --> 00:42:54.412 It's not just about origins but

NOTE Confidence: 0.907242065384615

00:42:54.412 --> 00:42:56.454 we need to know and take care of

NOTE Confidence: 0.907242065384615

00:42:56.454 --> 00:42:57.518 somebody's gender identity as

NOTE Confidence: 0.907242065384615

00:42:57.518 --> 00:42:59.339 well as their sexual orientation.

NOTE Confidence: 0.907242065384615

00:42:59.340 --> 00:43:01.496 And actually we have a rubric you

NOTE Confidence: 0.907242065384615

00:43:01.496 --> 00:43:03.659 know in medicine to do these things.

NOTE Confidence: 0.907242065384615

00:43:03.660 --> 00:43:05.020 We systematically go through

NOTE Confidence: 0.907242065384615

00:43:05.020 --> 00:43:06.720 and we ask medical history,

NOTE Confidence: 0.907242065384615

00:43:06.720 --> 00:43:09.060 surgical history, meds, family etc.

NOTE Confidence: 0.907242065384615

00:43:09.060 --> 00:43:10.698 But we need to be sensitized to

NOTE Confidence: 0.907242065384615

00:43:10.698 --> 00:43:12.621 how we bring gender into that and

NOTE Confidence: 0.907242065384615

00:43:12.621 --> 00:43:14.373 how we bring gender affirming care

NOTE Confidence: 0.907242065384615

00:43:14.430 --> 00:43:16.105 and processes and experiences of

NOTE Confidence: 0.907242065384615

00:43:16.105 --> 00:43:18.160 transgender people into all of those

NOTE Confidence: 0.907242065384615

00:43:18.160 --> 00:43:19.680 components 'cause they influence.

NOTE Confidence: 0.907242065384615

00:43:19.680 --> 00:43:21.280 Every single one of those,

NOTE Confidence: 0.907242065384615

00:43:21.280 --> 00:43:22.720 and I bring up this picture

NOTE Confidence: 0.907242065384615

00:43:22.720 --> 00:43:24.060 partially 'cause I'm in OB GYN,

NOTE Confidence: 0.907242065384615

00:43:24.060 --> 00:43:27.957 but also because I think it's a really good.

NOTE Confidence: 0.907242065384615

00:43:27.960 --> 00:43:31.201 Just visual model to consider which is

NOTE Confidence: 0.907242065384615

00:43:31.201 --> 00:43:34.867 the picture on the left are two gay men.

NOTE Confidence: 0.907242065384615

00:43:34.870 --> 00:43:37.366 One is a transgender Kaden in

NOTE Confidence: 0.907242065384615

00:43:37.366 --> 00:43:39.692 the front who's carried 2 carried

NOTE Confidence: 0.907242065384615

00:43:39.692 --> 00:43:41.930 and given birth to two children

NOTE Confidence: 0.907242065384615

00:43:42.004 --> 00:43:44.110 that he and his partner Elijah,

NOTE Confidence: 0.907242065384615

00:43:44.110 --> 00:43:47.978 a cisgender gay man.

NOTE Confidence: 0.907242065384615

00:43:47.980 --> 00:43:49.785 Have and they're partnering together

NOTE Confidence: 0.907242065384615

00:43:49.785 --> 00:43:52.477 and and we can only imagine that

NOTE Confidence: 0.907242065384615

00:43:52.477 --> 00:43:54.512 their experiences are quite different

NOTE Confidence: 0.907242065384615

00:43:54.512 --> 00:43:57.204 as two black gay men raising kids,

NOTE Confidence: 0.907242065384615

00:43:57.204 --> 00:43:59.589 then this presumably white cisgender

NOTE Confidence: 0.907242065384615

00:43:59.589 --> 00:44:03.299 couple that we see who I actually don't know.

NOTE Confidence: 0.907242065384615

00:44:03.300 --> 00:44:04.416 But we're just,

NOTE Confidence: 0.907242065384615

00:44:04.416 --> 00:44:05.160 you know,

NOTE Confidence: 0.907242065384615

00:44:05.160 --> 00:44:07.106 in terms of all of these different

NOTE Confidence: 0.907242065384615

00:44:07.106 --> 00:44:07.940 multiplicity of experiences,

NOTE Confidence: 0.907242065384615

00:44:07.940 --> 00:44:09.724 and we need to ask and think about

NOTE Confidence: 0.907242065384615

00:44:09.724 --> 00:44:11.538 how those differences will play out.

NOTE Confidence: 0.907242065384615

00:44:11.540 --> 00:44:14.025 And unfortunately there's a lot

NOTE Confidence: 0.907242065384615

00:44:14.025 --> 00:44:15.516 of missing data,

NOTE Confidence: 0.907242065384615

00:44:15.520 --> 00:44:17.368 and in accuracies here that we

NOTE Confidence: 0.907242065384615

00:44:17.368 --> 00:44:19.130 need to start to debunk.

NOTE Confidence: 0.907242065384615

00:44:19.130 --> 00:44:21.125 And address so next slide

NOTE Confidence: 0.907242065384615

00:44:21.125 --> 00:44:23.120 you know if we think

NOTE Confidence: 0.865578255833333

00:44:23.216 --> 00:44:27.019 about research, this is a.

NOTE Confidence: 0.865578255833333

00:44:27.020 --> 00:44:28.795 Just a presentation of some

NOTE Confidence: 0.865578255833333

00:44:28.795 --> 00:44:30.570 inclusion criteria from a clinical

NOTE Confidence: 0.865578255833333

00:44:30.634 --> 00:44:32.238 trial about prostate cancer,

NOTE Confidence: 0.865578255833333

00:44:32.240 --> 00:44:33.619 and if you look on the left,

NOTE Confidence: 0.865578255833333

00:44:33.620 --> 00:44:34.733 the inclusion criteria,

NOTE Confidence: 0.865578255833333

00:44:34.733 --> 00:44:37.660 says male greater than 18 years of age.

NOTE Confidence: 0.865578255833333

00:44:37.660 --> 00:44:39.700 But what about women who may

NOTE Confidence: 0.865578255833333

00:44:39.700 --> 00:44:41.440 also have prostate cancer rate?

NOTE Confidence: 0.865578255833333

00:44:41.440 --> 00:44:43.064 Transgender women and also,

NOTE Confidence: 0.865578255833333

00:44:43.064 --> 00:44:45.896 you know participants must agree to using

NOTE Confidence: 0.865578255833333

00:44:45.896 --> 00:44:48.472 condom if they having sex with a woman.

NOTE Confidence: 0.865578255833333

00:44:48.480 --> 00:44:51.288 So what do they mean by sex and

NOTE Confidence: 0.865578255833333

00:44:51.288 --> 00:44:54.240 what do they mean by women here?

NOTE Confidence: 0.865578255833333

00:44:54.240 --> 00:44:56.500 There are obviously assumptions of

NOTE Confidence: 0.865578255833333

00:44:56.500 --> 00:44:58.280 that are threaded throughout this,

NOTE Confidence: 0.865578255833333

00:44:58.280 --> 00:44:59.790 and in addition in terms

NOTE Confidence: 0.865578255833333

00:44:59.790 --> 00:45:00.998 of the exclusion criteria,

NOTE Confidence: 0.865578255833333

00:45:01.000 --> 00:45:02.206 they mentioned hormone

NOTE Confidence: 0.865578255833333

00:45:02.206 --> 00:45:03.814 therapy for prostate cancer.

NOTE Confidence: 0.865578255833333

00:45:03.820 --> 00:45:05.500 But as Doctor Alpert mentioned,

NOTE Confidence: 0.865578255833333

00:45:05.500 --> 00:45:07.600 we know actually the transgender woman

NOTE Confidence: 0.865578255833333

00:45:07.600 --> 00:45:09.440 likely have lower prostate cancer,

NOTE Confidence: 0.865578255833333

00:45:09.440 --> 00:45:10.600 at least in one study.

NOTE Confidence: 0.865578255833333

00:45:10.600 --> 00:45:12.240 We need more studies right?

NOTE Confidence: 0.865578255833333

00:45:12.240 --> 00:45:15.656 And So what about estrogens for transition?

NOTE Confidence: 0.865578255833333

00:45:15.660 --> 00:45:16.011 Finally,

NOTE Confidence: 0.865578255833333

00:45:16.011 --> 00:45:18.117 when we think about excluding people,

NOTE Confidence: 0.865578255833333

00:45:18.120 --> 00:45:20.880 current infections such as HIV.

NOTE Confidence: 0.865578255833333

00:45:20.880 --> 00:45:21.451 Unfortunately,

NOTE Confidence: 0.865578255833333

00:45:21.451 --> 00:45:24.877 currently transgender women have very high.

NOTE Confidence: 0.865578255833333

00:45:24.880 --> 00:45:26.128 Prevalence of HIV,

NOTE Confidence: 0.865578255833333

00:45:26.128 --> 00:45:29.651 and so we may be excluding whole swaths

NOTE Confidence: 0.865578255833333

00:45:29.651 --> 00:45:32.807 of population who still get prostate

NOTE Confidence: 0.865578255833333

00:45:32.807 --> 00:45:34.976 cancer despite also having HIV.

NOTE Confidence: 0.865578255833333

00:45:34.976 --> 00:45:36.464 So who's being included,

NOTE Confidence: 0.865578255833333

00:45:36.470 --> 00:45:38.666 who's being excluded and we need

NOTE Confidence: 0.865578255833333

00:45:38.666 --> 00:45:40.584 to think very strategically about

NOTE Confidence: 0.865578255833333

00:45:40.584 --> 00:45:42.509 this so that we're providing

NOTE Confidence: 0.865578255833333

00:45:42.509 --> 00:45:44.049 accurate and inclusive care.

NOTE Confidence: 0.865578255833333

00:45:44.050 --> 00:45:45.266 Next slide,

NOTE Confidence: 0.865578255833333

00:45:45.266 --> 00:45:45.874 please.

NOTE Confidence: 0.865578255833333

00:45:45.874 --> 00:45:48.837 So we reviewed with some colleagues

NOTE Confidence: 0.865578255833333

00:45:48.837 --> 00:45:51.111 ovarian cancer guidelines and we noticed

NOTE Confidence: 0.865578255833333

00:45:51.111 --> 00:45:53.246 the word woman appears 100 times.

NOTE Confidence: 0.865578255833333

00:45:53.250 --> 00:45:54.238 It's just one example,

NOTE Confidence: 0.865578255833333

00:45:54.238 --> 00:45:55.226 but you can imagine.

NOTE Confidence: 0.865578255833333

00:45:55.230 --> 00:45:57.200 These guidelines will not promote

NOTE Confidence: 0.865578255833333

00:45:57.200 --> 00:45:59.170 use of gender consistent language

NOTE Confidence: 0.865578255833333

00:45:59.229 --> 00:46:01.169 with people's identities for men

NOTE Confidence: 0.865578255833333

00:46:01.169 --> 00:46:03.109 or nonbinary people with ovaries,

NOTE Confidence: 0.865578255833333

00:46:03.110 --> 00:46:05.228 and you can imagine that providers

NOTE Confidence: 0.865578255833333

00:46:05.228 --> 00:46:06.287 then aren't sensitized.

NOTE Confidence: 0.865578255833333

00:46:06.290 --> 00:46:09.056 How to take care of people?

NOTE Confidence: 0.865578255833333

00:46:09.060 --> 00:46:10.996 And this was the case of Robert EADS,

NOTE Confidence: 0.865578255833333

00:46:11.000 --> 00:46:13.219 a man pictured here on the bottom,

NOTE Confidence: 0.865578255833333

00:46:13.220 --> 00:46:15.950 who was turned away from 12 oncologist

NOTE Confidence: 0.865578255833333

00:46:15.950 --> 00:46:17.938 office for treatment of this

NOTE Confidence: 0.865578255833333

00:46:17.938 --> 00:46:19.818 ovarian cancer because they said

NOTE Confidence: 0.865578255833333

00:46:19.818 --> 00:46:22.367 that they didn't know how to care

NOTE Confidence: 0.865578255833333

00:46:22.367 --> 00:46:24.389 for a man with cancer essentially.

NOTE Confidence: 0.865578255833333

00:46:24.390 --> 00:46:25.602 Next up, similarly,

NOTE Confidence: 0.865578255833333

00:46:25.602 --> 00:46:27.622 we looked at prostate cancer

NOTE Confidence: 0.865578255833333

00:46:27.622 --> 00:46:29.970 guidelines and sort of the same story.

NOTE Confidence: 0.865578255833333

00:46:29.970 --> 00:46:30.350 UM,

NOTE Confidence: 0.865578255833333

00:46:30.350 --> 00:46:32.646 the word men appears 472 times,

NOTE Confidence: 0.865578255833333

00:46:32.646 --> 00:46:35.362 rather than being specific to the organs,

NOTE Confidence: 0.865578255833333

00:46:35.370 --> 00:46:38.298 and in that way it wouldn't have really

NOTE Confidence: 0.865578255833333

00:46:38.298 --> 00:46:40.219 provided helpful guidance to taking

NOTE Confidence: 0.865578255833333

00:46:40.219 --> 00:46:42.830 care of someone like Sally pains here,

NOTE Confidence: 0.865578255833333

00:46:42.830 --> 00:46:45.134 who a woman of trans experience

NOTE Confidence: 0.865578255833333

00:46:45.134 --> 00:46:47.270 who died of prostate cancer,

NOTE Confidence: 0.865578255833333

00:46:47.270 --> 00:46:49.582 and so we have to really think about

NOTE Confidence: 0.865578255833333

00:46:49.582 --> 00:46:52.046 what we're putting out and how this

NOTE Confidence: 0.865578255833333

00:46:52.046 --> 00:46:53.861 just isn't meeting our population,

NOTE Confidence: 0.865578255833333

00:46:53.870 --> 00:46:54.439 so.

NOTE Confidence: 0.865578255833333

00:46:54.439 --> 00:46:57.284 One example of potential practical

NOTE Confidence: 0.865578255833333

00:46:57.284 --> 00:46:59.560 alternatives is represented here,

NOTE Confidence: 0.865578255833333

00:46:59.560 --> 00:47:01.642 where you know the concern for

NOTE Confidence: 0.865578255833333

00:47:01.642 --> 00:47:03.668 risk reducing self inject me alone

NOTE Confidence: 0.865578255833333

00:47:03.668 --> 00:47:05.663 is that people with at least one

NOTE Confidence: 0.865578255833333

00:47:05.663 --> 00:47:07.559 over it 'cause actually that's

NOTE Confidence: 0.865578255833333

00:47:07.559 --> 00:47:09.489 the most relevant piece right?

NOTE Confidence: 0.865578255833333

00:47:09.490 --> 00:47:10.995 Not women 'cause they could

NOTE Confidence: 0.865578255833333

00:47:10.995 --> 00:47:12.473 have ovaries or not, right?

NOTE Confidence: 0.865578255833333

00:47:12.473 --> 00:47:14.384 So it's just the presence of the

NOTE Confidence: 0.865578255833333

00:47:14.384 --> 00:47:16.181 ovary or people who menstruate

NOTE Confidence: 0.865578255833333

00:47:16.181 --> 00:47:17.918 versus pre menopausal women.

NOTE Confidence: 0.865578255833333

00:47:17.918 --> 00:47:21.960 So we need to get much more specific.

NOTE Confidence: 0.865578255833333

00:47:21.960 --> 00:47:22.514 Next slide,

NOTE Confidence: 0.865578255833333

00:47:22.514 --> 00:47:24.730 so as you go back to your day

NOTE Confidence: 0.865578255833333

00:47:24.799 --> 00:47:26.759 as we start to close up here,

NOTE Confidence: 0.865578255833333

00:47:26.760 --> 00:47:28.984 we want you to just start to

NOTE Confidence: 0.865578255833333

00:47:28.984 --> 00:47:30.894 critically assess your own materials,

NOTE Confidence: 0.865578255833333

00:47:30.900 --> 00:47:32.460 your own space and think about

NOTE Confidence: 0.865578255833333

00:47:32.460 --> 00:47:33.500 you know is what

NOTE Confidence: 0.907570280666667

00:47:33.560 --> 00:47:35.500 you're putting out there inclusive.

NOTE Confidence: 0.907570280666667

00:47:35.500 --> 00:47:36.210 Exclusive thinking,

NOTE Confidence: 0.907570280666667

00:47:36.210 --> 00:47:38.340 certainly about gender but also race,

NOTE Confidence: 0.907570280666667

00:47:38.340 --> 00:47:40.180 ethnicity, skin color, age,

NOTE Confidence: 0.907570280666667

00:47:40.180 --> 00:47:41.567 gender, ability and size,

NOTE Confidence: 0.907570280666667

00:47:41.567 --> 00:47:44.330 and so this can take you into thought,

NOTE Confidence: 0.907570280666667

00:47:44.330 --> 00:47:45.706 experiments and and really,

NOTE Confidence: 0.907570280666667

00:47:45.706 --> 00:47:47.770 looking at what elements of the

NOTE Confidence: 0.907570280666667

00:47:47.830 --> 00:47:49.665 visuals in your clinical settings

NOTE Confidence: 0.907570280666667

00:47:49.665 --> 00:47:52.030 promote inclusion and in what domains.

NOTE Confidence: 0.907570280666667

00:47:52.030 --> 00:47:55.876 And what images, decoration, signage etc.

NOTE Confidence: 0.907570280666667

00:47:55.880 --> 00:47:59.588 Promote exclusion and in what domains?

NOTE Confidence: 0.907570280666667

00:47:59.590 --> 00:48:00.952 And the real promise here is

NOTE Confidence: 0.907570280666667

00:48:00.952 --> 00:48:03.152 that we can get it right, right?

NOTE Confidence: 0.907570280666667

00:48:03.152 --> 00:48:05.468 So you know.

NOTE Confidence: 0.907570280666667

00:48:05.470 --> 00:48:08.472 This is also from one of our

NOTE Confidence: 0.907570280666667

00:48:08.472 --> 00:48:10.318 research studies where Doctor

NOTE Confidence: 0.907570280666667

00:48:10.318 --> 00:48:12.430 Albert study actually said,

NOTE Confidence: 0.907570280666667

00:48:12.430 --> 00:48:14.342 you know, as soon as a trans man

NOTE Confidence: 0.907570280666667

00:48:14.342 --> 00:48:16.636 I know talked about his gender

NOTE Confidence: 0.907570280666667

00:48:16.636 --> 00:48:18.384 experience with his gynecologist.

NOTE Confidence: 0.907570280666667

00:48:18.390 --> 00:48:20.196 They were very careful to not use

NOTE Confidence: 0.907570280666667

00:48:20.196 --> 00:48:21.433 gender language during exam and

NOTE Confidence: 0.907570280666667

00:48:21.433 --> 00:48:22.868 it was all very matter of fact.

NOTE Confidence: 0.907570280666667

00:48:22.870 --> 00:48:24.700 They actively took steps to

NOTE Confidence: 0.907570280666667

00:48:24.700 --> 00:48:26.164 minimize any chest exposure,

NOTE Confidence: 0.907570280666667

00:48:26.170 --> 00:48:27.570 referring to chest tissues,

NOTE Confidence: 0.907570280666667

00:48:27.570 --> 00:48:29.670 breasts and things of that nature,

NOTE Confidence: 0.907570280666667

00:48:29.670 --> 00:48:32.826 and this is a promising quote,

NOTE Confidence: 0.907570280666667

00:48:32.830 --> 00:48:35.718 but it also would encourage us to not.

NOTE Confidence: 0.907570280666667

00:48:35.720 --> 00:48:38.726 Wait for us to know you know that this

NOTE Confidence: 0.907570280666667

00:48:38.726 --> 00:48:42.156 is a trans person that we're supporting,

NOTE Confidence: 0.907570280666667

00:48:42.160 --> 00:48:44.912 but rather just to make all of our

NOTE Confidence: 0.907570280666667

00:48:44.912 --> 00:48:46.544 practices welcoming and inclusive.

NOTE Confidence: 0.907570280666667

00:48:46.544 --> 00:48:47.400 With that,

NOTE Confidence: 0.907570280666667

00:48:47.400 --> 00:48:49.008 I'll turn it back to Doctor

NOTE Confidence: 0.907570280666667

00:48:49.008 --> 00:48:50.649 Albert to finish us out here.

NOTE Confidence: 0.838298943571429

00:48:51.860 --> 00:48:54.220 So some good news is that ASCO actually

NOTE Confidence: 0.838298943571429

00:48:54.220 --> 00:48:56.557 is making changes to their guidelines,

NOTE Confidence: 0.838298943571429

00:48:56.560 --> 00:48:58.594 and recently we changed the guideline

NOTE Confidence: 0.838298943571429

00:48:58.594 --> 00:49:00.585 template to ensure that all the

NOTE Confidence: 0.838298943571429

00:49:00.585 --> 00:49:02.319 guidelines that are created are done

NOTE Confidence: 0.838298943571429

00:49:02.319 --> 00:49:04.400 so with gender inclusive language.

NOTE Confidence: 0.838298943571429

00:49:04.400 --> 00:49:06.440 So if you want to,

NOTE Confidence: 0.838298943571429

00:49:06.440 --> 00:49:08.808 you can scan these QR codes to see

NOTE Confidence: 0.838298943571429

00:49:08.808 --> 00:49:11.132 both the new methodology manual and

NOTE Confidence: 0.838298943571429

00:49:11.132 --> 00:49:13.825 the first guideline that came out using

NOTE Confidence: 0.838298943571429

00:49:13.825 --> 00:49:15.690 gender inclusive language and with

NOTE Confidence: 0.838298943571429

00:49:15.752 --> 00:49:17.906 comments about why that's being done.

NOTE Confidence: 0.838298943571429

00:49:17.910 --> 00:49:19.541 So there are a number of next

NOTE Confidence: 0.838298943571429

00:49:19.541 --> 00:49:21.130 steps that Yale cancer can take,

NOTE Confidence: 0.838298943571429

00:49:21.130 --> 00:49:22.786 and these are just some of our ideas.

NOTE Confidence: 0.838298943571429

00:49:22.790 --> 00:49:26.094 But really, we want you all to be

NOTE Confidence: 0.838298943571429

00:49:26.094 --> 00:49:27.540 thinking about what what you think

NOTE Confidence: 0.838298943571429

00:49:27.592 --> 00:49:29.200 would work best for your center.

NOTE Confidence: 0.8066351955

00:49:31.980 --> 00:49:33.316 And then you know,

NOTE Confidence: 0.8066351955

00:49:33.316 --> 00:49:35.320 we talked earlier about EMR best

NOTE Confidence: 0.8066351955

00:49:35.391 --> 00:49:37.551 practices and we would recommend

NOTE Confidence: 0.8066351955

00:49:37.551 --> 00:49:39.711 fees that patients needs genders,

NOTE Confidence: 0.8066351955

00:49:39.720 --> 00:49:42.230 pronouns, or correctly and consistently

NOTE Confidence: 0.8066351955

00:49:42.230 --> 00:49:44.238 documented throughout the EMR.

NOTE Confidence: 0.8066351955

00:49:44.240 --> 00:49:46.460 That words like preferred or identifies

NOTE Confidence: 0.8066351955

00:49:46.460 --> 00:49:48.446 as and describing patients, genders,

NOTE Confidence: 0.8066351955

00:49:48.446 --> 00:49:50.976 pronouns, or names are eliminated.

NOTE Confidence: 0.8066351955

00:49:50.980 --> 00:49:53.668 And that words that may suggest

NOTE Confidence: 0.8066351955

00:49:53.668 --> 00:49:55.996 stigma or blame like disturbed or

NOTE Confidence: 0.8066351955

00:49:55.996 --> 00:49:58.268 hostile or removed from the record.

NOTE Confidence: 0.8066351955

00:49:58.270 --> 00:50:00.358 We would also suggest based on

NOTE Confidence: 0.8066351955

00:50:00.358 --> 00:50:01.750 the recommendations of patients

NOTE Confidence: 0.8066351955

00:50:01.809 --> 00:50:03.305 avoiding unnecessary mention of

NOTE Confidence: 0.8066351955

00:50:03.305 --> 00:50:05.175 sex assignment or so called.

NOTE Confidence: 0.8066351955

00:50:05.180 --> 00:50:06.330 Biological sex,

NOTE Confidence: 0.8066351955

00:50:06.330 --> 00:50:09.205 because often those things can

NOTE Confidence: 0.8066351955

00:50:09.205 --> 00:50:11.660 be communicated by describing

NOTE Confidence: 0.8066351955

00:50:11.660 --> 00:50:14.208 anatomy or other factors.

NOTE Confidence: 0.8066351955

00:50:14.210 --> 00:50:16.320 We also listed some individual

NOTE Confidence: 0.8066351955

00:50:16.320 --> 00:50:18.008 some steps for individuals,

NOTE Confidence: 0.8066351955

00:50:18.010 --> 00:50:20.166 and these slides will be available after,

NOTE Confidence: 0.8066351955

00:50:20.170 --> 00:50:21.650 so I won't go through these in depth,

NOTE Confidence: 0.8066351955

00:50:21.650 --> 00:50:24.042 but we wanted you to have you know

NOTE Confidence: 0.8066351955

00:50:24.042 --> 00:50:26.328 something you could do right now today

NOTE Confidence: 0.8066351955

00:50:26.328 --> 00:50:28.390 to change your practice and change

NOTE Confidence: 0.8066351955

00:50:28.390 --> 00:50:29.980 the practice at your institution.

NOTE Confidence: 0.930339188666667

00:50:33.650 --> 00:50:36.184 And then here are some training and

NOTE Confidence: 0.930339188666667

00:50:36.184 --> 00:50:38.595 resources that are available for any

NOTE Confidence: 0.930339188666667

00:50:38.595 --> 00:50:40.895 Cancer Center in case you want to

NOTE Confidence: 0.930339188666667

00:50:40.895 --> 00:50:42.890 do more work around these topics.

NOTE Confidence: 0.84280753

00:50:45.220 --> 00:50:46.956 And we want to remind oh sorry,

NOTE Confidence: 0.84280753

00:50:46.960 --> 00:50:48.058 Doctor Overton Oliver.

NOTE Confidence: 0.876625424375

00:50:48.200 --> 00:50:50.096 Yeah, well we we all live in society

NOTE Confidence: 0.876625424375

00:50:50.096 --> 00:50:52.310 today and I think it would be hard if

NOTE Confidence: 0.876625424375

00:50:52.310 --> 00:50:54.934 if you hadn't noticed the news that

NOTE Confidence: 0.876625424375

00:50:54.934 --> 00:50:57.579 there are some very active fights going

NOTE Confidence: 0.876625424375

00:50:57.579 --> 00:51:00.479 on for trans transgender and LGBTQ.

NOTE Confidence: 0.876625424375

00:51:00.479 --> 00:51:02.258 Plus people broadly.

NOTE Confidence: 0.876625424375

00:51:02.260 --> 00:51:05.000 Just to mention that there are 147 anti

NOTE Confidence: 0.876625424375

00:51:05.000 --> 00:51:06.900 transgender bills that were introduced

NOTE Confidence: 0.876625424375

00:51:06.900 --> 00:51:09.698 in 2021 that are being either addressed

NOTE Confidence: 0.876625424375

00:51:09.698 --> 00:51:12.651 or seen now and just two weeks ago,

NOTE Confidence: 0.876625424375

00:51:12.651 --> 00:51:13.919 Idaho House approved legislation

NOTE Confidence: 0.876625424375

00:51:13.919 --> 00:51:15.390 that makes it a felony.

NOTE Confidence: 0.876625424375

00:51:15.390 --> 00:51:17.940 For doctor to provide gender affirming

NOTE Confidence: 0.876625424375

00:51:17.940 --> 00:51:20.849 care and so we as as citizens

NOTE Confidence: 0.876625424375

00:51:20.849 --> 00:51:23.481 need to also be taking a taking,

NOTE Confidence: 0.876625424375

00:51:23.490 --> 00:51:25.800 care and thinking about these things and

NOTE Confidence: 0.876625424375

00:51:25.800 --> 00:51:27.570 advocating because it influences our

NOTE Confidence: 0.876625424375

00:51:27.570 --> 00:51:29.730 patients and it influences our society.

NOTE Confidence: 0.876625424375

00:51:29.730 --> 00:51:31.438 And then the last plug I'll put

NOTE Confidence: 0.876625424375

00:51:31.438 --> 00:51:33.473 in here just my own little plug is

NOTE Confidence: 0.876625424375

00:51:33.473 --> 00:51:35.280 if you have LGBTQI plus patients,

NOTE Confidence: 0.876625424375

00:51:35.280 --> 00:51:37.728 we really encourage you to ask them

NOTE Confidence: 0.876625424375

00:51:37.728 --> 00:51:40.381 and to be involved in research and

NOTE Confidence: 0.876625424375

00:51:40.381 --> 00:51:43.390 so one way it just one study is

NOTE Confidence: 0.876625424375

00:51:43.390 --> 00:51:45.920 the PRIDE study which you can.

NOTE Confidence: 0.876625424375

00:51:45.920 --> 00:51:47.863 Learn about here pridestudy.org,

NOTE Confidence: 0.876625424375

00:51:47.863 --> 00:51:50.378 which is the next slide.

NOTE Confidence: 0.876625424375

00:51:50.380 --> 00:51:51.259 And with that,

NOTE Confidence: 0.876625424375

00:51:51.259 --> 00:51:53.310 I think we'll move to questions and

NOTE Confidence: 0.876625424375

00:51:53.378 --> 00:51:55.556 then know that there's actually dozens

NOTE Confidence: 0.876625424375

00:51:55.556 --> 00:51:58.048 of slides after this that gives some

NOTE Confidence: 0.876625424375

00:51:58.048 --> 00:51:59.934 more information and resources, etc.

NOTE Confidence: 0.876625424375

00:51:59.934 --> 00:52:01.578 So we encourage you to check

NOTE Confidence: 0.876625424375

00:52:01.578 --> 00:52:02.899 out those slides as well,

NOTE Confidence: 0.876625424375

00:52:02.900 --> 00:52:04.252 and our contact information

NOTE Confidence: 0.876625424375

00:52:04.252 --> 00:52:06.280 is here on the next slide,

NOTE Confidence: 0.876625424375

00:52:06.280 --> 00:52:09.580 as well as an evaluation we you know good

NOTE Confidence: 0.876625424375

00:52:09.580 --> 00:52:12.725 for each of our portfolios into in to,

NOTE Confidence: 0.876625424375

00:52:12.725 --> 00:52:13.555 you know,

NOTE Confidence: 0.876625424375

00:52:13.555 --> 00:52:15.215 enhancing our future talks.

NOTE Confidence: 0.876625424375

00:52:15.220 --> 00:52:17.110 So thank you so much for your kind attention.

NOTE Confidence: 0.9299162

00:52:20.410 --> 00:52:24.170 Thank you so much. So

NOTE Confidence: 0.750939336

00:52:24.180 --> 00:52:26.892 I just want to really thank you for

NOTE Confidence: 0.750939336

00:52:26.892 --> 00:52:28.656 your vulnerability first of all and

NOTE Confidence: 0.750939336

00:52:28.656 --> 00:52:32.740 sharing your own stories, and I'm really.

NOTE Confidence: 0.750939336

00:52:32.740 --> 00:52:36.100 Giving us the language to start

NOTE Confidence: 0.750939336

00:52:36.100 --> 00:52:38.980 enacting change and and I really

NOTE Confidence: 0.750939336

00:52:38.980 --> 00:52:42.339 I think my own take away is,

NOTE Confidence: 0.750939336

00:52:42.340 --> 00:52:44.512 you know we want our patients

NOTE Confidence: 0.750939336

00:52:44.512 --> 00:52:47.910 to feel seen and I think we want

NOTE Confidence: 0.750939336

00:52:47.910 --> 00:52:50.220 you know in language matters.

NOTE Confidence: 0.750939336

00:52:50.220 --> 00:52:52.726 And so I think so I thank

NOTE Confidence: 0.750939336

00:52:52.726 --> 00:52:55.319 you for that fantastic talk.

NOTE Confidence: 0.750939336

00:52:55.320 --> 00:52:58.057 So I'd love to turn to chat

NOTE Confidence: 0.750939336

00:52:58.057 --> 00:53:00.569 with a couple of questions.

NOTE Confidence: 0.750939336

00:53:00.570 --> 00:53:02.676 Some were we had a couple

NOTE Confidence: 0.750939336

00:53:02.676 --> 00:53:04.890 on EHR so one was on.

NOTE Confidence: 0.750939336

00:53:04.890 --> 00:53:06.606 Thank you for this informative session.

NOTE Confidence: 0.750939336

00:53:06.610 --> 00:53:08.787 Do you know if any hospitals or

NOTE Confidence: 0.750939336

00:53:08.787 --> 00:53:10.814 cancer centers have a process to

NOTE Confidence: 0.750939336

00:53:10.814 --> 00:53:12.866 flag inappropriate EHR notes and to

NOTE Confidence: 0.750939336

00:53:12.866 --> 00:53:14.856 address the behavior and fix them?

NOTE Confidence: 0.31793505

00:53:17.740 --> 00:53:20.250 No review can address that. The

NOTE Confidence: 0.81384397

00:53:20.260 --> 00:53:21.814 short answer, at least from my end,

NOTE Confidence: 0.81384397

00:53:21.820 --> 00:53:24.948 is no. I don't know of any such.

NOTE Confidence: 0.81384397

00:53:24.950 --> 00:53:27.250 Policies or procedures in place

NOTE Confidence: 0.81384397

00:53:27.250 --> 00:53:29.480 to to manage this sort of data.

NOTE Confidence: 0.7990983

00:53:31.020 --> 00:53:33.345 Yeah, I don't either, but I

NOTE Confidence: 0.7990983

00:53:33.345 --> 00:53:34.650 think that our patients are

NOTE Confidence: 0.950986699642857

00:53:34.707 --> 00:53:36.646 telling us already and so it's kind

NOTE Confidence: 0.950986699642857

00:53:36.646 --> 00:53:38.352 of starting from the education place

NOTE Confidence: 0.950986699642857

00:53:38.352 --> 00:53:40.872 that we don't fix it. And then we do.

NOTE Confidence: 0.950986699642857

00:53:40.872 --> 00:53:42.312 All can be champions now,

NOTE Confidence: 0.950986699642857

00:53:42.320 --> 00:53:44.952 so I often notice it and colleagues notes

NOTE Confidence: 0.950986699642857

00:53:44.952 --> 00:53:48.136 and I gently pointed out to them and say,

NOTE Confidence: 0.950986699642857

00:53:48.140 --> 00:53:50.744 hey, maybe this is a template, but you

NOTE Confidence: 0.950986699642857

00:53:50.744 --> 00:53:54.920 gotta fix the template so or you know.

NOTE Confidence: 0.950986699642857

00:53:54.920 --> 00:53:55.727 Patient, you know,

NOTE Confidence: 0.950986699642857

00:53:55.727 --> 00:53:57.610 came back to me or other patients

NOTE Confidence: 0.950986699642857

00:53:57.671 --> 00:53:59.015 have come to me to to not,

NOTE Confidence: 0.950986699642857

00:53:59.020 --> 00:54:02.035 you know and say hey can you fix this?

NOTE Confidence: 0.950986699642857

00:54:02.040 --> 00:54:03.395 I notice this is inconsistent

NOTE Confidence: 0.950986699642857

00:54:03.395 --> 00:54:04.208 throughout the record.

NOTE Confidence: 0.8522902735

00:54:05.450 --> 00:54:07.774 Yeah, exactly and Doctor Albert if you

NOTE Confidence: 0.8522902735

00:54:07.774 --> 00:54:10.097 don't mind sharing and then maybe we

NOTE Confidence: 0.8522902735

00:54:10.097 --> 00:54:11.987 can see bigger perfect that's great.

NOTE Confidence: 0.8522902735

00:54:11.990 --> 00:54:13.290 Thank you for the last.

NOTE Confidence: 0.8522902735

00:54:13.290 --> 00:54:15.415 We'll have five five more

NOTE Confidence: 0.8522902735

00:54:15.415 --> 00:54:17.732 minutes and for questions has I?

NOTE Confidence: 0.8522902735

00:54:17.732 --> 00:54:19.568 I also there's a question about

NOTE Confidence: 0.8522902735

00:54:19.568 --> 00:54:20.940 clinical trial eligibility,

NOTE Confidence: 0.8522902735

00:54:20.940 --> 00:54:22.886 and I think as a Cancer Center,

NOTE Confidence: 0.8522902735

00:54:22.890 --> 00:54:24.098 that's a primary mission

NOTE Confidence: 0.8522902735

00:54:24.098 --> 00:54:25.910 of ours and I think I,

NOTE Confidence: 0.8522902735

00:54:25.910 --> 00:54:28.201 I loved that you brought that up and

NOTE Confidence: 0.8522902735

00:54:28.201 --> 00:54:30.787 you know we have eligibility around

NOTE Confidence: 0.8522902735

00:54:30.787 --> 00:54:33.069 doing pregnancy tests and eligible.

NOTE Confidence: 0.8522902735

00:54:33.070 --> 00:54:34.458 So really, I think.

NOTE Confidence: 0.8522902735

00:54:34.458 --> 00:54:36.193 It's great to raise that,

NOTE Confidence: 0.8522902735

00:54:36.200 --> 00:54:37.915 so one of the questions is has

NOTE Confidence: 0.8522902735

00:54:37.915 --> 00:54:40.072 there been a review of clinical

NOTE Confidence: 0.8522902735

00:54:40.072 --> 00:54:41.437 trial eligibility criteria

NOTE Confidence: 0.8522902735

00:54:41.437 --> 00:54:42.802 for appropriate inclusion?

NOTE Confidence: 0.9049126

00:54:46.050 --> 00:54:47.322 So again, I don't.

NOTE Confidence: 0.9049126

00:54:47.322 --> 00:54:49.498 I don't know of any such research,

NOTE Confidence: 0.9049126

00:54:49.498 --> 00:54:50.838 although I think it would

NOTE Confidence: 0.9049126

00:54:50.838 --> 00:54:52.210 be wonderful to do that.

NOTE Confidence: 0.9049126

00:54:52.210 --> 00:54:54.490 We we really, you know,

NOTE Confidence: 0.9049126

00:54:54.490 --> 00:54:57.255 did these looks at the guidelines in

NOTE Confidence: 0.9049126

00:54:57.255 --> 00:54:59.832 clinical trial data in preparation for

NOTE Confidence: 0.9049126

00:54:59.832 --> 00:55:02.466 some conversations with NCCN and FDA.

NOTE Confidence: 0.9049126

00:55:02.470 --> 00:55:04.574 But I think a more rigorous look at

NOTE Confidence: 0.9049126

00:55:04.574 --> 00:55:06.292 maybe even a qualitative analysis

NOTE Confidence: 0.9049126

00:55:06.292 --> 00:55:08.177 or natural language processing tool

NOTE Confidence: 0.9049126

00:55:08.177 --> 00:55:10.553 to look at inclusion and exclusion

NOTE Confidence: 0.9049126

00:55:10.553 --> 00:55:12.109 criteria for cancer clinical

NOTE Confidence: 0.9049126

00:55:12.109 --> 00:55:14.918 trials would be really super would

NOTE Confidence: 0.9049126

00:55:14.918 --> 00:55:17.453 really potentially give us more.

NOTE Confidence: 0.9049126

00:55:17.460 --> 00:55:19.824 More data to drive change and

NOTE Confidence: 0.9049126

00:55:19.824 --> 00:55:22.260 bring these issues to the floor.

NOTE Confidence: 0.918709891818182

00:55:24.100 --> 00:55:26.420 Yeah, and I would say in all research

NOTE Confidence: 0.918709891818182

00:55:26.420 --> 00:55:29.071 you know we we really need to think

NOTE Confidence: 0.918709891818182

00:55:29.071 --> 00:55:30.979 about what we're measuring and why.

NOTE Confidence: 0.918709891818182

00:55:30.980 --> 00:55:32.435 So it's actually not appropriate

NOTE Confidence: 0.918709891818182

00:55:32.435 --> 00:55:34.016 to just say women, right?

NOTE Confidence: 0.918709891818182

00:55:34.016 --> 00:55:35.680 Because if if, say,

NOTE Confidence: 0.918709891818182

00:55:35.680 --> 00:55:37.304 you're doing a study on uterine cancer,

NOTE Confidence: 0.918709891818182

00:55:37.310 --> 00:55:39.518 only people with uteruses can be,

NOTE Confidence: 0.918709891818182

00:55:39.520 --> 00:55:42.768 you know, have uterine cancer develop it,

NOTE Confidence: 0.918709891818182

00:55:42.770 --> 00:55:44.498 but that could be transgender men.

NOTE Confidence: 0.918709891818182

00:55:44.500 --> 00:55:45.940 It could be nonbinary people.

NOTE Confidence: 0.918709891818182

00:55:45.940 --> 00:55:47.920 It can't be somebody who lives

NOTE Confidence: 0.918709891818182

00:55:47.920 --> 00:55:50.911 as a woman who was born with a

NOTE Confidence: 0.918709891818182

00:55:50.911 --> 00:55:52.906 congenital absence of the uterus.

NOTE Confidence: 0.918709891818182

00:55:52.910 --> 00:55:53.558 Actually inaccurate,

NOTE Confidence: 0.918709891818182

00:55:53.558 --> 00:55:55.178 so we really wanna say,

NOTE Confidence: 0.918709891818182

00:55:55.180 --> 00:55:57.286 you know anybody who has or had a you

NOTE Confidence: 0.918709891818182

00:55:57.286 --> 00:55:59.088 know a uterine cancer or depending

NOTE Confidence: 0.918709891818182

00:55:59.088 --> 00:56:01.137 on the criteria and just to be

NOTE Confidence: 0.918709891818182

00:56:01.137 --> 00:56:02.817 very specific and it may be that

NOTE Confidence: 0.918709891818182

00:56:02.817 --> 00:56:04.650 it's really only relevant for you.

NOTE Confidence: 0.918709891818182

00:56:04.650 --> 00:56:05.700 Know cisgender women,

NOTE Confidence: 0.918709891818182

00:56:05.700 --> 00:56:09.230 but we need to so state and say why right?

NOTE Confidence: 0.918709891818182

00:56:09.230 --> 00:56:11.918 And we also need to think retrospectively

NOTE Confidence: 0.918709891818182

00:56:11.918 --> 00:56:14.780 about research and point this out as a

NOTE Confidence: 0.918709891818182

00:56:14.780 --> 00:56:17.006 limitation where we are extrapolating.

NOTE Confidence: 0.918709891818182

00:56:17.006 --> 00:56:20.138 You know I'm extrapolating from studies

NOTE Confidence: 0.918709891818182

00:56:20.138 --> 00:56:23.116 on cisgender women to view this.

NOTE Confidence: 0.918709891818182

00:56:23.120 --> 00:56:24.674 Transgender man in front of me

NOTE Confidence: 0.918709891818182

00:56:24.674 --> 00:56:26.871 and this is the areas that I don't

NOTE Confidence: 0.918709891818182

00:56:26.871 --> 00:56:28.527 understand right now and so we

NOTE Confidence: 0.918709891818182

00:56:28.583 --> 00:56:30.158 need to partner around that.

NOTE Confidence: 0.918709891818182

00:56:30.160 --> 00:56:31.680 This is mechanistically how

NOTE Confidence: 0.918709891818182

00:56:31.680 --> 00:56:33.580 I think XYZ would work.

NOTE Confidence: 0.918709891818182

00:56:33.580 --> 00:56:35.080 I don't know you know,

NOTE Confidence: 0.918709891818182

00:56:35.080 --> 00:56:38.488 and and we're working to fill that in.

NOTE Confidence: 0.918709891818182

00:56:38.490 --> 00:56:38.978 And so,

NOTE Confidence: 0.918709891818182

00:56:38.978 --> 00:56:40.930 that's that's what the NIH is calling for,

NOTE Confidence: 0.918709891818182

00:56:40.930 --> 00:56:42.754 and I would challenge every researcher

NOTE Confidence: 0.918709891818182

00:56:42.754 --> 00:56:46.320 here is familiar with the NIH, you know?

NOTE Confidence: 0.918709891818182

00:56:46.320 --> 00:56:48.805 A requirement on describing sex

NOTE Confidence: 0.918709891818182

00:56:48.805 --> 00:56:50.793 as a biological variable,

NOTE Confidence: 0.918709891818182

00:56:50.800 --> 00:56:51.514 and so.

NOTE Confidence: 0.918709891818182

00:56:51.514 --> 00:56:54.013 In that statement we need to actually,

NOTE Confidence: 0.918709891818182

00:56:54.020 --> 00:56:54.666 you know,

NOTE Confidence: 0.918709891818182

00:56:54.666 --> 00:56:56.927 carry that forward and really be critical

NOTE Confidence: 0.918709891818182

00:56:56.927 --> 00:56:59.535 and and and what that's really asking for.

NOTE Confidence: 0.918709891818182

00:56:59.540 --> 00:57:00.416 And I routinely,

NOTE Confidence: 0.918709891818182

00:57:00.416 --> 00:57:02.460 my NIH grants say I can report

NOTE Confidence: 0.918709891818182

00:57:02.525 --> 00:57:04.080 on sex assigned at birth.

NOTE Confidence: 0.918709891818182

00:57:04.080 --> 00:57:05.780 I cannot report on gender.

NOTE Confidence: 0.918709891818182

00:57:05.780 --> 00:57:08.291 I will not report people by men and women

NOTE Confidence: 0.918709891818182

00:57:08.291 --> 00:57:10.509 'cause that's actually irrelevant or.

NOTE Confidence: 0.918709891818182

00:57:10.509 --> 00:57:12.304 You know some other permutation

NOTE Confidence: 0.918709891818182

00:57:12.304 --> 00:57:14.330 depending on the specific research.

NOTE Confidence: 0.805421884

00:57:15.910 --> 00:57:17.683 Great, thank you.

NOTE Confidence: 0.805421884

00:57:17.683 --> 00:57:19.456 There's an interesting

NOTE Confidence: 0.805421884

00:57:19.456 --> 00:57:21.820 question on a chaperoning.

NOTE Confidence: 0.805421884

00:57:21.820 --> 00:57:23.488 By Doctor Kim, one of our

NOTE Confidence: 0.805421884

00:57:23.488 --> 00:57:24.322 Gu medical oncologists.

NOTE Confidence: 0.805421884

00:57:24.330 --> 00:57:25.735 So what are your thoughts

NOTE Confidence: 0.805421884

00:57:25.735 --> 00:57:27.692 on the use of chaperones for

NOTE Confidence: 0.805421884

00:57:27.692 --> 00:57:29.168 examining transgender patients?

NOTE Confidence: 0.977340757142857

00:57:33.130 --> 00:57:35.426 Well, I think we should think about,

NOTE Confidence: 0.977340757142857

00:57:35.430 --> 00:57:38.804 you know. Where it's a great question,

NOTE Confidence: 0.977340757142857

00:57:38.804 --> 00:57:41.255 but I think I always like to think what

NOTE Confidence: 0.977340757142857

00:57:41.255 --> 00:57:43.534 am I gonna do routinely to make situations

NOTE Confidence: 0.977340757142857

00:57:43.534 --> 00:57:46.094 better for everybody and so likely there

NOTE Confidence: 0.977340757142857

00:57:46.094 --> 00:57:48.396 is a place where a patient advocate

NOTE Confidence: 0.977340757142857

00:57:48.396 --> 00:57:51.021 may be good for every person, right?

NOTE Confidence: 0.977340757142857

00:57:51.021 --> 00:57:54.389 So I'm often as an OB GYN who

NOTE Confidence: 0.977340757142857

00:57:54.389 --> 00:57:57.055 identifies and reads as as a woman.

NOTE Confidence: 0.977340757142857

00:57:57.060 --> 00:57:58.580 Often women patients don't

NOTE Confidence: 0.977340757142857

00:57:58.580 --> 00:58:00.100 think anything of it,

NOTE Confidence: 0.977340757142857

00:58:00.100 --> 00:58:02.656 but then as soon as a male or male

NOTE Confidence: 0.977340757142857

00:58:02.656 --> 00:58:04.716 presenting colleague of mine comes in,

NOTE Confidence: 0.977340757142857

00:58:04.720 --> 00:58:06.450 they think about that, but.

NOTE Confidence: 0.977340757142857

00:58:06.450 --> 00:58:07.926 You know there's actually nothing to

NOTE Confidence: 0.977340757142857

00:58:07.926 --> 00:58:10.808 say that I may be, and I hope I never am,

NOTE Confidence: 0.977340757142857

00:58:10.810 --> 00:58:12.505 but inappropriate or do something

NOTE Confidence: 0.977340757142857

00:58:12.505 --> 00:58:14.200 sexually inappropriate with a woman

NOTE Confidence: 0.977340757142857

00:58:14.249 --> 00:58:15.869 patient just because I'm a woman.

NOTE Confidence: 0.977340757142857

00:58:15.870 --> 00:58:18.942 And so if we we should think probably

NOTE Confidence: 0.977340757142857

00:58:18.942 --> 00:58:20.690 about chaperoning for everyone.

NOTE Confidence: 0.977340757142857

00:58:20.690 --> 00:58:22.030 Understanding that more people in

NOTE Confidence: 0.977340757142857

00:58:22.030 --> 00:58:24.130 the room may or may not be better.

NOTE Confidence: 0.977340757142857

00:58:24.130 --> 00:58:25.866 And so I think we need to think

NOTE Confidence: 0.977340757142857

00:58:25.866 --> 00:58:27.702 about that and or I often have

NOTE Confidence: 0.977340757142857

00:58:27.702 --> 00:58:29.047 partners in the room chaperones.

NOTE Confidence: 0.977340757142857

00:58:29.050 --> 00:58:31.178 I often have a nurse in the

NOTE Confidence: 0.977340757142857

00:58:31.178 --> 00:58:32.780 room for everybody, actually.

NOTE Confidence: 0.907341482857143

00:58:34.790 --> 00:58:37.310 I, I think that's a wonderful comment,

NOTE Confidence: 0.907341482857143

00:58:37.310 --> 00:58:39.893 so we are nearing the hour in

NOTE Confidence: 0.907341482857143

00:58:39.893 --> 00:58:41.890 the final minute remaining.

NOTE Confidence: 0.907341482857143

00:58:41.890 --> 00:58:43.066 I'd love for both of you,

NOTE Confidence: 0.907341482857143

00:58:43.070 --> 00:58:46.670 maybe in kind of 1 sentence to say

NOTE Confidence: 0.907341482857143

00:58:46.670 --> 00:58:50.214 what you are hoping the field will do.

NOTE Confidence: 0.907341482857143

00:58:50.214 --> 00:58:52.440 Leave us with kind of a

NOTE Confidence: 0.907341482857143

00:58:52.535 --> 00:58:54.570 a dream for the future.

NOTE Confidence: 0.907341482857143

00:58:54.570 --> 00:58:56.136 Doctor Albert will start with you.

NOTE Confidence: 0.905681834666667

00:58:57.580 --> 00:58:59.686 Yeah, I mean, I think that in my mind

NOTE Confidence: 0.905681834666667

00:58:59.686 --> 00:59:02.092 the most important thing right now is to

NOTE Confidence: 0.905681834666667

00:59:02.092 --> 00:59:04.338 rethink the ways that we have conflated

NOTE Confidence: 0.905681834666667

00:59:04.338 --> 00:59:06.252 gender and sex assigned at birth,

NOTE Confidence: 0.905681834666667

00:59:06.260 --> 00:59:08.192 and if we can disaggregate those

NOTE Confidence: 0.905681834666667

00:59:08.192 --> 00:59:10.492 ideas and concepts both in the ways

NOTE Confidence: 0.905681834666667

00:59:10.492 --> 00:59:12.388 that we're talking to patients and

NOTE Confidence: 0.905681834666667

00:59:12.388 --> 00:59:14.666 thinking about bodies, but also the

NOTE Confidence: 0.905681834666667

00:59:14.666 --> 00:59:16.576 ways that we're writing guidelines,

NOTE Confidence: 0.905681834666667

00:59:16.580 --> 00:59:18.260 thinking about lab values,

NOTE Confidence: 0.905681834666667

00:59:18.260 --> 00:59:19.520 thinking about chemo,

NOTE Confidence: 0.905681834666667

00:59:19.520 --> 00:59:20.270 therapeutic dosing,

NOTE Confidence: 0.905681834666667

00:59:20.270 --> 00:59:22.895 I think will really change the landscape,

NOTE Confidence: 0.905681834666667

00:59:22.900 --> 00:59:24.320 not just for transgender people,

NOTE Confidence: 0.905681834666667

00:59:24.320 --> 00:59:25.775 but to provide better care

NOTE Confidence: 0.905681834666667

00:59:25.775 --> 00:59:26.939 for all our patients.

NOTE Confidence: 0.619737475

00:59:28.520 --> 00:59:30.278 Thank you Doctor Obit in malver.

NOTE Confidence: 0.777569478571429

00:59:30.690 --> 00:59:31.774 Absolutely so many things.

NOTE Confidence: 0.777569478571429

00:59:31.774 --> 00:59:34.366 First of all, just thank you everybody.

NOTE Confidence: 0.777569478571429

00:59:34.366 --> 00:59:38.160 Uhm, I would say that. It really.

NOTE Confidence: 0.777569478571429

00:59:38.160 --> 00:59:40.155 There's often this sort of doom and

NOTE Confidence: 0.777569478571429

00:59:40.155 --> 00:59:42.880 gloom kind of idea about working with and

NOTE Confidence: 0.777569478571429

00:59:42.880 --> 00:59:44.606 supporting transgender and gender diverse

NOTE Confidence: 0.777569478571429

00:59:44.606 --> 00:59:46.867 people who do face so many challenges.

NOTE Confidence: 0.777569478571429

00:59:46.870 --> 00:59:49.607 But I also think incredibly strong and

NOTE Confidence: 0.777569478571429

00:59:49.607 --> 00:59:51.396 resilient communities who actually have

NOTE Confidence: 0.777569478571429

00:59:51.396 --> 00:59:54.027 so much to show us about all of our

NOTE Confidence: 0.777569478571429

00:59:54.027 --> 00:59:56.596 medicine and healthcare and and and the

NOTE Confidence: 0.777569478571429

00:59:56.596 --> 00:59:58.935 assumptions that we make that really are

NOTE Confidence: 0.777569478571429

00:59:58.935 --> 01:00:01.842 a detriment to all of our patients, right?

NOTE Confidence: 0.777569478571429

01:00:01.842 --> 01:00:04.470 So we could learn so much about you know,

NOTE Confidence: 0.777569478571429

01:00:04.470 --> 01:00:08.160 hormone management about mechanisms of.

NOTE Confidence: 0.777569478571429

01:00:08.160 --> 01:00:10.458 Presence or absence of certain experiences,

NOTE Confidence: 0.777569478571429

01:00:10.460 --> 01:00:11.813 hormones, organs, etc.

NOTE Confidence: 0.777569478571429

01:00:11.813 --> 01:00:14.068 That and really what transgender

NOTE Confidence: 0.777569478571429

01:00:14.068 --> 01:00:16.652 and gender diverse people offer us

NOTE Confidence: 0.777569478571429

01:00:16.652 --> 01:00:19.150 is this incredible gift to examine

NOTE Confidence: 0.777569478571429

01:00:19.150 --> 01:00:21.820 our assumptions and to become much,

NOTE Confidence: 0.777569478571429

01:00:21.820 --> 01:00:23.990 much more accurate and actually

NOTE Confidence: 0.777569478571429

01:00:23.990 --> 01:00:25.726 precise in our health.

NOTE Confidence: 0.777569478571429

01:00:25.730 --> 01:00:27.020 So this is truly precision,

NOTE Confidence: 0.777569478571429

01:00:27.020 --> 01:00:28.844 health and meeting people and the

NOTE Confidence: 0.777569478571429

01:00:28.844 --> 01:00:30.260 diversity people where we're at.

NOTE Confidence: 0.777569478571429

01:00:30.260 --> 01:00:32.199 And if we can decode the genome,

NOTE Confidence: 0.777569478571429

01:00:32.200 --> 01:00:34.215 we can actually meet individuals

NOTE Confidence: 0.777569478571429

01:00:34.215 --> 01:00:37.231 where they're at all these axes of

NOTE Confidence: 0.777569478571429

01:00:37.231 --> 01:00:39.095 their identities and experiences.

NOTE Confidence: 0.777569478571429

01:00:39.100 --> 01:00:40.950 To provide really excellent care.

NOTE Confidence: 0.813482120909091

01:00:42.320 --> 01:00:45.032 Thank you, well thank you both of you

NOTE Confidence: 0.813482120909091

01:00:45.032 --> 01:00:46.698 for really a fantastic presentation

NOTE Confidence: 0.813482120909091

01:00:46.698 --> 01:00:50.050 and one that I hope our listeners will

NOTE Confidence: 0.813482120909091

01:00:50.120 --> 01:00:52.838 have some really concrete takeaways and

NOTE Confidence: 0.813482120909091

01:00:52.838 --> 01:00:55.480 really become advocates in this space.

NOTE Confidence: 0.813482120909091

01:00:55.480 --> 01:00:58.186 So I thank you for that.

NOTE Confidence: 0.813482120909091

01:00:58.190 --> 01:00:59.658 Doctors open in Malvern.

NOTE Confidence: 0.813482120909091

01:00:59.658 --> 01:01:02.276 Albert have agreed to stay on for

NOTE Confidence: 0.813482120909091

01:01:02.276 --> 01:01:04.316 the next hour for our trainees,

NOTE Confidence: 0.813482120909091

01:01:04.320 --> 01:01:06.424 so I encourage the trainees to stay on.

NOTE Confidence: 0.813482120909091

01:01:06.430 --> 01:01:07.977 But I think if there are other

NOTE Confidence: 0.813482120909091

01:01:07.977 --> 01:01:09.209 people who would enjoy staying

NOTE Confidence: 0.813482120909091

01:01:09.209 --> 01:01:10.514 on we would welcome that.

NOTE Confidence: 0.813482120909091

01:01:10.520 --> 01:01:11.906 You will be so stay on.

NOTE Confidence: 0.813482120909091

01:01:11.910 --> 01:01:13.807 You will be promoted to host so

NOTE Confidence: 0.813482120909091

01:01:13.807 --> 01:01:15.510 that everyone can see each other.

NOTE Confidence: 0.813482120909091

01:01:15.510 --> 01:01:17.225 Doctor Barbara Burtness is here

NOTE Confidence: 0.813482120909091

01:01:17.225 --> 01:01:19.275 as our associate director of DI

NOTE Confidence: 0.813482120909091

01:01:19.275 --> 01:01:20.919 for the Cancer Center and will

NOTE Confidence: 0.813482120909091

01:01:20.919 --> 01:01:22.550 be leading the next session.

NOTE Confidence: 0.813482120909091

01:01:22.550 --> 01:01:24.278 So thank you everybody so much.

NOTE Confidence: 0.96520468

01:01:29.780 --> 01:01:31.886 Thank you for that, that wonderful.

NOTE Confidence: 0.789253434

01:01:34.670 --> 01:01:39.651 Tour and completely, I think different

NOTE Confidence: 0.789253434

01:01:39.651 --> 01:01:43.018 to the the kinds of grand rounds

NOTE Confidence: 0.789253434

01:01:43.018 --> 01:01:45.977 talks that we have often hosted.

NOTE Confidence: 0.789253434

01:01:45.980 --> 01:01:48.572 So it's it's particularly wonderful that

NOTE Confidence: 0.789253434

01:01:48.572 --> 01:01:51.984 you're willing to to stay on and field

NOTE Confidence: 0.789253434

01:01:51.984 --> 01:01:54.402 questions and and have some discussion.

NOTE Confidence: 0.878924362727273

01:01:57.690 --> 01:02:00.276 With with the fellows, so let's

NOTE Confidence: 0.878924362727273

01:02:00.276 --> 01:02:03.280 just give them a minute to join.

NOTE Confidence: 0.792920486

01:02:03.310 --> 01:02:04.810 Do you know when ash I'm going to sign off,

NOTE Confidence: 0.792920486

01:02:04.810 --> 01:02:08.167 but that was just amazing and I it's so

NOTE Confidence: 0.792920486

01:02:08.167 --> 01:02:11.758 great to see you both and I hope we can

NOTE Confidence: 0.792920486

01:02:11.758 --> 01:02:14.622 continue some collaborations and so I know

NOTE Confidence: 0.792920486

01:02:14.622 --> 01:02:16.239 our fellows will get a lot out of this.

NOTE Confidence: 0.792920486

01:02:16.240 --> 01:02:17.759 So thank you for agreeing to both

NOTE Confidence: 0.792920486

01:02:17.759 --> 01:02:19.118 of these sessions. I appreciate it.

NOTE Confidence: 0.8641200375

01:02:19.490 --> 01:02:20.978 Absolutely thank you. Again,

NOTE Confidence: 0.602098552

01:02:21.200 --> 01:02:23.640 thank you so welcome. Bye bye bye.

NOTE Confidence: 0.555557813333333

01:02:31.670 --> 01:02:33.896 Hi Doctor Burns hi. Doctor Alpern,

NOTE Confidence: 0.58151851

01:02:33.950 --> 01:02:35.099 Dr within Melbourne.

NOTE Confidence: 0.65323865

01:02:37.830 --> 01:02:40.390 So yeah, I was.

NOTE Confidence: 0.65323865

01:02:40.390 --> 01:02:41.350 I was going to introduce you.

NOTE Confidence: 0.65323865

01:02:41.350 --> 01:02:42.160 Ben is one of the chief.

NOTE Confidence: 0.830096820909091

01:02:45.910 --> 01:02:47.830 And his has actually been amazing

NOTE Confidence: 0.830096820909091

01:02:47.830 --> 01:02:50.216 in the role we've introduced ADEI

NOTE Confidence: 0.830096820909091

01:02:50.216 --> 01:02:51.880 curriculum to our fellowship,

NOTE Confidence: 0.830096820909091

01:02:51.880 --> 01:02:55.750 sort of under his leadership. Purple

NOTE Confidence: 0.371072133333333

01:02:55.870 --> 01:02:57.118 great, very exciting.

NOTE Confidence: 0.906574008235294

01:02:59.000 --> 01:03:00.000 I have to apologize.

NOTE Confidence: 0.906574008235294

01:03:00.000 --> 01:03:01.835 The timing did not workout so great

NOTE Confidence: 0.906574008235294

01:03:01.835 --> 01:03:03.509 or the scheduling did not workout

NOTE Confidence: 0.985642386666667

01:03:03.520 --> 01:03:06.580 so well because. Are actually

NOTE Confidence: 0.698414504

01:03:06.610 --> 01:03:08.120 in service. Exam is also

NOTE Confidence: 0.760450513333333

01:03:08.130 --> 01:03:09.150 today, so portion

NOTE Confidence: 0.90047798

01:03:09.160 --> 01:03:10.260 of our fellows are

NOTE Confidence: 0.846038928

01:03:10.770 --> 01:03:13.545 unfortunately unavailable by I think

NOTE Confidence: 0.846038928

01:03:13.545 --> 01:03:16.752 we do have trainees from some of

NOTE Confidence: 0.846038928

01:03:16.752 --> 01:03:19.446 the other training programs as well.

NOTE Confidence: 0.846038928

01:03:19.446 --> 01:03:21.360 And in addition to hematology oncology.

NOTE Confidence: 0.88272481047619

01:03:22.930 --> 01:03:25.594 Both. So I wonder if we if the

NOTE Confidence: 0.88272481047619

01:03:25.594 --> 01:03:28.391 people who are still on if we should

NOTE Confidence: 0.88272481047619

01:03:28.391 --> 01:03:30.980 go around and do introductions.

NOTE Confidence: 0.88272481047619

01:03:30.980 --> 01:03:32.636 Or if there's another way we should start.

NOTE Confidence: 0.932275614285714

01:03:36.930 --> 01:03:39.485 It would also be great to the

NOTE Confidence: 0.932275614285714

01:03:39.485 --> 01:03:41.940 extent that some of you can come.

NOTE Confidence: 0.932275614285714

01:03:41.940 --> 01:03:46.730 Turn your videos on. Uhm?

NOTE Confidence: 0.932275614285714

01:03:46.730 --> 01:03:49.200 I I was, you know, thinking that we

NOTE Confidence: 0.932275614285714

01:03:49.200 --> 01:03:51.050 would do this in a very informal way,

NOTE Confidence: 0.932275614285714

01:03:51.050 --> 01:03:57.160 if that's OK with the two of you and.

NOTE Confidence: 0.932275614285714

01:03:57.160 --> 01:03:58.558 You know, I, I know when

NOTE Confidence: 0.932275614285714

01:03:58.558 --> 01:03:59.780 you're putting together a talk,

NOTE Confidence: 0.932275614285714

01:03:59.780 --> 01:04:00.880 even as a single speaker,

NOTE Confidence: 0.932275614285714

01:04:00.880 --> 01:04:02.170 there's all kinds of stuff

NOTE Confidence: 0.932275614285714

01:04:02.170 --> 01:04:03.460 you have to leave out.

NOTE Confidence: 0.932275614285714

01:04:03.460 --> 01:04:06.520 And then when there are two of you so

NOTE Confidence: 0.932275614285714

01:04:06.520 --> 01:04:09.560 there there may be things that you want

NOTE Confidence: 0.932275614285714

01:04:09.560 --> 01:04:12.540 to go into in in more depth as well.

NOTE Confidence: 0.932275614285714

01:04:12.540 --> 01:04:15.038 But so I'll I'll start.

NOTE Confidence: 0.932275614285714

01:04:15.040 --> 01:04:16.645 I'm Barbara burtness.

NOTE Confidence: 0.932275614285714

01:04:16.645 --> 01:04:18.785 I'm a medical oncologist.

NOTE Confidence: 0.932275614285714

01:04:18.790 --> 01:04:22.430 And I'm the interim associate

NOTE Confidence: 0.932275614285714

01:04:22.430 --> 01:04:25.342 director for DI and.

NOTE Confidence: 0.932275614285714

01:04:25.350 --> 01:04:28.230 Trying to build a

NOTE Confidence: 0.932275614285714

01:04:28.230 --> 01:04:30.390 educational environment that.

NOTE Confidence: 0.932275614285714

01:04:30.390 --> 01:04:32.790 Fosters culture change here.

NOTE Confidence: 0.85021661

01:04:39.890 --> 01:04:42.780 Ben, we already introduced, I guess, Nick.

NOTE Confidence: 0.531967683

01:04:45.410 --> 01:04:46.898 Uh, I presume this may hello.

NOTE Confidence: 0.7727441895

01:04:49.230 --> 01:04:51.078 I am a fifth year pH D

NOTE Confidence: 0.7727441895

01:04:51.078 --> 01:04:52.829 candidate in the Townsend lab.

NOTE Confidence: 0.7727441895

01:04:52.830 --> 01:04:55.146 Do a lot of cancer work

NOTE Confidence: 0.7727441895

01:04:55.150 --> 01:04:56.410 in computational biology,

NOTE Confidence: 0.7727441895

01:04:56.410 --> 01:04:59.113 and I was a trainee of the

NOTE Confidence: 0.7727441895

01:04:59.113 --> 01:05:00.477 cancer biology training program.

NOTE Confidence: 0.80804175

01:05:04.260 --> 01:05:04.750 Julia.

NOTE Confidence: 0.86212385

01:05:09.230 --> 01:05:10.848 I am Julia. I'm a

NOTE Confidence: 0.9187631

01:05:10.850 --> 01:05:13.140 fourth year medical oncology fellow.

NOTE Confidence: 0.756518656666667

01:05:14.550 --> 01:05:17.190 Doing breast cancer, clinical

NOTE Confidence: 0.756518656666667

01:05:17.190 --> 01:05:19.110 care and research and will be

NOTE Confidence: 0.756518656666667

01:05:19.110 --> 01:05:20.390 a breast medical oncologist.

NOTE Confidence: 0.925451766

01:05:23.970 --> 01:05:27.620 Wonderful to see you shine.

NOTE Confidence: 0.925451766

01:05:27.620 --> 01:05:29.276 I just wonder why external advisors?

NOTE Confidence: 0.925451766

01:05:29.280 --> 01:05:31.590 But it's great to have you here. Well,

NOTE Confidence: 0.907547359

01:05:31.600 --> 01:05:33.016 I had this on my calendar

NOTE Confidence: 0.907547359

01:05:33.016 --> 01:05:34.208 'cause I got the permission.

NOTE Confidence: 0.907547359

01:05:34.208 --> 01:05:36.688 I'm not sure how, but I was thrilled.

NOTE Confidence: 0.907547359

01:05:36.688 --> 01:05:38.548 This is a wonderful presentation.

NOTE Confidence: 0.907547359

01:05:38.550 --> 01:05:39.720 My name is Shawn Chang.

NOTE Confidence: 0.907547359

01:05:39.720 --> 01:05:41.730 I'm a cancer epidemiologist on

NOTE Confidence: 0.907547359

01:05:41.730 --> 01:05:44.280 faculty at MD Anderson Cancer Center.

NOTE Confidence: 0.907547359

01:05:44.280 --> 01:05:47.404 I also am a training program director for our

NOTE Confidence: 0.907547359

01:05:47.404 --> 01:05:49.014 cancer prevention research training program,

NOTE Confidence: 0.907547359

01:05:49.020 --> 01:05:52.268 and I'm also an multiple pie of a

NOTE Confidence: 0.907547359

01:05:52.268 --> 01:05:55.300 new course for skills development.

NOTE Confidence: 0.907547359

01:05:55.300 --> 01:05:56.539 We don't have.

NOTE Confidence: 0.907547359

01:05:56.539 --> 01:05:58.604 Not officially got an hour.

NOTE Confidence: 0.907547359

01:05:58.610 --> 01:05:59.975 No gay yet,

NOTE Confidence: 0.907547359

01:05:59.975 --> 01:06:03.390 but our project is to provide early

NOTE Confidence: 0.907547359

01:06:03.390 --> 01:06:06.790 career researchers with cancer education.

NOTE Confidence: 0.907547359

01:06:06.790 --> 01:06:08.065 Cancer Research orientation

NOTE Confidence: 0.907547359

01:06:08.065 --> 01:06:10.190 for those who are interested

NOTE Confidence: 0.907547359

01:06:10.190 --> 01:06:12.660 in SGM Cancer Research, so.

NOTE Confidence: 0.95508237

01:06:16.930 --> 01:06:17.770 Great, thank you.

NOTE Confidence: 0.946248529090909

01:06:18.210 --> 01:06:19.701 I'm just calling on people as you

NOTE Confidence: 0.946248529090909

01:06:19.701 --> 01:06:21.600 appear on my screen. Mark Casey.

NOTE Confidence: 0.815476095

01:06:28.360 --> 01:06:30.607 And Renee, I don't know if you

NOTE Confidence: 0.815476095

01:06:30.607 --> 01:06:32.738 want to come. Turn your video on.

NOTE Confidence: 0.815476095

01:06:32.738 --> 01:06:33.906 Renee is our communications

NOTE Confidence: 0.815476095

01:06:33.906 --> 01:06:35.438 director in the Cancer Center.

NOTE Confidence: 0.79945593

01:06:41.710 --> 01:06:43.525 Sure, hi everyone we met

NOTE Confidence: 0.79945593

01:06:43.525 --> 01:06:45.065 earlier before Grandma started.

NOTE Confidence: 0.79945593

01:06:45.065 --> 01:06:47.928 So thank you again for doing this.

NOTE Confidence: 0.79945593

01:06:47.930 --> 01:06:50.380 By helping support. Saidul

NOTE Confidence: 0.798648316

01:06:53.690 --> 01:06:55.160 hi, my name is stagel.

NOTE Confidence: 0.82119122

01:06:55.170 --> 01:06:57.874 I am one of the first year hematology

NOTE Confidence: 0.82119122

01:06:57.874 --> 01:07:00.295 oncology fellows here and I am interested

NOTE Confidence: 0.82119122

01:07:00.295 --> 01:07:03.325 in providing care for the young

NOTE Confidence: 0.82119122

01:07:03.325 --> 01:07:06.300 adult early onset cancer population.

NOTE Confidence: 0.8131267

01:07:08.900 --> 01:07:09.360 Eileen

NOTE Confidence: 0.75827123

01:07:19.000 --> 01:07:22.048 OK, some people maybe.

NOTE Confidence: 0.75827123

01:07:22.050 --> 01:07:23.605 Oh Eileen says her desktop

NOTE Confidence: 0.75827123

01:07:23.605 --> 01:07:25.680 does not have a micro camera.

NOTE Confidence: 0.916423797777778

01:07:27.710 --> 01:07:30.392 OK, thank you for joining us and I'm Liz.

NOTE Confidence: 0.22503626

01:07:36.540 --> 01:07:38.268 Stop. Can't hear you this.

NOTE Confidence: 0.9500048

01:07:50.280 --> 01:07:50.770 OK.

NOTE Confidence: 0.6353624

01:07:53.070 --> 01:07:55.020 One last person is David Schoenfeld.

NOTE Confidence: 0.85301206

01:07:55.030 --> 01:07:55.870 One of the fellows.

NOTE Confidence: 0.877849375555556

01:07:57.040 --> 01:07:58.810 David, if you want to just

NOTE Confidence: 0.877849375555556

01:07:58.810 --> 01:08:01.670 briefly introduce yourself, sure.

NOTE Confidence: 0.93908011

01:08:00.140 --> 01:08:01.660 Hi, my name is David. I'm one of the

NOTE Confidence: 0.795606786666667

01:08:01.670 --> 01:08:04.350 third year fellows on the research track,

NOTE Confidence: 0.795606786666667

01:08:04.350 --> 01:08:06.133 so I have a couple more years left.

NOTE Confidence: 0.795606786666667

01:08:06.133 --> 01:08:07.988 I'm working with Harriet Cougar

NOTE Confidence: 0.795606786666667

01:08:07.988 --> 01:08:09.252 during kidney Cancer Research

NOTE Confidence: 0.795606786666667

01:08:09.252 --> 01:08:10.910 and interested in immunotherapy,

NOTE Confidence: 0.795606786666667

01:08:10.910 --> 01:08:12.740 and I just want to thank you for the very

NOTE Confidence: 0.795606786666667

01:08:12.740 --> 01:08:16.000 wonderful and interesting talk today.

NOTE Confidence: 0.795606786666667

01:08:16.000 --> 01:08:19.394 Thank you, so I'm sorry closing now.

NOTE Confidence: 0.795606786666667

01:08:19.394 --> 01:08:21.655 Oh yeah, yeah we can.

NOTE Confidence: 0.795606786666667

01:08:21.655 --> 01:08:24.798 Sorry I'm I'm sorry about the lecture.

NOTE Confidence: 0.795606786666667

01:08:24.800 --> 01:08:26.579 Much like Shine,

NOTE Confidence: 0.795606786666667

01:08:26.580 --> 01:08:28.350 I got forwarded to me somehow.

NOTE Confidence: 0.795606786666667

01:08:28.350 --> 01:08:30.690 I'm actually at the Ohio State

NOTE Confidence: 0.720231408

01:08:30.700 --> 01:08:32.820 University I'm James Cancer Hospital.

NOTE Confidence: 0.720231408

01:08:32.820 --> 01:08:34.470 I am an advanced practice nurse

NOTE Confidence: 0.720231408

01:08:34.470 --> 01:08:36.710 and nurse scientist doing research

NOTE Confidence: 0.948827221428571

01:08:36.720 --> 01:08:39.470 in this area and so when I saw that

NOTE Confidence: 0.948827221428571

01:08:39.470 --> 01:08:40.730 I do now and ask for presenting,

NOTE Confidence: 0.948827221428571

01:08:40.730 --> 01:08:41.672 I had to listen in.

NOTE Confidence: 0.948827221428571

01:08:41.672 --> 01:08:42.971 So I'm just eavesdropping to

NOTE Confidence: 0.948827221428571

01:08:42.971 --> 01:08:44.940 to hear what else is going on.

NOTE Confidence: 0.948827221428571

01:08:44.940 --> 01:08:47.528 So thanks so much. Great, OK,

NOTE Confidence: 0.948827221428571

01:08:47.528 --> 01:08:50.630 well maybe the first thing I'll

NOTE Confidence: 0.948827221428571

01:08:50.735 --> 01:08:53.346 do is just ask if people have

NOTE Confidence: 0.948827221428571

01:08:53.346 --> 01:08:55.740 questions that they want to throw

NOTE Confidence: 0.948827221428571

01:08:55.826 --> 01:08:58.680 out and and if not I have a few so.

NOTE Confidence: 0.46365738

01:09:04.640 --> 01:09:06.214 Doctor Burtness, do you want

NOTE Confidence: 0.46365738

01:09:06.214 --> 01:09:07.704 people to throw their questions

NOTE Confidence: 0.46365738

01:09:07.704 --> 01:09:09.214 into the chat or should we just

NOTE Confidence: 0.46365738

01:09:09.214 --> 01:09:10.720 kind of throw into the form of us?

NOTE Confidence: 0.46365738

01:09:10.720 --> 01:09:12.330 I think people can just.

NOTE Confidence: 0.46365738

01:09:12.330 --> 01:09:15.340 I mean, for those of you who have no Mike,

NOTE Confidence: 0.46365738

01:09:15.340 --> 01:09:17.052 Eileen, postdoctoral fellow in

NOTE Confidence: 0.46365738

01:09:17.052 --> 01:09:19.620 translational oncology in the room lab,

NOTE Confidence: 0.46365738

01:09:19.620 --> 01:09:22.562 part of the CBTP training program,

NOTE Confidence: 0.46365738

01:09:22.562 --> 01:09:24.298 her mic is off,

NOTE Confidence: 0.46365738

01:09:24.300 --> 01:09:26.154 so she will ask her to use the chat,

NOTE Confidence: 0.46365738

01:09:26.160 --> 01:09:28.040 but for those of you who who can,

NOTE Confidence: 0.46365738

01:09:28.040 --> 01:09:30.406 I think I'd like this to be

NOTE Confidence: 0.46365738

01:09:30.406 --> 01:09:32.300 conversational and and interactive.

NOTE Confidence: 0.46365738

01:09:32.300 --> 01:09:34.290 If that's OK with everybody.

NOTE Confidence: 0.46365738

01:09:34.290 --> 01:09:34.490 Yeah.

NOTE Confidence: 0.889108900714286

01:09:36.880 --> 01:09:39.344 Quick question, I guess I'll I'll kind

NOTE Confidence: 0.889108900714286

01:09:39.344 --> 01:09:42.278 of give you 2 two lines of thinking and

NOTE Confidence: 0.889108900714286

01:09:42.278 --> 01:09:45.550 let y'all go down whatever Rd you feel

NOTE Confidence: 0.889108900714286

01:09:45.639 --> 01:09:48.270 like one is about like the there are.

NOTE Confidence: 0.90047126125

01:09:50.530 --> 01:09:51.856 Traditionally, different approaches

NOTE Confidence: 0.90047126125

01:09:51.856 --> 01:09:54.066 to care for different diseases,

NOTE Confidence: 0.90047126125

01:09:54.070 --> 01:09:56.620 often based on these sort of

NOTE Confidence: 0.90047126125

01:09:56.620 --> 01:09:57.895 section formed approaches.

NOTE Confidence: 0.90047126125

01:09:57.900 --> 01:10:01.085 And trans people, you know cancer

NOTE Confidence: 0.90047126125

01:10:01.085 --> 01:10:03.200 is a disease that that thrives on,

NOTE Confidence: 0.90047126125

01:10:03.200 --> 01:10:06.610 like just disruptions and signaling.

NOTE Confidence: 0.90047126125

01:10:06.610 --> 01:10:08.416 And it seems like there's a lot

NOTE Confidence: 0.90047126125

01:10:08.416 --> 01:10:10.762 of for people who elect to have

NOTE Confidence: 0.90047126125

01:10:10.762 --> 01:10:13.020 like a medical and hormonal sort

NOTE Confidence: 0.90047126125

01:10:13.020 --> 01:10:15.510 of aspect to their transition.

NOTE Confidence: 0.954171211666667

01:10:17.950 --> 01:10:21.688 There might be some places where,

NOTE Confidence: 0.954171211666667

01:10:21.690 --> 01:10:23.318 without you know, necessarily

NOTE Confidence: 0.954171211666667

01:10:23.318 --> 01:10:24.946 undergoing entire clinical trials,

NOTE Confidence: 0.954171211666667

01:10:24.950 --> 01:10:27.911 you can adjust the the sort of

NOTE Confidence: 0.954171211666667

01:10:27.911 --> 01:10:30.504 dosage and care of people based off

NOTE Confidence: 0.954171211666667

01:10:30.504 --> 01:10:31.686 of what we know about signaling.

NOTE Confidence: 0.954171211666667

01:10:31.690 --> 01:10:34.336 So I wanted to know if if

NOTE Confidence: 0.954171211666667

01:10:34.336 --> 01:10:37.030 there was any thoughts about.

NOTE Confidence: 0.954171211666667

01:10:37.030 --> 01:10:40.108 That or the the the other thing that comes

NOTE Confidence: 0.954171211666667

01:10:40.108 --> 01:10:44.250 to mind is the need for like because.

NOTE Confidence: 0.954171211666667

01:10:44.250 --> 01:10:46.455 Medical record and even a

NOTE Confidence: 0.954171211666667

01:10:46.455 --> 01:10:48.219 medical ontology or like.

NOTE Confidence: 0.954171211666667

01:10:48.220 --> 01:10:50.540 Require this labeling and hierarchical

NOTE Confidence: 0.954171211666667

01:10:50.540 --> 01:10:53.370 structure in order for them to

NOTE Confidence: 0.954171211666667

01:10:53.370 --> 01:10:55.540 just sort of technically function.

NOTE Confidence: 0.954171211666667

01:10:55.540 --> 01:10:56.620 How is that like?

NOTE Confidence: 0.954171211666667

01:10:56.620 --> 01:10:56.890 What?

NOTE Confidence: 0.954171211666667

01:10:56.890 --> 01:10:59.446 What are some tips for addressing

NOTE Confidence: 0.954171211666667

01:10:59.446 --> 01:11:01.598 trans folk who don't necessarily

NOTE Confidence: 0.954171211666667

01:11:01.598 --> 01:11:03.768 like applying labels to themselves,

NOTE Confidence: 0.954171211666667

01:11:03.770 --> 01:11:07.043 especially in ways that don't that

NOTE Confidence: 0.954171211666667

01:11:07.043 --> 01:11:10.008 aren't founded in medical jargon,

NOTE Confidence: 0.954171211666667

01:11:10.010 --> 01:11:10.520 I should say.

NOTE Confidence: 0.864905595

01:11:12.640 --> 01:11:14.596 I mean, I can speak to

NOTE Confidence: 0.864905595

01:11:14.596 --> 01:11:15.900 the second question first.

NOTE Confidence: 0.864905595

01:11:15.900 --> 01:11:17.226 I think the first question it

NOTE Confidence: 0.864905595

01:11:17.226 --> 01:11:18.922 might be helpful, at least for me,

NOTE Confidence: 0.864905595

01:11:18.922 --> 01:11:21.260 to get a little more detail about the

NOTE Confidence: 0.864905595

01:11:21.260 --> 01:11:23.456 sort of scenarios you're thinking about.

NOTE Confidence: 0.864905595

01:11:23.460 --> 01:11:25.259 But in terms of the second question,

NOTE Confidence: 0.864905595

01:11:25.260 --> 01:11:27.987 I mean what I can say kind of like

NOTE Confidence: 0.864905595

01:11:27.987 --> 01:11:30.589 broadly is that we know from our

NOTE Confidence: 0.864905595

01:11:30.589 --> 01:11:32.058 qualitative research that oftentimes

NOTE Confidence: 0.864905595

01:11:32.058 --> 01:11:34.620 part of what is helpful and what

NOTE Confidence: 0.864905595

01:11:34.687 --> 01:11:37.200 trans people want is to share the

NOTE Confidence: 0.864905595

01:11:37.200 --> 01:11:39.084 decision making around what is

NOTE Confidence: 0.864905595

01:11:39.084 --> 01:11:40.919 in the electronic health record,

NOTE Confidence: 0.864905595

01:11:40.920 --> 01:11:42.702 and to know, you know, the the.

NOTE Confidence: 0.864905595

01:11:42.702 --> 01:11:44.388 Pros and cons of various decisions.

NOTE Confidence: 0.864905595

01:11:44.390 --> 01:11:46.106 So there may be, you know,

NOTE Confidence: 0.864905595

01:11:46.110 --> 01:11:47.370 various implications to the gender

NOTE Confidence: 0.864905595

01:11:47.370 --> 01:11:49.246 marker in the chart or the other

NOTE Confidence: 0.864905595

01:11:49.246 --> 01:11:50.370 demographics that are there,

NOTE Confidence: 0.864905595

01:11:50.370 --> 01:11:53.445 including issues related to insurance

NOTE Confidence: 0.864905595

01:11:53.445 --> 01:11:56.148 coverage and billing issues in terms

NOTE Confidence: 0.864905595

01:11:56.148 --> 01:11:57.864 of being out and who's accessing

NOTE Confidence: 0.864905595

01:11:57.864 --> 01:11:59.249 the the medical record.

NOTE Confidence: 0.864905595

01:11:59.250 --> 01:12:00.692 So what a lot of people have

NOTE Confidence: 0.864905595

01:12:00.692 --> 01:12:02.534 said in our studies is, you know,

NOTE Confidence: 0.864905595

01:12:02.534 --> 01:12:04.044 I really appreciated when my

NOTE Confidence: 0.864905595

01:12:04.044 --> 01:12:06.078 physician said I need a diagnosis

NOTE Confidence: 0.864905595

01:12:06.078 --> 01:12:07.149 to prescribe hormones,

NOTE Confidence: 0.864905595

01:12:07.150 --> 01:12:10.450 what would you like that diagnosis to be?

NOTE Confidence: 0.864905595

01:12:10.450 --> 01:12:13.754 Or brought up other issues like that.

NOTE Confidence: 0.864905595

01:12:13.760 --> 01:12:14.594 And then yeah,

NOTE Confidence: 0.864905595

01:12:14.594 --> 01:12:16.540 I think in terms of your first

NOTE Confidence: 0.864905595

01:12:16.611 --> 01:12:18.159 question about signaling,

NOTE Confidence: 0.864905595

01:12:18.160 --> 01:12:19.424 I think I would.

NOTE Confidence: 0.864905595

01:12:19.424 --> 01:12:21.004 I would appreciate any specific

NOTE Confidence: 0.864905595

01:12:21.004 --> 01:12:22.858 scenarios that you're thinking of to

NOTE Confidence: 0.864905595

01:12:22.858 --> 01:12:24.770 try to answer your question better.

NOTE Confidence: 0.8254322

01:12:28.100 --> 01:12:29.532 Yeah, I mean there are.

NOTE Confidence: 0.8254322

01:12:29.532 --> 01:12:30.797 It's it's hard 'cause there.

NOTE Confidence: 0.897344935454546

01:12:30.800 --> 01:12:32.234 It's like there's a thousand different

NOTE Confidence: 0.897344935454546

01:12:32.234 --> 01:12:33.480 treatments for 1000 different things,

NOTE Confidence: 0.897344935454546

01:12:33.480 --> 01:12:35.090 but even just thinking like

NOTE Confidence: 0.897344935454546

01:12:35.090 --> 01:12:36.056 there's speculative roles

NOTE Confidence: 0.897344935454546

01:12:36.056 --> 01:12:37.529 and pathways for things like.

NOTE Confidence: 0.75238756

01:12:39.730 --> 01:12:44.122 Ben, Jeff isoforms and how they're

NOTE Confidence: 0.75238756

01:12:44.122 --> 01:12:47.050 different among physiological signaling.

NOTE Confidence: 0.75238756

01:12:47.050 --> 01:12:49.640 And thinking about like the Jeff inhibitors

NOTE Confidence: 0.75238756

01:12:49.640 --> 01:12:53.450 as a as a key aspect for him for preventing.

NOTE Confidence: 0.75238756

01:12:53.450 --> 01:12:56.130 Vascularisation and metastases and and

NOTE Confidence: 0.75238756

01:12:56.130 --> 01:13:00.670 cancer, like if there is some some sense in

NOTE Confidence: 0.75238756

01:13:00.670 --> 01:13:03.366 which medically transitioning trans folk.

NOTE Confidence: 0.75238756

01:13:03.366 --> 01:13:05.562 Have physiological states that

NOTE Confidence: 0.75238756

01:13:05.562 --> 01:13:08.693 are neither like are in between or

NOTE Confidence: 0.75238756

01:13:08.693 --> 01:13:10.824 somewhat liminal and signaling states.

NOTE Confidence: 0.75238756

01:13:10.824 --> 01:13:14.488 If there are ways to adjust dosages to

NOTE Confidence: 0.75238756

01:13:14.488 --> 01:13:16.428 represent that sort of liminal state.

NOTE Confidence: 0.940027407692308

01:13:21.870 --> 01:13:23.949 Well, I would say that's really why

NOTE Confidence: 0.940027407692308

01:13:23.949 --> 01:13:26.269 we need more inclusion in research,

NOTE Confidence: 0.940027407692308

01:13:26.270 --> 01:13:29.030 because the the challenge right now

NOTE Confidence: 0.940027407692308

01:13:29.030 --> 01:13:31.658 is that there are definitely trans

NOTE Confidence: 0.940027407692308

01:13:31.658 --> 01:13:34.010 folks in clinical cancer trials,

NOTE Confidence: 0.940027407692308

01:13:34.010 --> 01:13:35.830 but we can't see who they are.

NOTE Confidence: 0.940027407692308

01:13:35.830 --> 01:13:37.958 We don't know that you know they're

NOTE Confidence: 0.940027407692308

01:13:37.958 --> 01:13:39.450 dosing on various hormones.

NOTE Confidence: 0.940027407692308

01:13:39.450 --> 01:13:41.088 We don't know when they're going on

NOTE Confidence: 0.940027407692308

01:13:41.088 --> 01:13:43.039 and off and kind of cumulative dose,

NOTE Confidence: 0.940027407692308

01:13:43.040 --> 01:13:44.790 and so we don't know how that's

NOTE Confidence: 0.940027407692308

01:13:44.790 --> 01:13:45.290 informing things.

NOTE Confidence: 0.940027407692308

01:13:45.290 --> 01:13:47.954 And so we need to, you know,

NOTE Confidence: 0.940027407692308

01:13:47.954 --> 01:13:50.768 at the very fundamental level and ask.

NOTE Confidence: 0.940027407692308

01:13:50.770 --> 01:13:51.883 In respectful, real,

NOTE Confidence: 0.940027407692308

01:13:51.883 --> 01:13:54.480 relevant ways so that we can get

NOTE Confidence: 0.940027407692308

01:13:54.556 --> 01:13:56.866 much more specific and understand

NOTE Confidence: 0.940027407692308

01:13:56.870 --> 01:13:58.445 instead of just saying men and women.

NOTE Confidence: 0.940027407692308

01:13:58.450 --> 01:13:59.314 I mean we,

NOTE Confidence: 0.940027407692308

01:13:59.314 --> 01:14:02.126 we all know you know cisgender men have a

NOTE Confidence: 0.940027407692308

01:14:02.126 --> 01:14:04.667 broad range of you know testosterone levels.

NOTE Confidence: 0.940027407692308

01:14:04.670 --> 01:14:06.890 Cisgender women have a broad range

NOTE Confidence: 0.940027407692308

01:14:06.890 --> 01:14:08.958 of estrogen progestin levels, and we

NOTE Confidence: 0.940027407692308

01:14:08.958 --> 01:14:11.310 there's a lot we don't know about that.

NOTE Confidence: 0.940027407692308

01:14:11.310 --> 01:14:12.366 But if we're really going to

NOTE Confidence: 0.940027407692308

01:14:12.366 --> 01:14:13.070 get into precision health,

NOTE Confidence: 0.940027407692308

01:14:13.070 --> 01:14:14.525 we really need to think

NOTE Confidence: 0.940027407692308

01:14:14.525 --> 01:14:15.689 for everybody like we,

NOTE Confidence: 0.940027407692308

01:14:15.690 --> 01:14:17.382 we gotta be doing this better, right?

NOTE Confidence: 0.940027407692308

01:14:17.382 --> 01:14:19.006 Like why is there a preponderance of

NOTE Confidence: 0.940027407692308

01:14:19.006 --> 01:14:20.539 certain cancers that are certain hormonal?

NOTE Confidence: 0.940027407692308

01:14:20.540 --> 01:14:21.329 Dates or whatnot,

NOTE Confidence: 0.940027407692308

01:14:21.329 --> 01:14:23.170 and so actually this is the opportunity

NOTE Confidence: 0.940027407692308

01:14:23.216 --> 01:14:24.595 that I was trying to speak to.

NOTE Confidence: 0.940027407692308

01:14:24.600 --> 01:14:27.156 Is that trans people actually really?

NOTE Confidence: 0.940027407692308

01:14:27.160 --> 01:14:29.690 Present us this incredible opportunity

NOTE Confidence: 0.940027407692308

01:14:29.690 --> 01:14:32.424 to understand more about these

NOTE Confidence: 0.940027407692308

01:14:32.424 --> 01:14:34.245 various components specifically

NOTE Confidence: 0.940027407692308

01:14:34.245 --> 01:14:37.820 as it pertains to cancer care.

NOTE Confidence: 0.940027407692308

01:14:37.820 --> 01:14:39.878 I think you know where we are.

NOTE Confidence: 0.940027407692308

01:14:39.880 --> 01:14:41.976 Some hormones, estrogen, progesterone,

NOTE Confidence: 0.940027407692308

01:14:41.976 --> 01:14:43.294 testosterone, positive, right.

NOTE Confidence: 0.940027407692308

01:14:43.294 --> 01:14:46.073 But what does that mean for somebody

NOTE Confidence: 0.940027407692308

01:14:46.073 --> 01:14:48.774 who's going on and off or was actively

NOTE Confidence: 0.940027407692308

01:14:48.774 --> 01:14:50.708 using blockers or other things?

NOTE Confidence: 0.940027407692308

01:14:50.708 --> 01:14:52.718 And how does that then?

NOTE Confidence: 0.940027407692308

01:14:52.720 --> 01:14:54.925 What does that teach us about the

NOTE Confidence: 0.940027407692308

01:14:54.925 --> 01:14:57.610 mechanisms of how these neoplastic processes?

NOTE Confidence: 0.940027407692308

01:14:57.610 --> 01:14:57.818 Advanced,

NOTE Confidence: 0.940027407692308

01:14:57.818 --> 01:14:59.066 but we just don't have that.

NOTE Confidence: 0.940027407692308

01:14:59.070 --> 01:15:01.542 We don't have those models sorted

NOTE Confidence: 0.940027407692308

01:15:01.542 --> 01:15:03.190 out yet for anybody,

NOTE Confidence: 0.940027407692308

01:15:03.190 --> 01:15:05.827 so if we could really deliver on this promise

NOTE Confidence: 0.940027407692308

01:15:05.827 --> 01:15:08.447 of more accurate inclusion of variables,

NOTE Confidence: 0.940027407692308

01:15:08.450 --> 01:15:09.915 and I'm really rethinking and

NOTE Confidence: 0.940027407692308

01:15:09.915 --> 01:15:11.770 not just saying men and women,

NOTE Confidence: 0.940027407692308

01:15:11.770 --> 01:15:12.301 right?

NOTE Confidence: 0.940027407692308

01:15:12.301 --> 01:15:14.425 But really rethinking from

NOTE Confidence: 0.940027407692308

01:15:14.425 --> 01:15:16.018 an ontological perspective.

NOTE Confidence: 0.940027407692308

01:15:16.020 --> 01:15:17.940 What is what are the

NOTE Confidence: 0.940027407692308

01:15:17.940 --> 01:15:19.476 questions that we're asking?

NOTE Confidence: 0.940027407692308

01:15:19.480 --> 01:15:21.968 So that we can get our arms around,

NOTE Confidence: 0.940027407692308

01:15:21.970 --> 01:15:23.434 everyone will learn a lot more

NOTE Confidence: 0.940027407692308

01:15:23.434 --> 01:15:24.490 for everybody's cancer care,

NOTE Confidence: 0.940027407692308

01:15:24.490 --> 01:15:25.030 I think.

NOTE Confidence: 0.927158908333333

01:15:30.440 --> 01:15:33.110 Maybe just just building off that.

NOTE Confidence: 0.927158908333333

01:15:33.110 --> 01:15:35.615 I mean you you've referred

NOTE Confidence: 0.927158908333333

01:15:35.615 --> 01:15:39.079 to ASCO and NCCN and and FDA.

NOTE Confidence: 0.927158908333333

01:15:39.080 --> 01:15:41.816 A lot of the most impactful

NOTE Confidence: 0.927158908333333

01:15:41.816 --> 01:15:44.336 clinical trials and cancer recently

NOTE Confidence: 0.927158908333333

01:15:44.336 --> 01:15:46.768 have been industry studies.

NOTE Confidence: 0.927158908333333

01:15:46.770 --> 01:15:49.515 And you know, they obviously

NOTE Confidence: 0.927158908333333

01:15:49.515 --> 01:15:52.660 right things that FDA will be.

NOTE Confidence: 0.927158908333333

01:15:52.660 --> 01:15:55.000 Will accept.

NOTE Confidence: 0.927158908333333

01:15:55.000 --> 01:15:56.455 But unless there's a mandate

NOTE Confidence: 0.927158908333333

01:15:56.455 --> 01:15:57.910 from FDA to change things,

NOTE Confidence: 0.927158908333333

01:15:57.910 --> 01:16:01.487 my experience is that they are very

NOTE Confidence: 0.927158908333333

01:16:01.490 --> 01:16:03.756 comfortable continuing to do things

NOTE Confidence: 0.927158908333333

01:16:03.756 --> 01:16:08.350 exactly the way they did them in 1975, and.

NOTE Confidence: 0.927158908333333

01:16:08.350 --> 01:16:11.812 I'm just wondering have have there

NOTE Confidence: 0.927158908333333

01:16:11.812 --> 01:16:14.120 been formal conversations with?

NOTE Confidence: 0.927158908333333

01:16:14.120 --> 01:16:16.430 Big Pharma and or have you been

NOTE Confidence: 0.927158908333333

01:16:16.430 --> 01:16:18.498 involved in in writing studies

NOTE Confidence: 0.927158908333333

01:16:18.498 --> 01:16:20.506 in with industry partners?

NOTE Confidence: 0.927158908333333

01:16:20.510 --> 01:16:22.360 Where?

NOTE Confidence: 0.927158908333333

01:16:22.360 --> 01:16:25.040 You've attempted to to address.

NOTE Confidence: 0.9115614825

01:16:27.150 --> 01:16:28.998 Inclusion in eligibility criteria.

NOTE Confidence: 0.917775871538462

01:16:31.300 --> 01:16:33.232 No, I mean I can say that

NOTE Confidence: 0.917775871538462

01:16:33.232 --> 01:16:34.900 you know about a year ago,

NOTE Confidence: 0.917775871538462

01:16:34.900 --> 01:16:38.420 the FDA did convene like a sexual and

NOTE Confidence: 0.917775871538462

01:16:38.420 --> 01:16:40.376 gender minority like one day workshop

NOTE Confidence: 0.917775871538462

01:16:40.376 --> 01:16:42.608 where we did start to talk about some

NOTE Confidence: 0.917775871538462

01:16:42.608 --> 01:16:44.848 of these issues and in fact are writing

NOTE Confidence: 0.917775871538462

01:16:44.909 --> 01:16:47.107 a manuscript to talk about how we

NOTE Confidence: 0.917775871538462

01:16:47.107 --> 01:16:48.846 would suggest changing clinical trial,

NOTE Confidence: 0.917775871538462

01:16:48.846 --> 01:16:50.438 inclusion and exclusion criteria,

NOTE Confidence: 0.917775871538462

01:16:50.440 --> 01:16:52.636 and a myriad of other factors

NOTE Confidence: 0.917775871538462

01:16:52.636 --> 01:16:53.734 to really better.

NOTE Confidence: 0.917775871538462

01:16:53.740 --> 01:16:56.456 Get data that can be extrapolated to

NOTE Confidence: 0.917775871538462

01:16:56.456 --> 01:16:59.496 all people, but I don't know of folks.

NOTE Confidence: 0.917775871538462

01:16:59.500 --> 01:17:02.020 I don't know of folks who are working

NOTE Confidence: 0.917775871538462

01:17:02.020 --> 01:17:04.066 with industry to figure out how to

NOTE Confidence: 0.917775871538462

01:17:04.066 --> 01:17:06.140 make that more widely disseminated,

NOTE Confidence: 0.917775871538462

01:17:06.140 --> 01:17:09.290 and I don't really know.

NOTE Confidence: 0.917775871538462

01:17:09.290 --> 01:17:10.893 What all the steps would be in

NOTE Confidence: 0.917775871538462

01:17:10.893 --> 01:17:12.369 trying to create an FDA mandate?

NOTE Confidence: 0.917775871538462

01:17:12.370 --> 01:17:15.610 I know that the FDA has issued some

NOTE Confidence: 0.917775871538462

01:17:15.610 --> 01:17:17.282 guidance around exclusion criteria

NOTE Confidence: 0.917775871538462

01:17:17.282 --> 01:17:19.868 as it relates to HIV diagnosis,

NOTE Confidence: 0.917775871538462

01:17:19.870 --> 01:17:23.010 and I think like similar.

NOTE Confidence: 0.917775871538462

01:17:23.010 --> 01:17:24.516 Strategies could be employed to talk

NOTE Confidence: 0.917775871538462

01:17:24.516 --> 01:17:26.149 about some of these other issues,

NOTE Confidence: 0.917775871538462

01:17:26.150 --> 01:17:27.220 but I.

NOTE Confidence: 0.917775871538462

01:17:27.220 --> 01:17:30.220 I am not 100% sure what the way

NOTE Confidence: 0.917775871538462

01:17:30.220 --> 01:17:31.080 forward will look like,

NOTE Confidence: 0.917775871538462

01:17:31.080 --> 01:17:33.131 but I am very interested to to

NOTE Confidence: 0.917775871538462

01:17:33.131 --> 01:17:35.117 figure that out and to work with

NOTE Confidence: 0.917775871538462

01:17:35.117 --> 01:17:36.422 with all of you too.

NOTE Confidence: 0.917775871538462

01:17:36.430 --> 01:17:37.478 Build something better than

NOTE Confidence: 0.917775871538462

01:17:37.478 --> 01:17:38.526 what we currently have.

NOTE Confidence: 0.874594828571429

01:17:40.950 --> 01:17:42.826 And there are efforts from the FDA,

NOTE Confidence: 0.874594828571429

01:17:42.830 --> 01:17:45.352 so building on what Doctor Albert

NOTE Confidence: 0.874594828571429

01:17:45.352 --> 01:17:47.518 just mentioned, I think that you

NOTE Confidence: 0.874594828571429

01:17:47.518 --> 01:17:49.730 know it's a slow process and there's

NOTE Confidence: 0.874594828571429

01:17:49.730 --> 01:17:51.989 a lot of areas of of unknowns.

NOTE Confidence: 0.874594828571429

01:17:51.990 --> 01:17:54.681 But the FDA actually born out of the Office

NOTE Confidence: 0.874594828571429

01:17:54.681 --> 01:17:56.995 of Women's Health has been looking at

NOTE Confidence: 0.874594828571429

01:17:56.995 --> 01:18:00.050 this and what I put in was a presentation.

NOTE Confidence: 0.874594828571429

01:18:00.050 --> 01:18:04.325 Actually that was done and hosted by the FDA

NOTE Confidence: 0.874594828571429

01:18:04.330 --> 01:18:08.092 from the Office of Women's Health two years,

NOTE Confidence: 0.874594828571429

01:18:08.092 --> 01:18:09.676 three years ago now.

NOTE Confidence: 0.874594828571429

01:18:09.680 --> 01:18:11.094 In their slides where they you know

NOTE Confidence: 0.874594828571429

01:18:11.094 --> 01:18:12.515 they say sex is not gender and

NOTE Confidence: 0.874594828571429

01:18:12.515 --> 01:18:13.673 they and they start to like,

NOTE Confidence: 0.874594828571429

01:18:13.680 --> 01:18:14.840 you know break that apart.

NOTE Confidence: 0.874594828571429

01:18:14.840 --> 01:18:17.000 So I think that there is increasing awareness

NOTE Confidence: 0.874594828571429

01:18:17.000 --> 01:18:19.568 and I think you know it's it's kind of

NOTE Confidence: 0.874594828571429

01:18:19.568 --> 01:18:21.214 like a bidirectional challenge, right?

NOTE Confidence: 0.874594828571429

01:18:21.214 --> 01:18:22.900 Like we we needed to come, you know,

NOTE Confidence: 0.874594828571429

01:18:22.900 --> 01:18:24.500 from the FDA we needed to come from

NOTE Confidence: 0.874594828571429

01:18:24.549 --> 01:18:26.014 researchers who were saying like

NOTE Confidence: 0.874594828571429

01:18:26.014 --> 01:18:27.479 this doesn't work and challenging

NOTE Confidence: 0.874594828571429

01:18:27.533 --> 01:18:28.778 that and and there's office.

NOTE Confidence: 0.874594828571429

01:18:28.780 --> 01:18:29.984 This handshake,

NOTE Confidence: 0.874594828571429

01:18:29.984 --> 01:18:33.596 especially in academic medical centers where

NOTE Confidence: 0.874594828571429

01:18:33.600 --> 01:18:37.440 industry initiated studies still work with,

NOTE Confidence: 0.874594828571429

01:18:37.440 --> 01:18:38.364 you know,

NOTE Confidence: 0.874594828571429

01:18:38.364 --> 01:18:39.750 academic colleagues to.

NOTE Confidence: 0.874594828571429

01:18:39.750 --> 01:18:41.598 To run them and and vice versa so

NOTE Confidence: 0.874594828571429

01:18:41.598 --> 01:18:43.337 you know if there's challenges

NOTE Confidence: 0.874594828571429

01:18:43.337 --> 01:18:45.367 coming from all different directions,

NOTE Confidence: 0.874594828571429

01:18:45.370 --> 01:18:46.651 I think that's how we can start

NOTE Confidence: 0.874594828571429

01:18:46.651 --> 01:18:47.200 to move forward.

NOTE Confidence: 0.867087066666667

01:18:50.380 --> 01:18:51.349 Great, thank you.

NOTE Confidence: 0.46296514

01:18:53.820 --> 01:18:54.368 I have a quick

NOTE Confidence: 0.7445107425

01:18:54.380 --> 01:18:56.840 question specifically about the

NOTE Confidence: 0.7445107425

01:18:56.840 --> 01:18:59.388 types of cancers that are hormonally

NOTE Confidence: 0.7445107425

01:18:59.388 --> 01:19:01.476 driven in their pathophysiology,

NOTE Confidence: 0.7445107425

01:19:01.480 --> 01:19:03.570 and also that depend on

NOTE Confidence: 0.7445107425

01:19:03.570 --> 01:19:04.726 hormones for our treatment.

NOTE Confidence: 0.7445107425

01:19:04.726 --> 01:19:08.210 So thinking about breast cancer, my field.

NOTE Confidence: 0.7445107425

01:19:08.210 --> 01:19:12.949 Uhm? Would you have any?

NOTE Confidence: 0.7445107425

01:19:12.950 --> 01:19:16.998 Suggestions in terms of of how to deal

NOTE Confidence: 0.7445107425

01:19:16.998 --> 01:19:19.200 with that potentially conflicting?

NOTE Confidence: 0.9086867

01:19:21.360 --> 01:19:25.100 Mechanisms of. For example,

NOTE Confidence: 0.9086867

01:19:25.100 --> 01:19:26.775 are treatments for breast cancer

NOTE Confidence: 0.9086867

01:19:26.775 --> 01:19:28.619 that might be directly conflicting

NOTE Confidence: 0.9086867

01:19:28.619 --> 01:19:30.564 with with a medication that

NOTE Confidence: 0.9086867

01:19:30.570 --> 01:19:34.990 someone is taking for transition.

NOTE Confidence: 0.9086867

01:19:34.990 --> 01:19:37.140 How do you handle those situations?

NOTE Confidence: 0.951996395333333

01:19:42.460 --> 01:19:44.908 So I mean, I think that you know all

NOTE Confidence: 0.951996395333333

01:19:44.908 --> 01:19:47.017 people have hormones in their body.

NOTE Confidence: 0.951996395333333

01:19:47.020 --> 01:19:49.600 You know exogenous or endogenous hormones,

NOTE Confidence: 0.951996395333333

01:19:49.600 --> 01:19:51.364 and there are various ways that

NOTE Confidence: 0.951996395333333

01:19:51.364 --> 01:19:53.939 we feel like we need to to change

NOTE Confidence: 0.951996395333333

01:19:53.939 --> 01:19:55.931 hormone levels in patients based on

NOTE Confidence: 0.951996395333333

01:19:55.998 --> 01:19:58.126 the type of cancer that they have.

NOTE Confidence: 0.951996395333333

01:19:58.130 --> 01:20:00.538 So I think just like all people

NOTE Confidence: 0.951996395333333

01:20:00.538 --> 01:20:02.030 with hormones talking about,

NOTE Confidence: 0.951996395333333

01:20:02.030 --> 01:20:03.680 you know the risks and benefits

NOTE Confidence: 0.951996395333333

01:20:03.680 --> 01:20:05.370 of continuing to have the same

NOTE Confidence: 0.951996395333333

01:20:05.370 --> 01:20:06.966 levels of hormones in your body.

NOTE Confidence: 0.951996395333333

01:20:06.970 --> 01:20:09.454 So I think in the case of like an

NOTE Confidence: 0.951996395333333

01:20:09.454 --> 01:20:11.648 estrogen receptor positive breast cancer

NOTE Confidence: 0.951996395333333

01:20:11.648 --> 01:20:14.270 for a trans woman on estrogen therapy,

NOTE Confidence: 0.951996395333333

01:20:14.270 --> 01:20:16.658 I think probably the conversation is

NOTE Confidence: 0.951996395333333

01:20:16.658 --> 01:20:19.299 very similar to a cisgender woman who

NOTE Confidence: 0.951996395333333

01:20:19.299 --> 01:20:22.679 needs to go in a room at ACE inhibitor.

NOTE Confidence: 0.951996395333333

01:20:22.680 --> 01:20:24.128 But I think that.

NOTE Confidence: 0.951996395333333

01:20:24.128 --> 01:20:26.872 What I think can be really important

NOTE Confidence: 0.951996395333333

01:20:26.872 --> 01:20:29.764 is just making sure that we're.

NOTE Confidence: 0.951996395333333

01:20:29.770 --> 01:20:32.014 Understanding patients priorities

NOTE Confidence: 0.951996395333333

01:20:32.014 --> 01:20:35.006 understanding their their concerns.

NOTE Confidence: 0.951996395333333

01:20:35.010 --> 01:20:37.130 Talking about the real data that we have,

NOTE Confidence: 0.951996395333333

01:20:37.130 --> 01:20:39.454 even data that we need to extrapolate

NOTE Confidence: 0.951996395333333

01:20:39.454 --> 01:20:42.088 and then like making a joint decision.

NOTE Confidence: 0.951996395333333

01:20:42.090 --> 01:20:45.630 I've definitely heard transgender people say,

NOTE Confidence: 0.951996395333333

01:20:45.630 --> 01:20:46.994 you know, I'd rather.

NOTE Confidence: 0.951996395333333

01:20:46.994 --> 01:20:48.994 This is like services, different scenario,

NOTE Confidence: 0.951996395333333

01:20:48.994 --> 01:20:51.213 but like I'd rather die having had

NOTE Confidence: 0.951996395333333

01:20:51.213 --> 01:20:53.195 the surgery that I wanted than than

NOTE Confidence: 0.951996395333333

01:20:53.195 --> 01:20:55.150 not having had it so I think the

NOTE Confidence: 0.951996395333333

01:20:55.150 --> 01:20:56.960 best that we can do for our patients

NOTE Confidence: 0.951996395333333

01:20:56.960 --> 01:20:58.640 is talk about risks and benefits

NOTE Confidence: 0.951996395333333

01:20:58.640 --> 01:21:00.440 of any intervention in therapy and

NOTE Confidence: 0.951996395333333

01:21:00.440 --> 01:21:02.851 then like work with them to make the

NOTE Confidence: 0.951996395333333

01:21:02.851 --> 01:21:04.585 decision that feels best for them.

NOTE Confidence: 0.916934

01:21:06.030 --> 01:21:06.570 Thank you.

NOTE Confidence: 0.90100674

01:21:07.730 --> 01:21:08.810 I think there's also.

NOTE Confidence: 0.90100674

01:21:08.810 --> 01:21:09.890 There's just this added

NOTE Confidence: 0.90100674

01:21:09.890 --> 01:21:11.604 piece of like if it is, say.

NOTE Confidence: 0.90100674

01:21:11.604 --> 01:21:14.502 A breast cancer in a transgender man

NOTE Confidence: 0.90100674

01:21:14.502 --> 01:21:17.008 who's already had top surgery, right?

NOTE Confidence: 0.90100674

01:21:17.008 --> 01:21:19.336 Like understanding that there's like this

NOTE Confidence: 0.90100674

01:21:19.336 --> 01:21:21.784 whole other potential layer may or may

NOTE Confidence: 0.90100674

01:21:21.784 --> 01:21:23.614 not be relevant for anyone individual,

NOTE Confidence: 0.90100674

01:21:23.620 --> 01:21:25.480 but of like you know,

NOTE Confidence: 0.90100674

01:21:25.480 --> 01:21:28.320 or you trinkets or for a transgender man,

NOTE Confidence: 0.90100674

01:21:28.320 --> 01:21:30.084 you know that there may be

NOTE Confidence: 0.90100674

01:21:30.084 --> 01:21:31.899 this other layer of like God.

NOTE Confidence: 0.90100674

01:21:31.900 --> 01:21:35.148 This piece of my body and experience

NOTE Confidence: 0.90100674

01:21:35.148 --> 01:21:38.376 that may not be like in line

NOTE Confidence: 0.90100674

01:21:38.376 --> 01:21:40.499 with my identity is now this.

NOTE Confidence: 0.916167551578947

01:21:43.330 --> 01:21:45.258 You know is now gonna kill me or

NOTE Confidence: 0.916167551578947

01:21:45.258 --> 01:21:46.609 potentially you know these kinds

NOTE Confidence: 0.916167551578947

01:21:46.609 --> 01:21:48.247 of questions come up for people.

NOTE Confidence: 0.916167551578947

01:21:48.250 --> 01:21:49.648 Now that's not true for everyone.

NOTE Confidence: 0.916167551578947

01:21:49.650 --> 01:21:51.690 And I that's actually something I

NOTE Confidence: 0.916167551578947

01:21:51.690 --> 01:21:53.992 was very surprised about in in my

NOTE Confidence: 0.916167551578947

01:21:53.992 --> 01:21:55.457 work on pregnancy and fertility

NOTE Confidence: 0.916167551578947

01:21:55.460 --> 01:21:57.392 in transgender expensive people,

NOTE Confidence: 0.916167551578947

01:21:57.392 --> 01:21:58.817 I expected you know,

NOTE Confidence: 0.916167551578947

01:21:58.817 --> 01:22:00.299 along before I did my first

NOTE Confidence: 0.916167551578947

01:22:00.299 --> 01:22:01.425 study on pregnancy experiences

NOTE Confidence: 0.916167551578947

01:22:01.425 --> 01:22:03.090 and and trans masculine folks,

NOTE Confidence: 0.916167551578947

01:22:03.090 --> 01:22:05.022 that everybody would have a bad

NOTE Confidence: 0.916167551578947

01:22:05.022 --> 01:22:06.310 experience with being pregnant.

NOTE Confidence: 0.916167551578947

01:22:06.310 --> 01:22:06.946 And, you know,

NOTE Confidence: 0.916167551578947

01:22:06.946 --> 01:22:08.430 that was just my assumption going in.

NOTE Confidence: 0.916167551578947

01:22:08.430 --> 01:22:09.408 And then a lot of people,

NOTE Confidence: 0.916167551578947

01:22:09.410 --> 01:22:10.240 didn't, you know, they're like,

NOTE Confidence: 0.916167551578947

01:22:10.240 --> 01:22:11.090 yeah, I'm a pregnant guy.

NOTE Confidence: 0.916167551578947

01:22:11.090 --> 01:22:12.730 What's the deal like I have this organ?

NOTE Confidence: 0.916167551578947

01:22:12.730 --> 01:22:13.885 It works, it's.

NOTE Confidence: 0.916167551578947

01:22:13.885 --> 01:22:15.810 How I became a father,

NOTE Confidence: 0.916167551578947

01:22:15.810 --> 01:22:16.392 so you know.

NOTE Confidence: 0.916167551578947

01:22:16.392 --> 01:22:17.750 But then certainly people did have this

NOTE Confidence: 0.916167551578947

01:22:17.790 --> 01:22:19.206 for it and some people were like yeah,

NOTE Confidence: 0.916167551578947

01:22:19.210 --> 01:22:23.106 I just you know stomached through this very,

NOTE Confidence: 0.916167551578947

01:22:23.110 --> 01:22:24.097 you know woman.

NOTE Confidence: 0.916167551578947

01:22:24.097 --> 01:22:26.071 Gendered experience of like dealing with

NOTE Confidence: 0.916167551578947

01:22:26.071 --> 01:22:28.484 this organ that everybody associates with

NOTE Confidence: 0.916167551578947

01:22:28.484 --> 01:22:30.509 motherhood and womanhood and whatever.

NOTE Confidence: 0.916167551578947

01:22:30.510 --> 01:22:33.741 So for some people you know I really am

NOTE Confidence: 0.916167551578947

01:22:33.741 --> 01:22:36.600 working with them and saying, like, yeah,

NOTE Confidence: 0.916167551578947

01:22:36.600 --> 01:22:40.170 I know that this is this added element of.

NOTE Confidence: 0.916167551578947

01:22:40.170 --> 01:22:41.218 A gendered experience that

NOTE Confidence: 0.916167551578947

01:22:41.218 --> 01:22:42.266 doesn't work for you?

NOTE Confidence: 0.916167551578947

01:22:42.270 --> 01:22:43.544 How can I support you in that?

NOTE Confidence: 0.916167551578947

01:22:43.550 --> 01:22:44.570 For some people it's like,

NOTE Confidence: 0.916167551578947

01:22:44.570 --> 01:22:45.906 well, cancer just sucks.

NOTE Confidence: 0.916167551578947

01:22:45.906 --> 01:22:48.590 So like we're just gonna deal with that.

NOTE Confidence: 0.916167551578947

01:22:48.590 --> 01:22:50.786 But knowing that you know there's

NOTE Confidence: 0.916167551578947

01:22:50.786 --> 01:22:52.812 there's a potential there that it

NOTE Confidence: 0.916167551578947

01:22:52.812 --> 01:22:54.630 has this additional element and

NOTE Confidence: 0.916167551578947

01:22:54.630 --> 01:22:56.830 it's really just about meeting

NOTE Confidence: 0.916167551578947

01:22:56.830 --> 01:22:59.270 that person who's in front of you?

NOTE Confidence: 0.916167551578947

01:22:59.270 --> 01:23:01.000 Knowing that you know discrimination,

NOTE Confidence: 0.916167551578947

01:23:01.000 --> 01:23:01.700 stigma,

NOTE Confidence: 0.916167551578947

01:23:01.700 --> 01:23:05.200 and pervasive gender norming is

NOTE Confidence: 0.916167551578947

01:23:05.200 --> 01:23:07.990 at play in most scenarios and and

NOTE Confidence: 0.916167551578947

01:23:07.990 --> 01:23:09.700 being willing to talk about that.

NOTE Confidence: 0.916167551578947

01:23:09.700 --> 01:23:12.420 So like when I send somebody for a

NOTE Confidence: 0.916167551578947

01:23:12.420 --> 01:23:13.961 transvaginal ultrasound, I say hey,

NOTE Confidence: 0.916167551578947

01:23:13.961 --> 01:23:16.799 how do you feel about that like is is that?

NOTE Confidence: 0.916167551578947

01:23:16.800 --> 01:23:18.214 You know, have you ever had one?

NOTE Confidence: 0.916167551578947

01:23:18.220 --> 01:23:19.820 Are you concerned about it?

NOTE Confidence: 0.916167551578947

01:23:19.820 --> 01:23:21.437 Some people like Nope, not a problem.

NOTE Confidence: 0.916167551578947

01:23:21.440 --> 01:23:22.121 Some people like.

NOTE Confidence: 0.916167551578947

01:23:22.121 --> 01:23:24.232 Yes, I don't wanna be, you know,

NOTE Confidence: 0.916167551578947

01:23:24.232 --> 01:23:27.200 there's no way and and I do that

NOTE Confidence: 0.916167551578947

01:23:27.200 --> 01:23:28.475 with my cisgender patients too,

NOTE Confidence: 0.916167551578947

01:23:28.480 --> 01:23:28.944 you know?

NOTE Confidence: 0.916167551578947

01:23:28.944 --> 01:23:30.568 So I just like that's something that

NOTE Confidence: 0.916167551578947

01:23:30.568 --> 01:23:32.294 actually I've learned from a lot of trans

NOTE Confidence: 0.916167551578947

01:23:32.294 --> 01:23:33.757 people to really stop and slow down.

NOTE Confidence: 0.916167551578947

01:23:33.760 --> 01:23:35.464 Like what are we doing to your body?

NOTE Confidence: 0.916167551578947

01:23:35.470 --> 01:23:36.880 What are my assumptions here?

NOTE Confidence: 0.916167551578947

01:23:36.880 --> 01:23:39.176 How am I talking about these procedures?

NOTE Confidence: 0.916167551578947

01:23:39.180 --> 01:23:40.300 Is this gonna meet you?

NOTE Confidence: 0.916167551578947

01:23:40.300 --> 01:23:41.600 Is this gonna affirm you?

NOTE Confidence: 0.916167551578947

01:23:41.600 --> 01:23:42.848 How can I make it better?

NOTE Confidence: 0.845383645

01:23:53.650 --> 01:23:55.074 Ash and you know,

NOTE Confidence: 0.845383645

01:23:55.074 --> 01:23:57.210 I don't know if you could.

NOTE Confidence: 0.845383645

01:23:57.210 --> 01:23:59.807 See what was in in the chat,

NOTE Confidence: 0.845383645

01:23:59.810 --> 01:24:02.498 sure, but Eileen had a question.

NOTE Confidence: 0.87107787

01:24:04.940 --> 01:24:07.442 About bystander intervention and any advice

NOTE Confidence: 0.87107787

01:24:07.442 --> 01:24:10.079 for trainees to interrupt gently correct,

NOTE Confidence: 0.87107787

01:24:10.080 --> 01:24:12.726 more senior colleagues and and then actually.

NOTE Confidence: 0.955018452857143

01:24:15.400 --> 01:24:18.494 Really resonated with with me as well,

NOTE Confidence: 0.955018452857143

01:24:18.500 --> 01:24:21.482 because we've had a lot of conversations

NOTE Confidence: 0.955018452857143

01:24:21.482 --> 01:24:23.350 here about just people really

NOTE Confidence: 0.955018452857143

01:24:23.350 --> 01:24:25.415 don't know what to say and they.

NOTE Confidence: 0.955018452857143

01:24:25.420 --> 01:24:28.773 Yeah, so maybe you could address Eileen's

NOTE Confidence: 0.955018452857143

01:24:28.773 --> 01:24:30.870 question as globally as possible.

NOTE Confidence: 0.8919364

01:24:33.140 --> 01:24:34.738 Funny that that question just

NOTE Confidence: 0.8919364

01:24:34.738 --> 01:24:36.550 showed up in the chat because

NOTE Confidence: 0.923692217368421

01:24:36.616 --> 01:24:38.554 I was actually just thinking of

NOTE Confidence: 0.923692217368421

01:24:38.554 --> 01:24:41.110 asking the trainees if they'd like to

NOTE Confidence: 0.923692217368421

01:24:41.110 --> 01:24:43.085 share any experiences they've had,

NOTE Confidence: 0.923692217368421

01:24:43.090 --> 01:24:46.547 like this one where they're seeing maybe

NOTE Confidence: 0.923692217368421

01:24:46.547 --> 01:24:51.006 patients being treated in a stigmatising way,

NOTE Confidence: 0.923692217368421

01:24:51.010 --> 01:24:53.130 or they themselves have experienced

NOTE Confidence: 0.923692217368421

01:24:53.130 --> 01:24:55.250 stigma from patients or colleagues

NOTE Confidence: 0.923692217368421

01:24:55.311 --> 01:24:57.126 because I think that these

NOTE Confidence: 0.923692217368421

01:24:57.126 --> 01:24:59.310 conversations are so important to have,

NOTE Confidence: 0.923692217368421

01:24:59.310 --> 01:25:01.126 maybe not even as a question and answer.

NOTE Confidence: 0.923692217368421

01:25:01.130 --> 01:25:04.058 But how can we all talk collectively about?

NOTE Confidence: 0.923692217368421

01:25:04.060 --> 01:25:05.878 These experiences and and what we're

NOTE Confidence: 0.923692217368421

01:25:05.878 --> 01:25:07.851 doing about them because I think that

NOTE Confidence: 0.923692217368421

01:25:07.851 --> 01:25:09.740 I know that this is something that I've

NOTE Confidence: 0.923692217368421

01:25:09.740 --> 01:25:13.000 struggled with throughout medical training,

NOTE Confidence: 0.923692217368421

01:25:13.000 --> 01:25:15.499 so I would love to hear any

NOTE Confidence: 0.923692217368421

01:25:15.499 --> 01:25:17.719 experiences you all want to share.

NOTE Confidence: 0.923692217368421

01:25:17.720 --> 01:25:20.024 Both about like situations that have

NOTE Confidence: 0.923692217368421

01:25:20.024 --> 01:25:22.689 been difficult or how you manage them.

NOTE Confidence: 0.43115178

01:25:34.350 --> 01:25:37.050 Maybe maybe I can start so actually

NOTE Confidence: 0.847859404285714

01:25:37.050 --> 01:25:39.087 one this is. This was one question,

NOTE Confidence: 0.847859404285714

01:25:39.090 --> 01:25:40.738 one topic I want to bring up this

NOTE Confidence: 0.847859404285714

01:25:40.738 --> 01:25:43.550 question of like my standard.

NOTE Confidence: 0.847859404285714

01:25:43.550 --> 01:25:45.782 Scenario isn't training and I I

NOTE Confidence: 0.847859404285714

01:25:45.782 --> 01:25:49.018 guess I don't have one specific

NOTE Confidence: 0.847859404285714

01:25:49.020 --> 01:25:52.200 example specifically about

NOTE Confidence: 0.911881363333333

01:25:52.200 --> 01:25:53.725 sexual minorities that comes

NOTE Confidence: 0.911881363333333

01:25:53.725 --> 01:25:55.408 to mind, but what I can say

NOTE Confidence: 0.911881363333333

01:25:55.408 --> 01:25:57.448 is that in all of our previous

NOTE Confidence: 0.925500515

01:25:58.470 --> 01:26:03.200 discussions during this the the DI

NOTE Confidence: 0.925500515

01:26:03.200 --> 01:26:05.170 series that Doctor Bernice had mentioned

NOTE Confidence: 0.925500515

01:26:05.170 --> 01:26:07.132 this is the number one question that

NOTE Confidence: 0.925500515

01:26:07.132 --> 01:26:09.708 always comes up and one of the most

NOTE Confidence: 0.925500515

01:26:09.708 --> 01:26:12.250 important topics of discussions is.

NOTE Confidence: 0.925500515

01:26:12.250 --> 01:26:13.890 You know what, what?

NOTE Confidence: 0.925500515

01:26:13.890 --> 01:26:15.894 What are actionable items and how

NOTE Confidence: 0.925500515

01:26:15.894 --> 01:26:19.324 can we go out on an individual level.

NOTE Confidence: 0.925500515

01:26:19.324 --> 01:26:22.934 Making changes in the environment.

NOTE Confidence: 0.925500515

01:26:22.940 --> 01:26:24.760 So I don't know that I have

NOTE Confidence: 0.925500515

01:26:24.760 --> 01:26:25.849 like a specific example,

NOTE Confidence: 0.925500515

01:26:25.849 --> 01:26:27.532 but it is something that

NOTE Confidence: 0.925500515

01:26:27.532 --> 01:26:29.872 hopefully we can discuss further.

NOTE Confidence: 0.925500515

01:26:29.872 --> 01:26:31.400 Maybe other folks have some

NOTE Confidence: 0.925500515

01:26:31.400 --> 01:26:33.380 examples to provide as well.

NOTE Confidence: 0.925500515

01:26:33.380 --> 01:26:35.740 I know it comes up all the time.

NOTE Confidence: 0.925500515

01:26:35.740 --> 01:26:37.279 I think we see it on a daily basis

NOTE Confidence: 0.925500515

01:26:37.280 --> 01:26:38.780 in terms of gender discrimination.

NOTE Confidence: 0.925500515

01:26:38.780 --> 01:26:41.310 More broadly in terms of.

NOTE Confidence: 0.867511366666667

01:26:43.500 --> 01:26:45.890 You know, underrepresented minorities

NOTE Confidence: 0.920856187142857

01:26:46.540 --> 01:26:48.660 in both clinical and also

NOTE Confidence: 0.920856187142857

01:26:48.660 --> 01:26:50.650 professional academics and situations.

NOTE Confidence: 0.81152743

01:26:52.070 --> 01:26:53.530 Yeah, I was actually shined.

NOTE Confidence: 0.81152743

01:26:53.530 --> 01:26:56.032 Gonna just call you out because

NOTE Confidence: 0.81152743

01:26:56.032 --> 01:26:59.158 you put in this comment.

NOTE Confidence: 0.81152743

01:26:59.160 --> 01:27:00.553 You know that you're sort of grateful

NOTE Confidence: 0.81152743

01:27:00.553 --> 01:27:02.144 that you don't have to face this in

NOTE Confidence: 0.81152743

01:27:02.144 --> 01:27:04.628 the clinical space, but I wonder if.

NOTE Confidence: 0.897125753333333

01:27:08.170 --> 01:27:12.041 Speaking up as a bystander isn't pretty

NOTE Confidence: 0.897125753333333

01:27:12.041 --> 01:27:15.509 similar in many different arenas.

NOTE Confidence: 0.897125753333333

01:27:15.510 --> 01:27:18.190 And you know,

NOTE Confidence: 0.897125753333333

01:27:18.190 --> 01:27:19.930 I think that there are components.

NOTE Confidence: 0.897125753333333

01:27:19.930 --> 01:27:21.868 There's there's sort of role playing.

NOTE Confidence: 0.897125753333333

01:27:21.870 --> 01:27:22.510 There's practicing.

NOTE Confidence: 0.897125753333333

01:27:22.510 --> 01:27:24.750 There's learning how to to speak up.

NOTE Confidence: 0.897125753333333

01:27:24.750 --> 01:27:26.322 There's being part of a community

NOTE Confidence: 0.897125753333333

01:27:26.322 --> 01:27:27.370 where everybody speaks up,

NOTE Confidence: 0.897125753333333

01:27:27.370 --> 01:27:30.478 so that gets modeled for you.

NOTE Confidence: 0.897125753333333

01:27:30.480 --> 01:27:33.570 There's affirming people who speak up,

NOTE Confidence: 0.897125753333333

01:27:33.570 --> 01:27:34.503 and, you know,

NOTE Confidence: 0.897125753333333

01:27:34.503 --> 01:27:36.369 giving them some credit for it.

NOTE Confidence: 0.897125753333333

01:27:36.370 --> 01:27:40.996 But just from your training perspective.

NOTE Confidence: 0.897125753333333

01:27:41.000 --> 01:27:43.527 You know, I'd I'd love to hear

NOTE Confidence: 0.897125753333333

01:27:43.527 --> 01:27:45.514 what you owe and Junos just

NOTE Confidence: 0.897125753333333

01:27:45.514 --> 01:27:47.410 put in a thing about Stanford,

NOTE Confidence: 0.897125753333333

01:27:47.410 --> 01:27:51.120 stand up or upstander training, but

NOTE Confidence: 0.79668540952381

01:27:52.010 --> 01:27:53.147 that's very cool.

NOTE Confidence: 0.79668540952381

01:27:53.147 --> 01:27:55.421 I've just clicked on it and

NOTE Confidence: 0.79668540952381

01:27:55.421 --> 01:27:57.775 will be sharing that with our

NOTE Confidence: 0.79668540952381

01:27:57.775 --> 01:28:00.130 trainees to thank you for that.

NOTE Confidence: 0.79668540952381

01:28:00.130 --> 01:28:04.630 So my training program we are starting

NOTE Confidence: 0.79668540952381

01:28:04.630 --> 01:28:07.760 to work more on impostor phenomenon

NOTE Confidence: 0.79668540952381

01:28:07.760 --> 01:28:09.844 ability mindset and perceived

NOTE Confidence: 0.79668540952381

01:28:09.844 --> 01:28:11.928 discrimination and the intersection

NOTE Confidence: 0.79668540952381

01:28:11.928 --> 01:28:15.558 of these experiences with our with

NOTE Confidence: 0.79668540952381

01:28:15.558 --> 01:28:18.547 regard to training research trainees,

NOTE Confidence: 0.79668540952381

01:28:18.547 --> 01:28:21.326 but the conversation here is about if

NOTE Confidence: 0.79668540952381

01:28:21.326 --> 01:28:23.568 I understand more correctly that it's

NOTE Confidence: 0.79668540952381

01:28:23.568 --> 01:28:26.146 really more about like in a clinical

NOTE Confidence: 0.79668540952381

01:28:26.146 --> 01:28:28.740 setting and you know how to sort of

NOTE Confidence: 0.79668540952381

01:28:28.740 --> 01:28:30.520 manage that power dynamic if you're.

NOTE Confidence: 0.79668540952381

01:28:30.520 --> 01:28:33.600 Seeing something happen and how to intervene.

NOTE Confidence: 0.79668540952381

01:28:33.600 --> 01:28:36.400 So this is sort of the, you know,

NOTE Confidence: 0.79668540952381

01:28:36.400 --> 01:28:40.005 just as Juno sent us about upstander

NOTE Confidence: 0.79668540952381

01:28:40.005 --> 01:28:43.369 or bystander intervention so.

NOTE Confidence: 0.79668540952381

01:28:43.370 --> 01:28:45.248 I'm not very good at this.

NOTE Confidence: 0.79668540952381

01:28:45.250 --> 01:28:47.385 I'm still learning how to you know

NOTE Confidence: 0.79668540952381

01:28:47.385 --> 01:28:49.880 what many tools there might be,

NOTE Confidence: 0.79668540952381

01:28:49.880 --> 01:28:51.980 but one of the things I always

NOTE Confidence: 0.79668540952381

01:28:51.980 --> 01:28:54.090 think about is asking questions.

NOTE Confidence: 0.79668540952381

01:28:54.090 --> 01:28:56.624 You know, oh, I didn't understand that.

NOTE Confidence: 0.79668540952381

01:28:56.624 --> 01:28:59.426 Could you explain more about that?

NOTE Confidence: 0.79668540952381

01:28:59.430 --> 01:29:00.264 Things like that.

NOTE Confidence: 0.79668540952381

01:29:00.264 --> 01:29:03.130 One of the things I was about I was typing

NOTE Confidence: 0.79668540952381

01:29:03.130 --> 01:29:05.429 Barbara when you were calling me out,

NOTE Confidence: 0.79668540952381

01:29:05.429 --> 01:29:06.578 there it was.

NOTE Confidence: 0.79668540952381

01:29:06.580 --> 01:29:08.460 Something I used when I was a postdoc,

NOTE Confidence: 0.79668540952381

01:29:08.460 --> 01:29:11.310 which is to request in service

NOTE Confidence: 0.79668540952381

01:29:11.310 --> 01:29:12.735 training for everyone.

NOTE Confidence: 0.79668540952381

01:29:12.740 --> 01:29:15.844 So I wonder if maybe you know junior

NOTE Confidence: 0.79668540952381

01:29:15.844 --> 01:29:18.133 colleagues trainees can ask for in

NOTE Confidence: 0.79668540952381

01:29:18.133 --> 01:29:20.293 service for everyone on these topics.

NOTE Confidence: 0.79668540952381

01:29:20.300 --> 01:29:21.780 How can we do better?

NOTE Confidence: 0.79668540952381

01:29:21.780 --> 01:29:25.656 How does this affect our patients?

NOTE Confidence: 0.79668540952381

01:29:25.660 --> 01:29:27.436 How can we support each other?

NOTE Confidence: 0.79668540952381

01:29:27.440 --> 01:29:30.113 And so once the request is made and once

NOTE Confidence: 0.79668540952381

01:29:30.113 --> 01:29:33.057 it is delivered then people have a more

NOTE Confidence: 0.79668540952381

01:29:33.057 --> 01:29:36.098 common basis for having these conversations?

NOTE Confidence: 0.79668540952381

01:29:36.100 --> 01:29:37.696 Because then you can remind each other.

NOTE Confidence: 0.79668540952381

01:29:37.700 --> 01:29:39.450 Oh, remember at that you

NOTE Confidence: 0.79668540952381

01:29:39.450 --> 01:29:40.800 know workshop that we have.

NOTE Confidence: 0.79668540952381

01:29:40.800 --> 01:29:42.144 We talked about this.

NOTE Confidence: 0.79668540952381

01:29:42.144 --> 01:29:42.480 Oh,

NOTE Confidence: 0.79668540952381

01:29:42.480 --> 01:29:44.658 let's you know blah blah blah.

NOTE Confidence: 0.79668540952381

01:29:44.660 --> 01:29:48.690 So I have a lot to offer but I think that

NOTE Confidence: 0.79668540952381

01:29:48.690 --> 01:29:51.238 perhaps there might be others who have.

NOTE Confidence: 0.79668540952381

01:29:51.240 --> 01:29:51.760 You know,

NOTE Confidence: 0.79668540952381

01:29:51.760 --> 01:29:53.672 some training or better training

NOTE Confidence: 0.79668540952381

01:29:53.672 --> 01:29:56.216 and we can request their help.

NOTE Confidence: 0.79668540952381

01:29:56.220 --> 01:29:56.530 Out.

NOTE Confidence: 0.829528928333333

01:29:57.260 --> 01:29:59.165 Juno, can you tell us

NOTE Confidence: 0.829528928333333

01:29:59.165 --> 01:30:01.170 about the Upstander life?

NOTE Confidence: 0.854528603846154

01:30:02.320 --> 01:30:04.968 Yeah, so this is an initiative out of

NOTE Confidence: 0.854528603846154

01:30:04.968 --> 01:30:07.290 Stanford and really recognizing this,

NOTE Confidence: 0.854528603846154

01:30:07.290 --> 01:30:10.186 you know that that this is, I think,

NOTE Confidence: 0.854528603846154

01:30:10.186 --> 01:30:12.026 just like you were mentioning.

NOTE Confidence: 0.854528603846154

01:30:12.030 --> 01:30:14.126 This was like the most common thing that

NOTE Confidence: 0.854528603846154

01:30:14.126 --> 01:30:16.093 was coming up and so the response was

NOTE Confidence: 0.854528603846154

01:30:16.093 --> 01:30:17.947 to really like how do I help people?

NOTE Confidence: 0.854528603846154

01:30:17.950 --> 01:30:21.360 And recognizing that like by standards

NOTE Confidence: 0.854528603846154

01:30:21.360 --> 01:30:23.760 or what through this training is

NOTE Confidence: 0.854528603846154

01:30:23.760 --> 01:30:26.144 called up standards or hopefully

NOTE Confidence: 0.854528603846154

01:30:26.144 --> 01:30:28.649 to champion people like actually

NOTE Confidence: 0.854528603846154

01:30:28.650 --> 01:30:32.220 acting and being engaged and being.

NOTE Confidence: 0.854528603846154

01:30:32.220 --> 01:30:34.630 Champions through being upstanders UM

NOTE Confidence: 0.854528603846154

01:30:34.630 --> 01:30:38.139 is moving away from just by standards,

NOTE Confidence: 0.854528603846154

01:30:38.140 --> 01:30:39.890 and that those are the often the

NOTE Confidence: 0.854528603846154

01:30:39.890 --> 01:30:41.433 largest percentage of people in the

NOTE Confidence: 0.854528603846154

01:30:41.433 --> 01:30:42.915 room or who are witnessing things,

NOTE Confidence: 0.854528603846154

01:30:42.920 --> 01:30:45.170 and that that's actually those are

NOTE Confidence: 0.854528603846154

01:30:45.170 --> 01:30:47.994 the folks that need to be mobilized

NOTE Confidence: 0.854528603846154

01:30:47.994 --> 01:30:50.079 to really create culture change.

NOTE Confidence: 0.854528603846154

01:30:50.080 --> 01:30:51.076 But how do we do that?

NOTE Confidence: 0.854528603846154

01:30:51.080 --> 01:30:54.937 And so this was Stanford's response to.

NOTE Confidence: 0.854528603846154

01:30:54.940 --> 01:30:57.614 You know people ask him for tools

NOTE Confidence: 0.854528603846154

01:30:57.614 --> 01:30:59.870 and and department by department.

NOTE Confidence: 0.854528603846154

01:30:59.870 --> 01:31:02.458 These trainings are happening

NOTE Confidence: 0.854528603846154

01:31:02.458 --> 01:31:04.399 and it's really.

NOTE Confidence: 0.854528603846154

01:31:04.400 --> 01:31:08.144 Did initiate in terms of sort of thinking

NOTE Confidence: 0.854528603846154

01:31:08.144 --> 01:31:10.555 about discrimination and sexism in in

NOTE Confidence: 0.854528603846154

01:31:10.555 --> 01:31:12.952 sort of the most traditional concepts

NOTE Confidence: 0.854528603846154

01:31:12.952 --> 01:31:15.717 and and thinking about equity for women,

NOTE Confidence: 0.854528603846154

01:31:15.720 --> 01:31:18.534 and then has has broadened out to

NOTE Confidence: 0.854528603846154

01:31:18.534 --> 01:31:20.198 really recognize diversity across

NOTE Confidence: 0.854528603846154

01:31:20.198 --> 01:31:22.108 the gender spectrum and other

NOTE Confidence: 0.854528603846154

01:31:22.108 --> 01:31:24.450 axes of identity and difference.

NOTE Confidence: 0.854528603846154

01:31:24.450 --> 01:31:27.920 So actually across the traditional,

NOTE Confidence: 0.854528603846154

01:31:27.920 --> 01:31:29.480 like quote, UN quote, traditional,

NOTE Confidence: 0.854528603846154

01:31:29.480 --> 01:31:31.160 like sexism and racism were like.

NOTE Confidence: 0.854528603846154

01:31:31.160 --> 01:31:32.408 Kind of the two pillars that

NOTE Confidence: 0.854528603846154

01:31:32.408 --> 01:31:33.032 people were like.

NOTE Confidence: 0.854528603846154

01:31:33.040 --> 01:31:35.050 How do I say something now that I'm sort of?

NOTE Confidence: 0.854528603846154

01:31:35.050 --> 01:31:37.633 Sensitized and and now people have understood

NOTE Confidence: 0.854528603846154

01:31:37.633 --> 01:31:40.432 that this that's actually broader than that,

NOTE Confidence: 0.854528603846154

01:31:40.432 --> 01:31:42.796 so this is, you know, sort of 1 approach.

NOTE Confidence: 0.854528603846154

01:31:42.800 --> 01:31:43.850 I think the big thing is,

NOTE Confidence: 0.854528603846154

01:31:43.850 --> 01:31:45.322 you know recognition and

NOTE Confidence: 0.854528603846154

01:31:45.322 --> 01:31:46.794 and talking about it.

NOTE Confidence: 0.854528603846154

01:31:46.800 --> 01:31:49.524 And I think also I really

NOTE Confidence: 0.854528603846154

01:31:49.524 --> 01:31:51.225 am empathize with trainees.

NOTE Confidence: 0.854528603846154

01:31:51.225 --> 01:31:54.130 I think trainees are in a really.

NOTE Confidence: 0.854528603846154

01:31:54.130 --> 01:31:55.710 Complicated situation and that

NOTE Confidence: 0.854528603846154

01:31:55.710 --> 01:31:58.570 that has to be recognized and that

NOTE Confidence: 0.854528603846154

01:31:58.570 --> 01:32:00.645 there are really intense power

NOTE Confidence: 0.854528603846154

01:32:00.645 --> 01:32:02.752 dynamics in the hierarchies of

NOTE Confidence: 0.854528603846154

01:32:02.752 --> 01:32:04.250 medicine where we could say Oh no.

NOTE Confidence: 0.854528603846154

01:32:04.250 --> 01:32:05.414 No talk about it.

NOTE Confidence: 0.854528603846154

01:32:05.414 --> 01:32:06.578 But there are sometimes

NOTE Confidence: 0.854528603846154

01:32:06.578 --> 01:32:07.969 there really are reprisals,

NOTE Confidence: 0.854528603846154

01:32:07.970 --> 01:32:10.200 and there really is backlash.

NOTE Confidence: 0.854528603846154

01:32:10.200 --> 01:32:13.672 And so we really understanding like what

NOTE Confidence: 0.854528603846154

01:32:13.672 --> 01:32:17.729 are safe spaces for people to to do that,

NOTE Confidence: 0.854528603846154

01:32:17.729 --> 01:32:20.666 and also noting that up standards there's

NOTE Confidence: 0.854528603846154

01:32:20.666 --> 01:32:22.598 a vulnerability there and people may be

NOTE Confidence: 0.854528603846154

01:32:22.598 --> 01:32:24.317 sensitized being up standards because it's.

NOTE Confidence: 0.854528603846154

01:32:24.320 --> 01:32:26.318 Part of their own identity or

NOTE Confidence: 0.854528603846154

01:32:26.318 --> 01:32:28.226 experience and then that may put

NOTE Confidence: 0.854528603846154

01:32:28.226 --> 01:32:30.038 people in a very vulnerable position,

NOTE Confidence: 0.854528603846154

01:32:30.040 --> 01:32:32.760 and so some some of the strategies around.

NOTE Confidence: 0.854528603846154

01:32:32.760 --> 01:32:34.392 You know, partnering with.

NOTE Confidence: 0.854528603846154

01:32:34.392 --> 01:32:34.800 Essentially,

NOTE Confidence: 0.854528603846154

01:32:34.800 --> 01:32:38.388 this is the place where allies.

NOTE Confidence: 0.854528603846154

01:32:38.390 --> 01:32:39.774 Come in, you know.

NOTE Confidence: 0.854528603846154

01:32:39.774 --> 01:32:45.546 So like if you are a white cisgender.

NOTE Confidence: 0.854528603846154

01:32:45.550 --> 01:32:47.968 You know able body person like

NOTE Confidence: 0.854528603846154

01:32:47.968 --> 01:32:50.029 really taking that step as a.

NOTE Confidence: 0.854528603846154

01:32:50.030 --> 01:32:51.506 You know when you see it,

NOTE Confidence: 0.854528603846154

01:32:51.510 --> 01:32:52.746 you know when I see it,

NOTE Confidence: 0.854528603846154

01:32:52.750 --> 01:32:55.406 it's like it's it's on me to act.

NOTE Confidence: 0.854528603846154

01:32:55.410 --> 01:32:57.650 If I'm seeing racism happening,

NOTE Confidence: 0.854528603846154

01:32:57.650 --> 01:32:58.710 it's it's so I'm seeing,

NOTE Confidence: 0.854528603846154

01:32:58.710 --> 01:33:00.262 you know, ableism happening.

NOTE Confidence: 0.854528603846154

01:33:00.262 --> 01:33:03.102 If I'm seeing really disparaging

NOTE Confidence: 0.854528603846154

01:33:03.102 --> 01:33:05.610 remarks around transphobia.

NOTE Confidence: 0.854528603846154

01:33:05.610 --> 01:33:08.148 Other things because I'm not as

NOTE Confidence: 0.854528603846154

01:33:08.148 --> 01:33:09.840 personally vulnerable and it's.

NOTE Confidence: 0.854528603846154

01:33:09.840 --> 01:33:10.346 Effectively,

NOTE Confidence: 0.854528603846154

01:33:10.346 --> 01:33:13.270 therefore easier for me and takes

NOTE Confidence: 0.854528603846154

01:33:13.270 --> 01:33:16.420 that burden off my colleague who is.

NOTE Confidence: 0.77732404

01:33:16.420 --> 01:33:19.876 In in even more vulnerable situation,

NOTE Confidence: 0.77732404

01:33:19.880 --> 01:33:20.876 that having been said,

NOTE Confidence: 0.77732404

01:33:20.876 --> 01:33:22.640 you know thinking about how that's done,

NOTE Confidence: 0.77732404

01:33:22.640 --> 01:33:28.140 so it doesn't. Take away or you know.

NOTE Confidence: 0.77732404

01:33:28.140 --> 01:33:33.460 Do it in such a way that that disempowers or.

NOTE Confidence: 0.77732404

01:33:33.460 --> 01:33:35.284 Takes voice away from individuals and

NOTE Confidence: 0.77732404

01:33:35.284 --> 01:33:37.426 or comes in as a savior, you know?

NOTE Confidence: 0.77732404

01:33:37.426 --> 01:33:38.266 So it's. It's not easy.

NOTE Confidence: 0.77732404

01:33:38.270 --> 01:33:39.014 If it was easy,

NOTE Confidence: 0.77732404

01:33:39.014 --> 01:33:40.130 it would have already been solved,

NOTE Confidence: 0.77732404

01:33:40.130 --> 01:33:43.106 but I think just this like active training,

NOTE Confidence: 0.77732404

01:33:43.110 --> 01:33:44.724 we get trained on so many things, right?

NOTE Confidence: 0.77732404

01:33:44.724 --> 01:33:46.488 Like so this is active training.

NOTE Confidence: 0.77732404

01:33:46.490 --> 01:33:48.135 We all need to do and challenge

NOTE Confidence: 0.77732404

01:33:48.135 --> 01:33:49.340 ourselves to do everyday.

NOTE Confidence: 0.883767498333333

01:33:51.210 --> 01:33:53.541 If I could just make a personal comment to

NOTE Confidence: 0.883767498333333

01:33:53.541 --> 01:33:55.898 the junior people and I I'm by no means,

NOTE Confidence: 0.883767498333333

01:33:55.900 --> 01:33:58.102 am I suggesting that you go

NOTE Confidence: 0.883767498333333

01:33:58.102 --> 01:34:00.744 out and you know become target.

NOTE Confidence: 0.883767498333333

01:34:00.744 --> 01:34:04.080 Practice for people in power but.

NOTE Confidence: 0.883767498333333

01:34:04.080 --> 01:34:06.120 If you don't say anything,

NOTE Confidence: 0.883767498333333

01:34:06.120 --> 01:34:07.824 then 30 years later you're working

NOTE Confidence: 0.883767498333333

01:34:07.824 --> 01:34:09.687 in the same crappy environment that

NOTE Confidence: 0.883767498333333

01:34:09.687 --> 01:34:11.697 you hated when you were training.

NOTE Confidence: 0.883767498333333

01:34:11.700 --> 01:34:14.190 Plus it's on you that you

NOTE Confidence: 0.883767498333333

01:34:14.190 --> 01:34:16.356 never said anything you know,

NOTE Confidence: 0.883767498333333

01:34:16.356 --> 01:34:19.562 and I think I was a generation

NOTE Confidence: 0.883767498333333

01:34:19.562 --> 01:34:21.150 that felt like.

NOTE Confidence: 0.883767498333333

01:34:21.150 --> 01:34:23.134 Well and and I really I came right

NOTE Confidence: 0.883767498333333

01:34:23.134 --> 01:34:25.242 after the class action suit first class

NOTE Confidence: 0.883767498333333

01:34:25.242 --> 01:34:27.508 in my medical school that was 50% women.

NOTE Confidence: 0.883767498333333

01:34:27.508 --> 01:34:29.314 First class of interns at Yale that

NOTE Confidence: 0.883767498333333

01:34:29.314 --> 01:34:31.035 was 50% women like I was right

NOTE Confidence: 0.883767498333333

01:34:31.035 --> 01:34:33.082 at that time and I think we had

NOTE Confidence: 0.883767498333333

01:34:33.082 --> 01:34:35.209 this naive idea that as long as we

NOTE Confidence: 0.883767498333333

01:34:35.209 --> 01:34:37.233 could show that we could do all the

NOTE Confidence: 0.883767498333333

01:34:37.233 --> 01:34:39.980 work the same as everybody else,

NOTE Confidence: 0.883767498333333

01:34:39.980 --> 01:34:41.488 it would work out.

NOTE Confidence: 0.883767498333333

01:34:41.488 --> 01:34:43.475 And you know, 30 years later,

NOTE Confidence: 0.883767498333333

01:34:43.475 --> 01:34:45.428 that's clearly not what happened, right?

NOTE Confidence: 0.883767498333333

01:34:45.428 --> 01:34:48.872 And so you know, absolutely you have to,

NOTE Confidence: 0.883767498333333

01:34:48.872 --> 01:34:50.526 you know, be careful.

NOTE Confidence: 0.883767498333333

01:34:50.526 --> 01:34:54.352 But I also think there is a burden

NOTE Confidence: 0.883767498333333

01:34:54.352 --> 01:34:57.130 on you keeping quiet as well.

NOTE Confidence: 0.883767498333333

01:34:57.130 --> 01:34:57.850 Be pile

NOTE Confidence: 0.91241731

01:34:57.860 --> 01:34:59.668 onto that comment, Barbara.

NOTE Confidence: 0.91241731

01:34:59.668 --> 01:35:03.390 I think that often we think as

NOTE Confidence: 0.91241731

01:35:03.390 --> 01:35:05.550 individuals that we have very little

NOTE Confidence: 0.91241731

01:35:05.550 --> 01:35:07.950 power and and sometimes that's true.

NOTE Confidence: 0.91241731

01:35:07.950 --> 01:35:09.530 But what I have learned,

NOTE Confidence: 0.91241731

01:35:09.530 --> 01:35:11.450 especially being an empty neologist,

NOTE Confidence: 0.91241731

01:35:11.450 --> 01:35:12.790 is that when we band

NOTE Confidence: 0.91241731

01:35:12.790 --> 01:35:14.130 together and we collect data,

NOTE Confidence: 0.91241731

01:35:14.130 --> 01:35:16.684 we have a huge amount of power.

NOTE Confidence: 0.91241731

01:35:16.684 --> 01:35:20.040 And I love that slide that Ash and

NOTE Confidence: 0.91241731

01:35:20.040 --> 01:35:22.595 Juno that you shared at the beginning

NOTE Confidence: 0.91241731

01:35:22.595 --> 01:35:25.210 about I wrote it down actually

NOTE Confidence: 0.91241731

01:35:25.210 --> 01:35:27.602 about how systemic oppression.

NOTE Confidence: 0.91241731

01:35:27.602 --> 01:35:30.592 Leads to disparities and invisibility

NOTE Confidence: 0.91241731

01:35:30.592 --> 01:35:33.072 leads to in accuracies and

NOTE Confidence: 0.91241731

01:35:33.072 --> 01:35:35.317 substandard like yes yes yes.

NOTE Confidence: 0.91241731

01:35:35.320 --> 01:35:38.274 And we can dispel that with data.

NOTE Confidence: 0.91241731

01:35:38.280 --> 01:35:40.308 So when junior people band together

NOTE Confidence: 0.91241731

01:35:40.308 --> 01:35:42.544 and they and they say, oh we,

NOTE Confidence: 0.91241731

01:35:42.544 --> 01:35:45.890 we took a survey of all the residents and

NOTE Confidence: 0.91241731

01:35:45.890 --> 01:35:49.064 fellows and we found a very you know,

NOTE Confidence: 0.91241731

01:35:49.064 --> 01:35:50.894 high level of dissatisfaction with.

NOTE Confidence: 0.91241731

01:35:50.900 --> 01:35:53.325 Turns out the people in leadership.

NOTE Confidence: 0.91241731

01:35:53.325 --> 01:35:55.312 They kind of quake in their boots.

NOTE Confidence: 0.91241731

01:35:55.312 --> 01:35:56.846 You know they really don't

NOTE Confidence: 0.91241731

01:35:56.846 --> 01:35:57.876 like that kind of thing.

NOTE Confidence: 0.91241731

01:35:57.880 --> 01:35:58.564 And so.

NOTE Confidence: 0.91241731

01:35:58.564 --> 01:35:59.932 Sometimes it's about recognizing

NOTE Confidence: 0.91241731

01:35:59.932 --> 01:36:01.730 that you do have power,

NOTE Confidence: 0.91241731

01:36:01.730 --> 01:36:03.326 but you have to harness it.

NOTE Confidence: 0.91241731

01:36:03.330 --> 01:36:04.584 You have to collect the data

NOTE Confidence: 0.91241731

01:36:04.584 --> 01:36:06.251 and then you have to have a

NOTE Confidence: 0.91241731

01:36:06.251 --> 01:36:09.017 unified voice to make a request.

NOTE Confidence: 0.91241731

01:36:09.020 --> 01:36:11.862 That's what I was saying about you know,

NOTE Confidence: 0.91241731

01:36:11.862 --> 01:36:13.410 being able to.

NOTE Confidence: 0.91241731

01:36:13.410 --> 01:36:14.280 You know,

NOTE Confidence: 0.91241731

01:36:14.280 --> 01:36:18.670 ask for things you ask for the in service.

NOTE Confidence: 0.91241731

01:36:18.670 --> 01:36:20.591 You know I'm coming from a junior level.

NOTE Confidence: 0.91241731

01:36:20.591 --> 01:36:22.576 It's appropriate for you to ask

NOTE Confidence: 0.91241731

01:36:22.576 --> 01:36:24.990 for for in service stuff that then

NOTE Confidence: 0.91241731

01:36:24.990 --> 01:36:27.169 benefits everybody so you can have

NOTE Confidence: 0.91241731

01:36:27.169 --> 01:36:28.949 your hidden agenda that will,

NOTE Confidence: 0.91241731

01:36:28.950 --> 01:36:31.050 you know, help fix the world.

NOTE Confidence: 0.91241731

01:36:31.050 --> 01:36:31.851 But you know,

NOTE Confidence: 0.91241731

01:36:31.851 --> 01:36:33.720 be sure to tap into the power

NOTE Confidence: 0.91241731

01:36:33.782 --> 01:36:35.210 that you actually have.

NOTE Confidence: 0.91241731

01:36:35.210 --> 01:36:36.710 So I you know I,

NOTE Confidence: 0.91241731

01:36:36.710 --> 01:36:38.355 I tried to tell this to students

NOTE Confidence: 0.91241731

01:36:38.355 --> 01:36:39.651 as well because students often

NOTE Confidence: 0.91241731

01:36:39.651 --> 01:36:41.265 feel like they have no power.

NOTE Confidence: 0.91241731

01:36:41.270 --> 01:36:43.610 And I say actually you have so much power.

NOTE Confidence: 0.91241731

01:36:43.610 --> 01:36:45.794 Because the faculty hate when you are

NOTE Confidence: 0.91241731

01:36:45.794 --> 01:36:48.276 unhappy because it causes trouble for them.

NOTE Confidence: 0.91241731

01:36:48.276 --> 01:36:49.728 So same for you.

NOTE Confidence: 0.91241731

01:36:49.730 --> 01:36:51.538 Know people in training

NOTE Confidence: 0.91241731

01:36:51.538 --> 01:36:53.346 all people in training.

NOTE Confidence: 0.91241731

01:36:53.350 --> 01:36:54.706 It's really important.

NOTE Confidence: 0.91241731

01:36:54.706 --> 01:36:55.610 And yeah,

NOTE Confidence: 0.91241731

01:36:55.610 --> 01:36:57.182 there are dinosaurs at the top

NOTE Confidence: 0.91241731

01:36:57.182 --> 01:36:57.968 and in leadership,

NOTE Confidence: 0.91241731

01:36:57.970 --> 01:36:59.258 but they're also advocates

NOTE Confidence: 0.91241731

01:36:59.258 --> 01:37:00.546 and champions as well.

NOTE Confidence: 0.91241731

01:37:00.550 --> 01:37:02.660 So you just have to find them and get them

NOTE Confidence: 0.91241731

01:37:02.715 --> 01:37:04.878 to help work from all different directions.

NOTE Confidence: 0.91241731

01:37:04.880 --> 01:37:06.962 Just like Ashland, you know we're

NOTE Confidence: 0.91241731

01:37:06.962 --> 01:37:09.110 saying it has to be everybody together,

NOTE Confidence: 0.91241731

01:37:09.110 --> 01:37:11.228 not just the leaders or the

NOTE Confidence: 0.91241731

01:37:11.228 --> 01:37:12.287 seniors or whatever.

NOTE Confidence: 0.91241731

01:37:12.290 --> 01:37:13.346 That's what I used to think

NOTE Confidence: 0.91241731

01:37:13.346 --> 01:37:14.719 when I was a junior person.

NOTE Confidence: 0.91241731

01:37:14.720 --> 01:37:16.160 I'll leave it to the adults,

NOTE Confidence: 0.91241731

01:37:16.160 --> 01:37:17.656 let them fix everything,

NOTE Confidence: 0.91241731

01:37:17.656 --> 01:37:21.218 and then when I'm a senior person I'll help.

NOTE Confidence: 0.91241731

01:37:21.220 --> 01:37:22.268 Well, no, no no.

NOTE Confidence: 0.91241731

01:37:22.268 --> 01:37:23.578 That's not how it works.

NOTE Confidence: 0.91241731

01:37:23.580 --> 01:37:24.720 That's not how we advance.

NOTE Confidence: 0.91241731

01:37:24.720 --> 01:37:27.000 Change, at least not my lifetime.

NOTE Confidence: 0.91241731

01:37:27.000 --> 01:37:29.415 So it has to come from everywhere.

NOTE Confidence: 0.91241731

01:37:29.420 --> 01:37:29.926 Which is,

NOTE Confidence: 0.91241731

01:37:29.926 --> 01:37:30.432 you know,

NOTE Confidence: 0.91241731

01:37:30.432 --> 01:37:31.950 the message that ash in June

NOTE Confidence: 0.91241731

01:37:32.007 --> 01:37:33.621 we're sharing with us and and

NOTE Confidence: 0.91241731

01:37:33.621 --> 01:37:34.697 Barbara to thank you,

NOTE Confidence: 0.91241731

01:37:34.700 --> 01:37:35.090 yeah?

NOTE Confidence: 0.879297495238095

01:37:36.310 --> 01:37:38.654 I would also say I think it it's

NOTE Confidence: 0.879297495238095

01:37:38.654 --> 01:37:40.583 it's dangerous though to like only

NOTE Confidence: 0.879297495238095

01:37:40.583 --> 01:37:42.750 rely on the trainees because it it.

NOTE Confidence: 0.879297495238095

01:37:42.750 --> 01:37:45.704 You know, recognizing that there is just

NOTE Confidence: 0.879297495238095

01:37:45.704 --> 01:37:47.372 incredible vulnerabilities, you know.

NOTE Confidence: 0.879297495238095

01:37:47.372 --> 01:37:51.206 So I get emails all the time from Elk

NOTE Confidence: 0.879297495238095

01:37:51.206 --> 01:37:53.465 plus like. Med students, undergrads,

NOTE Confidence: 0.879297495238095

01:37:53.465 --> 01:37:55.740 residents fellows saying you know,

NOTE Confidence: 0.879297495238095

01:37:55.740 --> 01:37:57.660 can I be out like this is a

NOTE Confidence: 0.879297495238095

01:37:57.660 --> 01:37:58.758 significant portion of my work?

NOTE Confidence: 0.879297495238095

01:37:58.760 --> 01:38:00.818 I don't know. I was asked.

NOTE Confidence: 0.879297495238095

01:38:00.820 --> 01:38:04.120 Totally illegal, egregious things on

NOTE Confidence: 0.879297495238095

01:38:04.120 --> 01:38:06.780 the residency and fellowship trail.

NOTE Confidence: 0.879297495238095

01:38:06.780 --> 01:38:08.465 Still, I get asked.

NOTE Confidence: 0.879297495238095

01:38:08.465 --> 01:38:10.835 Terrible and egregious things as an

NOTE Confidence: 0.879297495238095

01:38:10.835 --> 01:38:12.939 assistant professor like you know.

NOTE Confidence: 0.879297495238095

01:38:12.940 --> 01:38:14.160 So all that's the say,

NOTE Confidence: 0.879297495238095

01:38:14.160 --> 01:38:15.931 I totally so much agree and it

NOTE Confidence: 0.879297495238095

01:38:15.931 --> 01:38:17.830 has to be multidirectional,

NOTE Confidence: 0.879297495238095

01:38:17.830 --> 01:38:19.714 but I think it's also really

NOTE Confidence: 0.879297495238095

01:38:19.714 --> 01:38:21.386 important that we protect our

NOTE Confidence: 0.879297495238095

01:38:21.386 --> 01:38:23.176 trainees and recognize that like.

NOTE Confidence: 0.879297495238095

01:38:23.180 --> 01:38:24.762 There are certain things that we could

NOTE Confidence: 0.879297495238095

01:38:24.762 --> 01:38:26.660 do today, you know, stroke of the pen.

NOTE Confidence: 0.879297495238095

01:38:26.660 --> 01:38:30.476 So how are you asking about gender unlike,

NOTE Confidence: 0.879297495238095

01:38:30.480 --> 01:38:33.186 you know, intake forms, interview forms.

NOTE Confidence: 0.879297495238095

01:38:33.190 --> 01:38:34.380 Are we asking people prone?

NOTE Confidence: 0.879297495238095

01:38:34.380 --> 01:38:36.876 I mean those things like that is that

NOTE Confidence: 0.879297495238095

01:38:36.876 --> 01:38:39.372 is settled science like we should all

NOTE Confidence: 0.879297495238095

01:38:39.372 --> 01:38:41.708 be asking that actually like no more

NOTE Confidence: 0.879297495238095

01:38:41.708 --> 01:38:43.780 is needed from our trainees to say.

NOTE Confidence: 0.879297495238095

01:38:43.780 --> 01:38:45.985 And sadly I think that the challenges

NOTE Confidence: 0.879297495238095

01:38:45.985 --> 01:38:48.472 that I see trainees spending so much

NOTE Confidence: 0.879297495238095

01:38:48.472 --> 01:38:51.501 time and energy just trying to make these

NOTE Confidence: 0.879297495238095

01:38:51.501 --> 01:38:53.763 spaces safe for themselves and for.

NOTE Confidence: 0.879297495238095

01:38:53.770 --> 01:38:55.770 Patients and her colleagues that

NOTE Confidence: 0.879297495238095

01:38:55.770 --> 01:38:58.161 they actually are at a disadvantage.

NOTE Confidence: 0.879297495238095

01:38:58.161 --> 01:39:00.507 Actually in terms of grants in

NOTE Confidence: 0.879297495238095

01:39:00.507 --> 01:39:03.252 terms of papers in terms of just

NOTE Confidence: 0.879297495238095

01:39:03.252 --> 01:39:05.132 studying for whatever tests because

NOTE Confidence: 0.879297495238095

01:39:05.140 --> 01:39:07.040 they are working so hard.

NOTE Confidence: 0.879297495238095

01:39:07.040 --> 01:39:09.686 So I would never say don't work on it.

NOTE Confidence: 0.879297495238095

01:39:09.690 --> 01:39:12.434 But also I'm like we don't need anymore

NOTE Confidence: 0.879297495238095

01:39:12.434 --> 01:39:14.116 actually research on racial disparities

NOTE Confidence: 0.879297495238095

01:39:14.116 --> 01:39:16.790 to know that we need to change things.

NOTE Confidence: 0.879297495238095

01:39:16.790 --> 01:39:20.045 We also actually don't need much more

NOTE Confidence: 0.879297495238095

01:39:20.045 --> 01:39:22.062 on gender differences to realize

NOTE Confidence: 0.879297495238095

01:39:22.062 --> 01:39:24.094 like we've just missed the boat.

NOTE Confidence: 0.879297495238095

01:39:24.094 --> 01:39:26.740 In terms of having a binary notion of gender,

NOTE Confidence: 0.879297495238095

01:39:26.740 --> 01:39:29.044 and we have a lot of solutions out there

NOTE Confidence: 0.879297495238095

01:39:29.044 --> 01:39:31.069 that we all just need to enact and.

NOTE Confidence: 0.67343277

01:39:32.340 --> 01:39:32.650 Yeah.

NOTE Confidence: 0.91821696

01:39:34.250 --> 01:39:36.910 And I I didn't mean to suggest

NOTE Confidence: 0.845891514

01:39:36.920 --> 01:39:39.272 totally. No, I just wanted like

NOTE Confidence: 0.845891514

01:39:39.272 --> 01:39:41.954 say that because I am there as

NOTE Confidence: 0.845891514

01:39:41.954 --> 01:39:44.369 a mentor like to people who are.

NOTE Confidence: 0.845891514

01:39:44.370 --> 01:39:46.308 You know, and and myself too.

NOTE Confidence: 0.845891514

01:39:46.310 --> 01:39:48.496 I mean, I was told many times

NOTE Confidence: 0.845891514

01:39:48.496 --> 01:39:51.640 not to do this as my career list.

NOTE Confidence: 0.845891514

01:39:51.640 --> 01:39:54.120 Last night I'd be shunned in the world

NOTE Confidence: 0.845891514

01:39:54.120 --> 01:39:57.128 of medicine, and I couldn't not.

NOTE Confidence: 0.845891514

01:39:57.130 --> 01:40:00.570 But it's been hard, very hard, you know.

NOTE Confidence: 0.845891514

01:40:00.570 --> 01:40:02.070 Frankly, it would have been a

NOTE Confidence: 0.845891514

01:40:02.070 --> 01:40:03.788 lot easier to study like preterm

NOTE Confidence: 0.845891514

01:40:03.788 --> 01:40:06.080 labor or something, you know but

NOTE Confidence: 0.887712221428571

01:40:06.170 --> 01:40:07.395 well, but that's not what we do,

NOTE Confidence: 0.947824172

01:40:07.410 --> 01:40:08.910 right? We go for this stuff

NOTE Confidence: 0.947824172

01:40:08.910 --> 01:40:09.910 that's important to us,

NOTE Confidence: 0.947824172

01:40:09.910 --> 01:40:13.246 and in that passion we can do better.

NOTE Confidence: 0.947824172

01:40:13.250 --> 01:40:14.768 So thank you for doing that.

NOTE Confidence: 0.947824172

01:40:14.770 --> 01:40:16.527 Thank you for taking on that challenge.

NOTE Confidence: 0.947824172

01:40:16.530 --> 01:40:18.010 Now as a senior person,

NOTE Confidence: 0.947824172

01:40:18.010 --> 01:40:19.906 I will say that I have an obligation.

NOTE Confidence: 0.947824172

01:40:19.910 --> 01:40:23.038 I have a responsibility to help the field

NOTE Confidence: 0.947824172

01:40:23.038 --> 01:40:26.270 and so that means pulling people up.

NOTE Confidence: 0.947824172

01:40:26.270 --> 01:40:29.870 OK, so when it comes time for promotion

NOTE Confidence: 0.947824172

01:40:29.870 --> 01:40:32.806 and need for support and things like that,

NOTE Confidence: 0.947824172

01:40:32.810 --> 01:40:34.442 I want people to come to

NOTE Confidence: 0.947824172

01:40:34.442 --> 01:40:35.805 me and say would you?

NOTE Confidence: 0.947824172

01:40:35.805 --> 01:40:37.790 Would you be able to write a good

NOTE Confidence: 0.947824172

01:40:37.790 --> 01:40:40.109 letter for me and I say yes absolutely,

NOTE Confidence: 0.947824172

01:40:40.110 --> 01:40:42.370 because we need better people.

NOTE Confidence: 0.947824172

01:40:42.370 --> 01:40:43.930 More better people.

NOTE Confidence: 0.947824172

01:40:43.930 --> 01:40:45.774 More thoughtful, different perspectives.

NOTE Confidence: 0.947824172

01:40:45.774 --> 01:40:48.990 All that kind of stuff to populate the

NOTE Confidence: 0.947824172

01:40:49.056 --> 01:40:51.906 field at all levels so you know the idea of,

NOTE Confidence: 0.947824172

01:40:51.910 --> 01:40:52.525 like, you know,

NOTE Confidence: 0.947824172

01:40:52.525 --> 01:40:54.340 knowing who the Champions and advocates

NOTE Confidence: 0.947824172

01:40:54.340 --> 01:40:56.365 are is really critical because

NOTE Confidence: 0.947824172

01:40:56.365 --> 01:40:58.909 you know what the junior people,

NOTE Confidence: 0.947824172

01:40:58.910 --> 01:41:00.458 what the trainees cannot,

NOTE Confidence: 0.947824172

01:41:00.458 --> 01:41:03.255 and maybe should not take on themselves

NOTE Confidence: 0.947824172

01:41:03.255 --> 01:41:06.062 that can be shared with other people

NOTE Confidence: 0.947824172

01:41:06.062 --> 01:41:08.950 who have positional power and tenure.

NOTE Confidence: 0.947824172

01:41:08.950 --> 01:41:11.916 You know to take the hit right totally.

NOTE Confidence: 0.947824172

01:41:11.916 --> 01:41:14.874 You know, so you got it.

NOTE Confidence: 0.947824172

01:41:14.880 --> 01:41:15.408 You got it.

NOTE Confidence: 0.947824172

01:41:15.408 --> 01:41:18.024 I have to learn the system and

NOTE Confidence: 0.947824172

01:41:18.024 --> 01:41:19.480 how to manage it.

NOTE Confidence: 0.947824172

01:41:19.480 --> 01:41:22.279 No, you know when to lean in and when

NOTE Confidence: 0.947824172

01:41:22.279 --> 01:41:25.246 to hold back and let others lean in.

NOTE Confidence: 0.947824172

01:41:25.250 --> 01:41:27.707 So you know the mentorship is important.

NOTE Confidence: 0.947824172

01:41:27.710 --> 01:41:29.114 So oh, and Ashley,

NOTE Confidence: 0.947824172

01:41:29.114 --> 01:41:32.063 that's a great time for me to do

NOTE Confidence: 0.947824172

01:41:32.063 --> 01:41:34.343 a shameless plug for our program.

NOTE Confidence: 0.947824172

01:41:34.350 --> 01:41:37.864 I'm going to put it in the.

NOTE Confidence: 0.947824172

01:41:37.870 --> 01:41:40.960 Oh my gosh, not here it is.

NOTE Confidence: 0.947824172

01:41:40.960 --> 01:41:43.460 Put it in the chat.

NOTE Confidence: 0.947824172

01:41:43.460 --> 01:41:45.564 We have not updated it because we only

NOTE Confidence: 0.947824172

01:41:45.564 --> 01:41:47.579 got our score a couple weeks ago,

NOTE Confidence: 0.947824172

01:41:47.580 --> 01:41:49.785 so we haven't gotten the money yet

NOTE Confidence: 0.947824172

01:41:49.785 --> 01:41:52.440 and so we're we're in the process of

NOTE Confidence: 0.947824172

01:41:52.440 --> 01:41:54.824 about to get organized to get the

NOTE Confidence: 0.947824172

01:41:54.824 --> 01:41:57.760 courses moving, so just you know,

NOTE Confidence: 0.947824172

01:41:57.760 --> 01:41:58.620 go to the website.

NOTE Confidence: 0.947824172

01:41:58.620 --> 01:41:59.996 Keep an eye on, you know,

NOTE Confidence: 0.947824172

01:41:59.996 --> 01:42:02.483 put a tab on it and you know look

NOTE Confidence: 0.947824172

01:42:02.483 --> 01:42:04.349 for our promotional emails when it's

NOTE Confidence: 0.947824172

01:42:04.349 --> 01:42:06.295 time to sign up for the workshop.

NOTE Confidence: 0.947824172

01:42:06.300 --> 01:42:09.182 So and if anybody is, thank you.

NOTE Confidence: 0.947824172

01:42:09.182 --> 01:42:11.150 If anybody is going to the LGBT health

NOTE Confidence: 0.947824172

01:42:11.202 --> 01:42:12.857 workforce conference in New York.

NOTE Confidence: 0.947824172

01:42:12.860 --> 01:42:14.379 At the end of April we'll be

NOTE Confidence: 0.947824172

01:42:14.379 --> 01:42:15.820 there and we'll be celebrating.

NOTE Confidence: 0.947824172

01:42:15.820 --> 01:42:17.626 So come by for a little champagne.

NOTE Confidence: 0.866242352142857

01:42:22.520 --> 01:42:24.648 One of the things I wanted to do

NOTE Confidence: 0.866242352142857

01:42:24.648 --> 01:42:26.707 was ask both Ashland and Juno,

NOTE Confidence: 0.866242352142857

01:42:26.710 --> 01:42:29.200 just what was it that you had to not include

NOTE Confidence: 0.866242352142857

01:42:29.260 --> 01:42:32.230 in the talk, but that you wanted to,

NOTE Confidence: 0.866242352142857

01:42:32.230 --> 01:42:33.790 but there wasn't enough time.

NOTE Confidence: 0.866242352142857

01:42:33.790 --> 01:42:38.360 I think that. That such a rich topic I'm,

NOTE Confidence: 0.866242352142857

01:42:38.360 --> 01:42:43.420 I'm sure you both had. Other things that.

NOTE Confidence: 0.866242352142857

01:42:43.420 --> 01:42:47.330 You had to to kind of make room. With.

NOTE Confidence: 0.6126488

01:42:53.510 --> 01:42:56.350 Oh, ask. You go first, please.

NOTE Confidence: 0.6126488

01:42:56.780 --> 01:42:59.116 I wanted to say one other quick thing

NOTE Confidence: 0.6126488

01:42:59.116 --> 01:43:00.340 about this bystander conversation

NOTE Confidence: 0.6126488

01:43:00.398 --> 01:43:02.052 we were having, which I don't know

NOTE Confidence: 0.6126488

01:43:02.052 --> 01:43:03.620 how helpful it'll be or not be.

NOTE Confidence: 0.6126488

01:43:03.620 --> 01:43:07.172 But in my experience, every situation

NOTE Confidence: 0.6126488

01:43:07.172 --> 01:43:10.074 in which I'm witnessing mistreatment

NOTE Confidence: 0.6126488

01:43:10.074 --> 01:43:13.278 of another person is very different,

NOTE Confidence: 0.6126488

01:43:13.280 --> 01:43:15.698 and in each of those situations

NOTE Confidence: 0.6126488

01:43:15.698 --> 01:43:17.310 my own personal safety.

NOTE Confidence: 0.6126488

01:43:17.310 --> 01:43:19.606 You know, either physical safety or safety

NOTE Confidence: 0.6126488

01:43:19.606 --> 01:43:22.356 in terms of my career is very different,

NOTE Confidence: 0.6126488

01:43:22.360 --> 01:43:24.760 and so the tactics that I use in

NOTE Confidence: 0.6126488

01:43:24.760 --> 01:43:26.430 these different situations vary.

NOTE Confidence: 0.6126488

01:43:26.430 --> 01:43:28.534 Greatly like for example,

NOTE Confidence: 0.6126488

01:43:28.534 --> 01:43:32.979 I remember being at a tumor board where.

NOTE Confidence: 0.6126488

01:43:32.980 --> 01:43:34.480 There was, just like very clear,

NOTE Confidence: 0.6126488

01:43:34.480 --> 01:43:36.425 misogyny between attendings that were

NOTE Confidence: 0.6126488

01:43:36.425 --> 01:43:39.100 that were much more senior than I was,

NOTE Confidence: 0.6126488

01:43:39.100 --> 01:43:41.949 and it was from people who were

NOTE Confidence: 0.6126488

01:43:41.949 --> 01:43:44.230 very aggressive in their approach

NOTE Confidence: 0.6126488

01:43:44.230 --> 01:43:46.160 and and were in leadership.

NOTE Confidence: 0.6126488

01:43:46.160 --> 01:43:48.336 So I, I felt in the moment that the best

NOTE Confidence: 0.6126488

01:43:48.336 --> 01:43:50.548 I could do was just like, clear my throat,

NOTE Confidence: 0.6126488

01:43:50.548 --> 01:43:52.284 very loudly, over and over again,

NOTE Confidence: 0.6126488

01:43:52.284 --> 01:43:54.125 like just to kind of say, like,

NOTE Confidence: 0.6126488

01:43:54.125 --> 01:43:55.650 hey, something's going on here.

NOTE Confidence: 0.6126488

01:43:55.650 --> 01:43:56.463 That's not OK.

NOTE Confidence: 0.6126488

01:43:56.463 --> 01:43:58.712 And then to talk about it with the

NOTE Confidence: 0.6126488

01:43:58.712 --> 01:44:00.735 other Chinese and then talk about it

NOTE Confidence: 0.6126488

01:44:00.735 --> 01:44:03.936 with my attendings, but I feel like.

NOTE Confidence: 0.6126488

01:44:03.936 --> 01:44:04.410 Dumb.

NOTE Confidence: 0.6126488

01:44:04.410 --> 01:44:05.253 In my mind,

NOTE Confidence: 0.6126488

01:44:05.253 --> 01:44:07.858 I I try to be very forgiving of myself

NOTE Confidence: 0.6126488

01:44:07.858 --> 01:44:10.485 and to just do the best that I can

NOTE Confidence: 0.6126488

01:44:10.485 --> 01:44:12.901 in any given situation and to try to

NOTE Confidence: 0.6126488

01:44:12.901 --> 01:44:16.170 do whatever seems possible and safe.

NOTE Confidence: 0.6126488

01:44:16.170 --> 01:44:18.698 And then I think that the other issue

NOTE Confidence: 0.6126488

01:44:18.698 --> 01:44:20.941 about training is that we're so busy

NOTE Confidence: 0.6126488

01:44:20.941 --> 01:44:22.916 that there's very little time to

NOTE Confidence: 0.6126488

01:44:22.916 --> 01:44:24.736 process these things that happen.

NOTE Confidence: 0.6126488

01:44:24.740 --> 01:44:26.873 But I think one thing that I find very

NOTE Confidence: 0.6126488

01:44:26.873 --> 01:44:28.173 helpful is having close colleagues

NOTE Confidence: 0.6126488

01:44:28.173 --> 01:44:30.880 that I can call up and and just say like hey,

NOTE Confidence: 0.6126488

01:44:30.880 --> 01:44:32.749 this is what happened today and kind

NOTE Confidence: 0.6126488

01:44:32.749 --> 01:44:34.538 of like talk through, you know,

NOTE Confidence: 0.6126488

01:44:34.538 --> 01:44:35.036 a strategy,

NOTE Confidence: 0.6126488

01:44:35.036 --> 01:44:36.783 a different strategy that I could have

NOTE Confidence: 0.6126488

01:44:36.783 --> 01:44:38.415 used in the moment or a strategy that

NOTE Confidence: 0.6126488

01:44:38.415 --> 01:44:39.966 we could use together now in terms

NOTE Confidence: 0.6126488

01:44:39.966 --> 01:44:41.800 of like what are we going to do about this?

NOTE Confidence: 0.6126488

01:44:41.800 --> 01:44:44.218 Faculty member who continues to make

NOTE Confidence: 0.6126488

01:44:44.218 --> 01:44:46.523 fat phobic comments about his patient

NOTE Confidence: 0.6126488

01:44:46.523 --> 01:44:48.700 in clinic or or whatever it is?

NOTE Confidence: 0.6126488

01:44:48.700 --> 01:44:50.530 Uhm?

NOTE Confidence: 0.6126488

01:44:50.530 --> 01:44:52.990 And so I just I guess I want to also

NOTE Confidence: 0.6126488

01:44:53.067 --> 01:44:55.680 express like a lot of empathy and

NOTE Confidence: 0.6126488

01:44:55.680 --> 01:44:58.405 admiration for all of you for really

NOTE Confidence: 0.6126488

01:44:58.405 --> 01:45:01.373 trying to do this very difficult work.

NOTE Confidence: 0.6126488

01:45:01.380 --> 01:45:02.271 OK, so then,

NOTE Confidence: 0.6126488

01:45:02.271 --> 01:45:04.728 in terms of the top I I don't want.

NOTE Confidence: 0.9552095425

01:45:06.860 --> 01:45:07.688 I guess there's two

NOTE Confidence: 0.98085133

01:45:07.700 --> 01:45:08.780 things that come to mind.

NOTE Confidence: 0.98085133

01:45:08.780 --> 01:45:10.364 One is that I work with a Community

NOTE Confidence: 0.98085133

01:45:10.364 --> 01:45:11.632 Advisory Board of transgender people

NOTE Confidence: 0.98085133

01:45:11.632 --> 01:45:13.017 who've been diagnosed with cancer,

NOTE Confidence: 0.98085133

01:45:13.020 --> 01:45:15.310 and we've been working together

NOTE Confidence: 0.98085133

01:45:15.310 --> 01:45:16.880 probably for over three years.

NOTE Confidence: 0.98085133

01:45:16.880 --> 01:45:20.088 Some of us and.

NOTE Confidence: 0.98085133

01:45:20.090 --> 01:45:21.980 Last night we were talking about

NOTE Confidence: 0.98085133

01:45:21.980 --> 01:45:24.560 actually Juno and I are working on a

NOTE Confidence: 0.98085133

01:45:24.560 --> 01:45:26.450 chapter for the ASCO book together.

NOTE Confidence: 0.98085133

01:45:26.450 --> 01:45:28.583 And so I brought it to them and we

NOTE Confidence: 0.98085133

01:45:28.583 --> 01:45:30.940 had a conversation about it and dumb.

NOTE Confidence: 0.98085133

01:45:30.940 --> 01:45:33.810 It was a very difficult conversation about

NOTE Confidence: 0.98085133

01:45:33.810 --> 01:45:35.376 how we're talking about data collection,

NOTE Confidence: 0.98085133

01:45:35.380 --> 01:45:36.995 in particular whether we're asking

NOTE Confidence: 0.98085133

01:45:36.995 --> 01:45:39.029 about sex assigned at birth or not.

NOTE Confidence: 0.98085133

01:45:39.030 --> 01:45:40.264 And inadvertently,

NOTE Confidence: 0.98085133

01:45:40.264 --> 01:45:44.583 I like I kind of like pushed,

NOTE Confidence: 0.98085133

01:45:44.590 --> 01:45:47.034 pushed through instead of like really

NOTE Confidence: 0.98085133

01:45:47.034 --> 01:45:49.570 listening and it ended up being.

NOTE Confidence: 0.98085133

01:45:49.570 --> 01:45:52.186 I think that one of the Community Advisory

NOTE Confidence: 0.98085133

01:45:52.186 --> 01:45:54.372 Board members felt very they kind of

NOTE Confidence: 0.98085133

01:45:54.372 --> 01:45:56.256 bulldozed over and not listened to.

NOTE Confidence: 0.98085133

01:45:56.260 --> 01:45:59.336 And so I guess I'm bringing this up

NOTE Confidence: 0.98085133

01:45:59.336 --> 01:46:02.060 because I I think that our work with

NOTE Confidence: 0.98085133

01:46:02.060 --> 01:46:04.466 community members is so important and

NOTE Confidence: 0.98085133

01:46:04.466 --> 01:46:06.624 and necessary for doing research and

NOTE Confidence: 0.98085133

01:46:06.624 --> 01:46:09.280 also so so difficult in so many ways.

NOTE Confidence: 0.98085133

01:46:09.280 --> 01:46:10.360 And I think,

NOTE Confidence: 0.98085133

01:46:10.360 --> 01:46:13.384 especially with the time constraints of like.

NOTE Confidence: 0.98085133

01:46:13.390 --> 01:46:14.623 Deadlines Grant deadlines,

NOTE Confidence: 0.98085133

01:46:14.623 --> 01:46:16.267 publication deadlines that it

NOTE Confidence: 0.98085133

01:46:16.267 --> 01:46:18.330 can be really hard to like.

NOTE Confidence: 0.98085133

01:46:18.330 --> 01:46:20.906 Slow down and try to be a good

NOTE Confidence: 0.98085133

01:46:20.906 --> 01:46:22.610 listener and collaborator,

NOTE Confidence: 0.98085133

01:46:22.610 --> 01:46:25.154 but I think that the work with that

NOTE Confidence: 0.98085133

01:46:25.154 --> 01:46:27.191 Community Advisory Board has been like

NOTE Confidence: 0.98085133

01:46:27.191 --> 01:46:29.201 probably some of the most influential

NOTE Confidence: 0.98085133

01:46:29.210 --> 01:46:31.506 of like my career as an oncologist,

NOTE Confidence: 0.98085133

01:46:31.510 --> 01:46:32.430 I mean.

NOTE Confidence: 0.98085133

01:46:32.430 --> 01:46:34.730 Such that it is so.

NOTE Confidence: 0.98085133

01:46:34.730 --> 01:46:36.580 I wish that I had had more time to talk

NOTE Confidence: 0.98085133

01:46:36.630 --> 01:46:38.716 about those relationships in that that work.

NOTE Confidence: 0.83719397

01:46:43.530 --> 01:46:46.930 Thanks. And then I. I mean,

NOTE Confidence: 0.83719397

01:46:46.930 --> 01:46:49.819 I think I always like to give people sort

NOTE Confidence: 0.83719397

01:46:49.819 --> 01:46:53.122 of very practical things so you know,

NOTE Confidence: 0.83719397

01:46:53.122 --> 01:46:55.750 usually it's obviously like many talks,

NOTE Confidence: 0.83719397

01:46:55.750 --> 01:46:58.006 kind of in some ways condensed

NOTE Confidence: 0.83719397

01:46:58.006 --> 01:47:00.070 into one to give ideas.

NOTE Confidence: 0.83719397

01:47:00.070 --> 01:47:03.175 But there's for the folks who

NOTE Confidence: 0.83719397

01:47:03.175 --> 01:47:04.523 are really research minded.

NOTE Confidence: 0.83719397

01:47:04.530 --> 01:47:05.670 I really, you know.

NOTE Confidence: 0.83719397

01:47:05.670 --> 01:47:07.380 And or doing research like to

NOTE Confidence: 0.83719397

01:47:07.446 --> 01:47:09.366 think about things like you know,

NOTE Confidence: 0.83719397

01:47:09.370 --> 01:47:10.270 example table,

NOTE Confidence: 0.83719397

01:47:10.270 --> 01:47:12.970 ones of like if you're studying

NOTE Confidence: 0.83719397

01:47:12.970 --> 01:47:14.979 uterine cancer like these are

NOTE Confidence: 0.83719397

01:47:14.980 --> 01:47:16.100 the various groups you should.

NOTE Confidence: 0.83719397

01:47:16.100 --> 01:47:17.514 Think about it and I have to

NOTE Confidence: 0.83719397

01:47:17.514 --> 01:47:18.806 like mock table ones and those

NOTE Confidence: 0.83719397

01:47:18.806 --> 01:47:20.283 kinds of things that I think is

NOTE Confidence: 0.83719397

01:47:20.338 --> 01:47:21.718 just very illustrative to see,

NOTE Confidence: 0.83719397

01:47:21.720 --> 01:47:23.640 like most people aren't doing that,

NOTE Confidence: 0.83719397

01:47:23.640 --> 01:47:24.712 but should be right.

NOTE Confidence: 0.83719397

01:47:24.712 --> 01:47:26.786 So it would be, you know,

NOTE Confidence: 0.83719397

01:47:26.786 --> 01:47:28.778 cisgender women, transgender men,

NOTE Confidence: 0.83719397

01:47:28.780 --> 01:47:29.582 nonbinary people,

NOTE Confidence: 0.83719397

01:47:29.582 --> 01:47:31.587 and looking across those different

NOTE Confidence: 0.83719397

01:47:31.587 --> 01:47:33.783 groups to really make visible

NOTE Confidence: 0.83719397

01:47:33.783 --> 01:47:35.178 differences and experience,

NOTE Confidence: 0.83719397

01:47:35.180 --> 01:47:37.730 and then for the clinician colleagues,

NOTE Confidence: 0.83719397

01:47:37.730 --> 01:47:39.113 really, you know,

NOTE Confidence: 0.83719397

01:47:39.113 --> 01:47:41.879 how do you ask about pronouns?

NOTE Confidence: 0.83719397

01:47:41.880 --> 01:47:42.792 I mean,

NOTE Confidence: 0.83719397

01:47:42.792 --> 01:47:45.940 how do you document them in your chart?

NOTE Confidence: 0.83719397

01:47:45.940 --> 01:47:46.650 How?

NOTE Confidence: 0.83719397

01:47:46.650 --> 01:47:50.336 Are you asking about sexual activity

NOTE Confidence: 0.83719397

01:47:50.336 --> 01:47:52.874 and or who's who's supporting you?

NOTE Confidence: 0.83719397

01:47:52.880 --> 01:47:56.692 Or you know, going through cancer, right?

NOTE Confidence: 0.83719397

01:47:56.692 --> 01:48:00.276 Like these kinds of things so that

NOTE Confidence: 0.83719397

01:48:00.280 --> 01:48:02.387 it's it's just very real and granular,

NOTE Confidence: 0.83719397

01:48:02.390 --> 01:48:04.014 and so there's that's kind of the whole.

NOTE Confidence: 0.83719397

01:48:04.020 --> 01:48:05.859 Next, you know,

NOTE Confidence: 0.83719397

01:48:05.860 --> 01:48:09.087 201's of like these kinds of talks but but.

NOTE Confidence: 0.83719397

01:48:09.087 --> 01:48:11.400 You know the the hope is at least you

NOTE Confidence: 0.83719397

01:48:11.469 --> 01:48:14.165 know planting seeds like I didn't we didn't.

NOTE Confidence: 0.83719397

01:48:14.170 --> 01:48:15.724 None of us learned how to do

NOTE Confidence: 0.83719397

01:48:15.724 --> 01:48:17.150 a history on our patients.

NOTE Confidence: 0.83719397

01:48:17.150 --> 01:48:19.110 You know, in one talk or you know,

NOTE Confidence: 0.83719397

01:48:19.110 --> 01:48:20.860 learn about.

NOTE Confidence: 0.83719397

01:48:20.860 --> 01:48:22.980 Cisgender women all-in-one talk right

NOTE Confidence: 0.83719397

01:48:22.980 --> 01:48:26.029 so like same same type of thing so,

NOTE Confidence: 0.83719397

01:48:26.030 --> 01:48:27.410 but there's obviously a lot

NOTE Confidence: 0.83719397

01:48:27.410 --> 01:48:29.201 more in terms of really taking

NOTE Confidence: 0.83719397

01:48:29.201 --> 01:48:30.629 care of transition gender,

NOTE Confidence: 0.83719397

01:48:30.630 --> 01:48:31.580 diverse people,

NOTE Confidence: 0.83719397

01:48:31.580 --> 01:48:34.113 and actually all people in a in

NOTE Confidence: 0.83719397

01:48:34.113 --> 01:48:34.957 a more accurate way.

NOTE Confidence: 0.856128265

01:48:39.460 --> 01:48:43.502 Thank you. So I just

NOTE Confidence: 0.856128265

01:48:43.502 --> 01:48:45.138 can't help noticing that.

NOTE Confidence: 0.58328223

01:48:47.720 --> 01:48:50.520 You know, I, I could see the four trainees,

NOTE Confidence: 0.74549484

01:48:50.520 --> 01:48:53.190 bannik Julia and David and.

NOTE Confidence: 0.849111691666667

01:48:55.400 --> 01:48:56.846 Are you guys OK 'cause you're

NOTE Confidence: 0.784983131666667

01:48:56.860 --> 01:49:00.990 not smiling and I just worry because this.

NOTE Confidence: 0.784983131666667

01:49:00.990 --> 01:49:03.550 You know I am new to this area of work.

NOTE Confidence: 0.784983131666667

01:49:03.550 --> 01:49:06.046 I've only been doing this work for maybe

NOTE Confidence: 0.784983131666667

01:49:06.046 --> 01:49:08.756 about 5 something years and it's tough.

NOTE Confidence: 0.784983131666667

01:49:08.760 --> 01:49:10.727 And I just wanted to check in

NOTE Confidence: 0.952696822

01:49:10.740 --> 01:49:12.370 with you or you OK.

NOTE Confidence: 0.59083183

01:49:13.850 --> 01:49:14.960 You look pensive.

NOTE Confidence: 0.889411163333333

01:49:17.740 --> 01:49:19.006 There's a lot to think about, right?

NOTE Confidence: 0.889411163333333

01:49:19.006 --> 01:49:19.910 Like part I guess.

NOTE Confidence: 0.889411163333333

01:49:19.910 --> 01:49:22.650 Part of it is thinking about like the

NOTE Confidence: 0.889411163333333

01:49:22.650 --> 01:49:24.778 the the the multitudes of scales right?

NOTE Confidence: 0.889411163333333

01:49:24.780 --> 01:49:26.299 Because a lot of this even assumes

NOTE Confidence: 0.889411163333333

01:49:26.300 --> 01:49:29.220 that trans folk are getting into the

NOTE Confidence: 0.889411163333333

01:49:29.220 --> 01:49:31.920 hospital doors at the first instance.

NOTE Confidence: 0.889411163333333

01:49:31.920 --> 01:49:35.100 And like what sort of skews and and even from

NOTE Confidence: 0.889411163333333

01:49:35.171 --> 01:49:38.139 like a research sort of stats perspective,

NOTE Confidence: 0.889411163333333

01:49:38.140 --> 01:49:39.800 like had you account for

NOTE Confidence: 0.889411163333333

01:49:39.800 --> 01:49:41.128 like what is already,

NOTE Confidence: 0.889411163333333

01:49:41.130 --> 01:49:44.058 it can be like a a smaller subset,

NOTE Confidence: 0.889411163333333

01:49:44.060 --> 01:49:46.916 like how do you get the most power

NOTE Confidence: 0.889411163333333

01:49:46.916 --> 01:49:49.498 to answer and most serve people?

NOTE Confidence: 0.889411163333333

01:49:49.500 --> 01:49:52.308 When they're just kind of disserved

NOTE Confidence: 0.889411163333333

01:49:52.308 --> 01:49:53.244 very broadly.

NOTE Confidence: 0.889411163333333

01:49:53.250 --> 01:49:55.370 And how?

NOTE Confidence: 0.889411163333333

01:49:55.370 --> 01:49:57.554 When you have like that intersections

NOTE Confidence: 0.889411163333333

01:49:57.554 --> 01:50:00.158 of identity that even further fragment

NOTE Confidence: 0.889411163333333

01:50:00.158 --> 01:50:02.209 your your ability to resolve.

NOTE Confidence: 0.889411163333333

01:50:02.210 --> 01:50:04.968 Thanks for a very data driven standpoint,

NOTE Confidence: 0.889411163333333

01:50:04.970 --> 01:50:06.989 which I think.

NOTE Confidence: 0.889411163333333

01:50:06.990 --> 01:50:09.036 You know institutions of power rely

NOTE Confidence: 0.889411163333333

01:50:09.036 --> 01:50:11.180 on as like admissions of evidence,

NOTE Confidence: 0.889411163333333

01:50:11.180 --> 01:50:12.970 whereas like things like ethnographies

NOTE Confidence: 0.889411163333333

01:50:12.970 --> 01:50:14.760 are a little less admitted

NOTE Confidence: 0.889411163333333

01:50:14.817 --> 01:50:16.357 as evidence in these spaces.

NOTE Confidence: 0.79452217

01:50:22.470 --> 01:50:26.630 Yeah. Very very tough. As

NOTE Confidence: 0.852065493636364

01:50:26.640 --> 01:50:27.849 a cancer epidemiologist,

NOTE Confidence: 0.852065493636364

01:50:27.849 --> 01:50:31.090 I think about the numbers all the time.

NOTE Confidence: 0.852065493636364

01:50:31.090 --> 01:50:34.360 I think about the data all the time.

NOTE Confidence: 0.852065493636364

01:50:34.360 --> 01:50:36.682 Some of the work that I'm doing is about,

NOTE Confidence: 0.852065493636364

01:50:36.690 --> 01:50:38.468 you know. How do we get more?

NOTE Confidence: 0.852065493636364

01:50:38.470 --> 01:50:40.082 You know, sexual orientation,

NOTE Confidence: 0.852065493636364

01:50:40.082 --> 01:50:40.888 gender identity,

NOTE Confidence: 0.852065493636364

01:50:40.890 --> 01:50:43.290 data into our electronic health records?

NOTE Confidence: 0.852065493636364

01:50:43.290 --> 01:50:44.290 How do I get I?

NOTE Confidence: 0.852065493636364

01:50:44.290 --> 01:50:45.206 I'm at MD Anderson.

NOTE Confidence: 0.852065493636364

01:50:45.206 --> 01:50:46.910 How do I make it happen here?

NOTE Confidence: 0.852065493636364

01:50:46.910 --> 01:50:47.796 And fortunately,

NOTE Confidence: 0.852065493636364

01:50:47.796 --> 01:50:50.897 you know when I have messaged upstairs

NOTE Confidence: 0.852065493636364

01:50:50.897 --> 01:50:54.097 to leadership they have been positive

NOTE Confidence: 0.852065493636364

01:50:54.097 --> 01:50:57.138 and responsive but it's still slow.

NOTE Confidence: 0.852065493636364

01:50:57.138 --> 01:50:59.106 Slower than is desirable,

NOTE Confidence: 0.852065493636364

01:50:59.110 --> 01:51:00.598 so fortunately you know the time

NOTE Confidence: 0.852065493636364

01:51:00.598 --> 01:51:02.680 is now and we are moving towards

NOTE Confidence: 0.852065493636364

01:51:02.680 --> 01:51:04.750 gathering people and beginning to think

NOTE Confidence: 0.852065493636364

01:51:04.750 --> 01:51:06.861 about how we're going to exert some

NOTE Confidence: 0.852065493636364

01:51:06.861 --> 01:51:08.962 pressure to really move things forward.

NOTE Confidence: 0.852065493636364

01:51:08.962 --> 01:51:10.978 And you know, Barbara and I.

NOTE Confidence: 0.852065493636364

01:51:10.978 --> 01:51:13.009 We were just on a meeting last week together.

NOTE Confidence: 0.852065493636364

01:51:13.010 --> 01:51:15.446 'cause I sit on the external

NOTE Confidence: 0.852065493636364

01:51:15.446 --> 01:51:18.035 Advisory Board for the Yale Cancer

NOTE Confidence: 0.852065493636364

01:51:18.035 --> 01:51:20.663 Center and these issues come up.

NOTE Confidence: 0.852065493636364

01:51:20.670 --> 01:51:22.920 It's actually in the announcement for

NOTE Confidence: 0.852065493636364

01:51:22.920 --> 01:51:24.710 Cancer Center support grants now,

NOTE Confidence: 0.852065493636364

01:51:24.710 --> 01:51:27.566 and you know, we have to.

NOTE Confidence: 0.852065493636364

01:51:27.570 --> 01:51:29.834 We have to address these issues and we

NOTE Confidence: 0.852065493636364

01:51:29.834 --> 01:51:32.970 are we have been slow but it has to happen.

NOTE Confidence: 0.852065493636364

01:51:32.970 --> 01:51:34.500 And you're right,

NOTE Confidence: 0.852065493636364

01:51:34.500 --> 01:51:36.030 the multitude of.

NOTE Confidence: 0.852065493636364

01:51:36.030 --> 01:51:37.560 Issues and complexities.

NOTE Confidence: 0.852065493636364

01:51:37.560 --> 01:51:39.090 And you know,

NOTE Confidence: 0.852065493636364

01:51:39.090 --> 01:51:41.449 just doing it is not just doing,

NOTE Confidence: 0.852065493636364

01:51:41.450 --> 01:51:42.509 it's doing it.

NOTE Confidence: 0.852065493636364

01:51:42.509 --> 01:51:44.274 Doing it appropriately and with

NOTE Confidence: 0.852065493636364

01:51:44.274 --> 01:51:46.248 consideration and respect and inclusion.

NOTE Confidence: 0.852065493636364

01:51:46.250 --> 01:51:48.705 And you know multiple perspectives

NOTE Confidence: 0.852065493636364

01:51:48.705 --> 01:51:53.758 and involvement, so it's hard.

NOTE Confidence: 0.852065493636364

01:51:53.760 --> 01:51:55.857 But I I think you know the time is

NOTE Confidence: 0.852065493636364

01:51:55.857 --> 01:51:57.855 really good because there are a lot

NOTE Confidence: 0.852065493636364

01:51:57.855 --> 01:51:59.894 of really good people who are in it

NOTE Confidence: 0.852065493636364

01:51:59.894 --> 01:52:02.170 now and want to make it work well.

NOTE Confidence: 0.890038761

01:52:04.030 --> 01:52:08.030 And the other thing I would say is that the.

NOTE Confidence: 0.890038761

01:52:08.030 --> 01:52:09.920 Generation that is,

NOTE Confidence: 0.890038761

01:52:09.920 --> 01:52:13.070 I mean our trainees generation.

NOTE Confidence: 0.890038761

01:52:13.070 --> 01:52:17.845 Is. So much more committed to

NOTE Confidence: 0.890038761

01:52:17.845 --> 01:52:19.663 like a good world, right?

NOTE Confidence: 0.890038761

01:52:19.663 --> 01:52:21.890 I mean you see it in you see it in climate.

NOTE Confidence: 0.890038761

01:52:21.890 --> 01:52:23.759 You see it in in their response

NOTE Confidence: 0.890038761

01:52:23.759 --> 01:52:25.030 to Black Lives Matter.

NOTE Confidence: 0.890038761

01:52:25.030 --> 01:52:29.924 But also I think. When it comes

NOTE Confidence: 0.890038761

01:52:29.924 --> 01:52:31.214 to gender and sexual minorities,

NOTE Confidence: 0.890038761

01:52:31.220 --> 01:52:32.588 much more accepting of each other,

NOTE Confidence: 0.890038761

01:52:32.590 --> 01:52:34.870 much more accepting of themselves than

NOTE Confidence: 0.890038761

01:52:34.870 --> 01:52:37.360 certainly, you know, my generation was.

NOTE Confidence: 0.890038761

01:52:37.360 --> 01:52:38.996 So I I actually.

NOTE Confidence: 0.890038761

01:52:38.996 --> 01:52:41.450 Although it is painful work and

NOTE Confidence: 0.890038761

01:52:41.535 --> 01:52:45.490 and these conversations. Uhm?

NOTE Confidence: 0.890038761

01:52:45.490 --> 01:52:47.218 You know, you remember a lot

NOTE Confidence: 0.890038761

01:52:47.218 --> 01:52:48.770 of things that weren't great.

NOTE Confidence: 0.890038761

01:52:48.770 --> 01:52:50.972 I'm actually more full of hope

NOTE Confidence: 0.890038761

01:52:50.972 --> 01:52:54.263 than I have ever been because I see

NOTE Confidence: 0.890038761

01:52:54.263 --> 01:52:56.433 a new generation coming that's.

NOTE Confidence: 0.890038761

01:52:56.440 --> 01:52:57.512 Not accepting, you know,

NOTE Confidence: 0.890038761

01:52:57.512 --> 01:52:59.120 not putting up with as much,

NOTE Confidence: 0.890038761

01:52:59.120 --> 01:53:01.619 I would say.

NOTE Confidence: 0.890038761

01:53:01.620 --> 01:53:01.920 I think

NOTE Confidence: 0.92485081875

01:53:01.930 --> 01:53:03.145 Ben was gonna say something

NOTE Confidence: 0.92485081875

01:53:03.145 --> 01:53:05.100 if I missed. Touch.

NOTE Confidence: 0.659744845

01:53:06.930 --> 01:53:09.135 Well, actually, maybe I'll just

NOTE Confidence: 0.659744845

01:53:09.135 --> 01:53:10.842 doctor Albert if you don't mind me,

NOTE Confidence: 0.659744845

01:53:10.842 --> 01:53:12.602 I'll just bring the conversation

NOTE Confidence: 0.659744845

01:53:12.602 --> 01:53:15.198 to the public form. So I was going

NOTE Confidence: 0.942161

01:53:15.210 --> 01:53:16.020 to ask if

NOTE Confidence: 0.513901806

01:53:16.800 --> 01:53:18.982 Doctor Alper and doctor within Melbourne.

NOTE Confidence: 0.513901806

01:53:18.982 --> 01:53:20.679 If you could expand upon a

NOTE Confidence: 0.9557127525

01:53:20.690 --> 01:53:23.230 little bit more about.

NOTE Confidence: 0.9557127525

01:53:23.230 --> 01:53:24.938 What's known about sexual and

NOTE Confidence: 0.9557127525

01:53:24.938 --> 01:53:27.760 gender minority providers?

NOTE Confidence: 0.911015782

01:53:27.770 --> 01:53:30.140 The experiences of the providers and what?

NOTE Confidence: 0.881274535714286

01:53:30.150 --> 01:53:31.935 What are other interventions that we can

NOTE Confidence: 0.965115417142857

01:53:31.950 --> 01:53:33.920 do to make sure that we create an open?

NOTE Confidence: 0.835484906666667

01:53:36.330 --> 01:53:38.688 In open kind of workplace environments,

NOTE Confidence: 0.835484906666667

01:53:38.690 --> 01:53:39.890 because I think a lot of the things

NOTE Confidence: 0.835484906666667

01:53:39.890 --> 01:53:41.505 that we've been talking about so far has

NOTE Confidence: 0.835484906666667

01:53:41.505 --> 01:53:44.260 been very patient centric and also how?

NOTE Confidence: 0.91419975

01:53:46.340 --> 01:53:47.898 How we can go about delivering

NOTE Confidence: 0.9269999325

01:53:47.900 --> 01:53:49.724 better care? But how about I?

NOTE Confidence: 0.9269999325

01:53:49.724 --> 01:53:52.340 I think that among colleagues in

NOTE Confidence: 0.9269999325

01:53:52.340 --> 01:53:55.020 the interactions that we have.

NOTE Confidence: 0.9269999325

01:53:55.020 --> 01:53:56.847 Is kind of like a unique experience

NOTE Confidence: 0.9269999325

01:53:56.847 --> 01:53:58.330 as well, slightly different.

NOTE Confidence: 0.885316132916667

01:54:04.540 --> 01:54:06.736 The Ben and I were talking a little bit

NOTE Confidence: 0.885316132916667

01:54:06.736 --> 01:54:09.079 in the chat about a paper that a friend

NOTE Confidence: 0.885316132916667

01:54:09.079 --> 01:54:11.339 of mine published basically doing it.

NOTE Confidence: 0.885316132916667

01:54:11.340 --> 01:54:14.748 He did a survey of trans and gender.

NOTE Confidence: 0.885316132916667

01:54:14.750 --> 01:54:16.795 Diverse clinicians and just found

NOTE Confidence: 0.885316132916667

01:54:16.795 --> 01:54:18.840 that people face face significant

NOTE Confidence: 0.885316132916667

01:54:18.910 --> 01:54:20.440 barriers during training,

NOTE Confidence: 0.885316132916667

01:54:20.440 --> 01:54:24.118 including having to hide their identities

NOTE Confidence: 0.885316132916667

01:54:24.118 --> 01:54:26.570 and witnessing statement discrimination.

NOTE Confidence: 0.885316132916667

01:54:26.570 --> 01:54:28.114 And I was also saying that you know,

NOTE Confidence: 0.885316132916667

01:54:28.120 --> 01:54:30.416 I think that I've been talking with

NOTE Confidence: 0.885316132916667

01:54:30.416 --> 01:54:32.199 various colleagues about building better

NOTE Confidence: 0.885316132916667

01:54:32.199 --> 01:54:34.965 networks of SGM clinicians across the US

NOTE Confidence: 0.885316132916667

01:54:34.965 --> 01:54:37.879 that we can better support each other.

NOTE Confidence: 0.885316132916667

01:54:37.880 --> 01:54:39.800 Probably not as much as Doctor

NOTE Confidence: 0.885316132916667

01:54:39.800 --> 01:54:40.440 Obannon Malaver,

NOTE Confidence: 0.885316132916667

01:54:40.440 --> 01:54:42.155 but I have talked to many people

NOTE Confidence: 0.885316132916667

01:54:42.155 --> 01:54:44.515 who are facing like a lot of really

NOTE Confidence: 0.885316132916667

01:54:44.515 --> 01:54:45.785 challenging decisions about whether

NOTE Confidence: 0.885316132916667

01:54:45.785 --> 01:54:48.060 to be out in their personal statements

NOTE Confidence: 0.885316132916667

01:54:48.060 --> 01:54:50.509 or on the interview trail and how

NOTE Confidence: 0.885316132916667

01:54:50.509 --> 01:54:53.094 to manage those things so I don't

NOTE Confidence: 0.885316132916667

01:54:53.094 --> 01:54:55.880 have like more data to quote you,

NOTE Confidence: 0.885316132916667

01:54:55.880 --> 01:54:56.672 but I do think.

NOTE Confidence: 0.885316132916667

01:54:56.672 --> 01:54:58.415 But trying to figure out how to better

NOTE Confidence: 0.885316132916667

01:54:58.415 --> 01:55:00.460 support each other with these things

NOTE Confidence: 0.885316132916667

01:55:00.460 --> 01:55:02.380 would be would be really helpful.

NOTE Confidence: 0.916143335

01:55:04.340 --> 01:55:09.538 Yeah, I, I think you know it's it's.

NOTE Confidence: 0.916143335

01:55:09.540 --> 01:55:11.516 It would be easy to say like do

NOTE Confidence: 0.916143335

01:55:11.516 --> 01:55:13.891 it be out in whatever and that's

NOTE Confidence: 0.916143335

01:55:13.891 --> 01:55:16.529 actually not the real sadly people are

NOTE Confidence: 0.916143335

01:55:16.529 --> 01:55:19.430 facing it's it's a hard situation.

NOTE Confidence: 0.916143335

01:55:19.430 --> 01:55:20.758 People do face discrimination,

NOTE Confidence: 0.916143335

01:55:20.758 --> 01:55:22.766 people are fired, people are,

NOTE Confidence: 0.916143335

01:55:22.766 --> 01:55:24.778 you know, lots of.

NOTE Confidence: 0.916143335

01:55:24.780 --> 01:55:26.410 The term microaggressions get used.

NOTE Confidence: 0.916143335

01:55:26.410 --> 01:55:28.706 I think there's nothing micro about my God.

NOTE Confidence: 0.916143335

01:55:28.710 --> 01:55:30.339 Persistent microaggressions, right?

NOTE Confidence: 0.916143335

01:55:30.339 --> 01:55:33.990 But you know, even minor things like you

NOTE Confidence: 0.916143335

01:55:33.990 --> 01:55:37.090 know department picnics where like you know,

NOTE Confidence: 0.916143335

01:55:37.090 --> 01:55:38.567 do you know if someone has kid

NOTE Confidence: 0.916143335

01:55:38.567 --> 01:55:40.230 like do they bring their partner?

NOTE Confidence: 0.916143335

01:55:40.230 --> 01:55:41.040 Do they not?

NOTE Confidence: 0.916143335

01:55:41.040 --> 01:55:42.660 Do they bring their you know

NOTE Confidence: 0.916143335

01:55:42.660 --> 01:55:44.577 kids or you know queer or trans?

NOTE Confidence: 0.916143335

01:55:44.580 --> 01:55:47.541 Or you know like all of these things and

NOTE Confidence: 0.916143335

01:55:47.541 --> 01:55:50.379 yet face face that parental leave you

NOTE Confidence: 0.916143335

01:55:50.379 --> 01:55:52.710 know all of all these things that are not,

NOTE Confidence: 0.916143335

01:55:52.710 --> 01:55:53.466 you know, assumptions.

NOTE Confidence: 0.916143335

01:55:53.466 --> 01:55:55.899 I I get asked about my husband all the time.

NOTE Confidence: 0.916143335

01:55:55.900 --> 01:55:58.056 You know, like those kinds of things,

NOTE Confidence: 0.916143335

01:55:58.060 --> 01:56:00.580 even in San Francisco, even you know.

NOTE Confidence: 0.916143335

01:56:00.580 --> 01:56:03.220 So all that's to say,

NOTE Confidence: 0.916143335

01:56:03.220 --> 01:56:05.320 I think there's there's a lot of work to do,

NOTE Confidence: 0.916143335

01:56:05.320 --> 01:56:08.050 and then we all of us need to be, you know,

NOTE Confidence: 0.916143335

01:56:08.050 --> 01:56:09.695 thinking about our language and our policies.

NOTE Confidence: 0.916143335

01:56:09.700 --> 01:56:12.332 We also the usual things when we're thinking

NOTE Confidence: 0.916143335

01:56:12.332 --> 01:56:14.772 about diversity of colleagues, right?

NOTE Confidence: 0.916143335

01:56:14.772 --> 01:56:16.676 So, recruitment,

NOTE Confidence: 0.916143335

01:56:16.676 --> 01:56:18.580 retention, satisfaction,

NOTE Confidence: 0.916143335

01:56:18.580 --> 01:56:19.966 quality of life,

NOTE Confidence: 0.916143335

01:56:19.966 --> 01:56:23.200 equity in terms of pay retention packages,

NOTE Confidence: 0.916143335

01:56:23.200 --> 01:56:26.070 startup packages?

NOTE Confidence: 0.916143335

01:56:26.070 --> 01:56:29.342 Space you know does the does the the

NOTE Confidence: 0.916143335

01:56:29.342 --> 01:56:31.847 trans researcher get the like Little

NOTE Confidence: 0.916143335

01:56:31.847 --> 01:56:34.253 corner office with no window and

NOTE Confidence: 0.916143335

01:56:34.340 --> 01:56:37.286 whatever like versus you know the and?

NOTE Confidence: 0.916143335

01:56:37.286 --> 01:56:40.058 And if that if we're thinking about

NOTE Confidence: 0.916143335

01:56:40.058 --> 01:56:43.770 colleagues you know, I will say that.

NOTE Confidence: 0.916143335

01:56:43.770 --> 01:56:44.370 You know,

NOTE Confidence: 0.916143335

01:56:44.370 --> 01:56:46.770 we know that there's a minority tax in,

NOTE Confidence: 0.916143335

01:56:46.770 --> 01:56:49.210 especially in academic institutions,

NOTE Confidence: 0.916143335

01:56:49.210 --> 01:56:53.080 that faculty and providers of color,

NOTE Confidence: 0.916143335

01:56:53.080 --> 01:56:55.828 women, LGBTQ, plus folks,

NOTE Confidence: 0.916143335

01:56:55.828 --> 01:56:58.070 transgender diverse folks spent

NOTE Confidence: 0.916143335

01:56:58.070 --> 01:56:58.790 a lot of time.

NOTE Confidence: 0.916143335

01:56:58.790 --> 01:56:59.580 You know,

NOTE Confidence: 0.916143335

01:56:59.580 --> 01:57:01.950 everybody wants folks on their committees.

NOTE Confidence: 0.916143335

01:57:01.950 --> 01:57:03.906 Everybody wants folks to mentor folks,

NOTE Confidence: 0.916143335

01:57:03.910 --> 01:57:04.654 you know.

NOTE Confidence: 0.916143335

01:57:04.654 --> 01:57:07.426 So and then, that limits productivity.

NOTE Confidence: 0.916143335

01:57:07.426 --> 01:57:10.242 It limits, certainly quality of life.

NOTE Confidence: 0.916143335

01:57:10.242 --> 01:57:10.670 Sleep.

NOTE Confidence: 0.916143335

01:57:10.670 --> 01:57:12.064 All these other, you know, Wellness things.

NOTE Confidence: 0.916143335

01:57:12.064 --> 01:57:13.723 So we had to really be thinking.

NOTE Confidence: 0.916143335

01:57:13.730 --> 01:57:16.250 I think carefully about this and and

NOTE Confidence: 0.916143335

01:57:16.250 --> 01:57:18.435 thinking about things like you know

NOTE Confidence: 0.916143335

01:57:18.435 --> 01:57:20.505 how much support people are getting.

NOTE Confidence: 0.916143335

01:57:20.510 --> 01:57:22.628 I'm very much for, for example,

NOTE Confidence: 0.916143335

01:57:22.630 --> 01:57:25.346 making visible all of that work right?

NOTE Confidence: 0.916143335

01:57:25.350 --> 01:57:29.696 So you know an academic Medical Center,

NOTE Confidence: 0.916143335

01:57:29.700 --> 01:57:32.430 for example, with it's, you know,

NOTE Confidence: 0.916143335

01:57:32.430 --> 01:57:37.690 pillars of education, training, research,

NOTE Confidence: 0.916143335

01:57:37.690 --> 01:57:39.560 and there's the service component.

NOTE Confidence: 0.916143335

01:57:39.560 --> 01:57:41.992 I think all of those should be visible

NOTE Confidence: 0.916143335

01:57:41.992 --> 01:57:44.479 in terms of percent time allocations.

NOTE Confidence: 0.916143335

01:57:44.480 --> 01:57:48.498 And and part of promotions and whatnot,

NOTE Confidence: 0.916143335

01:57:48.500 --> 01:57:50.460 and should be effectively monetized

NOTE Confidence: 0.916143335

01:57:50.460 --> 01:57:52.938 and considered as part of people's

NOTE Confidence: 0.916143335

01:57:52.938 --> 01:57:55.021 time and percent packages, right?

NOTE Confidence: 0.916143335

01:57:55.021 --> 01:57:57.269 So the fact that I'm on every search

NOTE Confidence: 0.916143335

01:57:57.269 --> 01:57:59.257 committee for new faculty because people

NOTE Confidence: 0.916143335

01:57:59.257 --> 01:58:01.918 want an LGBT perspective, which is beautiful.

NOTE Confidence: 0.916143335

01:58:01.918 --> 01:58:03.256 But it's also.

NOTE Confidence: 0.916143335

01:58:03.260 --> 01:58:05.661 Therefore I don't get to write the

NOTE Confidence: 0.916143335

01:58:05.661 --> 01:58:07.680 papers and grants as much as my.

NOTE Confidence: 0.916143335

01:58:07.680 --> 01:58:09.048 White cisgender male colleagues

NOTE Confidence: 0.916143335

01:58:09.048 --> 01:58:11.471 who are not being asked to be

NOTE Confidence: 0.916143335

01:58:11.471 --> 01:58:12.699 on every single 'cause.

NOTE Confidence: 0.916143335

01:58:12.700 --> 01:58:15.418 There's so many more of them and you know,

NOTE Confidence: 0.916143335

01:58:15.420 --> 01:58:16.615 so these are the kinds

NOTE Confidence: 0.916143335

01:58:16.615 --> 01:58:17.810 of things that we really

NOTE Confidence: 0.965308832666667

01:58:17.871 --> 01:58:19.296 need to be asking ourselves,

NOTE Confidence: 0.965308832666667

01:58:19.300 --> 01:58:21.340 those institutions and how our

NOTE Confidence: 0.965308832666667

01:58:21.340 --> 01:58:22.972 systems are inculcating difference

NOTE Confidence: 0.965308832666667

01:58:22.972 --> 01:58:24.870 and disparities within them.

NOTE Confidence: 0.915568648571429

01:58:29.530 --> 01:58:31.816 This has just been a fabulous

NOTE Confidence: 0.915568648571429

01:58:31.816 --> 01:58:34.356 session on top of your wonderful

NOTE Confidence: 0.915568648571429

01:58:34.356 --> 01:58:37.415 talk and I think really a very

NOTE Confidence: 0.915568648571429

01:58:37.415 --> 01:58:40.309 meaningful thing for us here at Yale,

NOTE Confidence: 0.915568648571429

01:58:40.310 --> 01:58:42.872 where I think we don't talk enough

NOTE Confidence: 0.915568648571429

01:58:42.872 --> 01:58:45.230 about about these topics and I

NOTE Confidence: 0.915568648571429

01:58:45.230 --> 01:58:48.225 hope we have a chance to engage

NOTE Confidence: 0.915568648571429

01:58:48.225 --> 01:58:51.230 again in the future and wish you

NOTE Confidence: 0.915568648571429

01:58:51.230 --> 01:58:53.180 both well with your with your

NOTE Confidence: 0.915568648571429

01:58:53.180 --> 01:58:55.033 really important work and thank you

NOTE Confidence: 0.915568648571429

01:58:55.033 --> 01:58:56.737 again for making time for us.

NOTE Confidence: 0.915568648571429

01:58:56.740 --> 01:58:57.920 Yes, thank

NOTE Confidence: 0.7406095275

01:58:57.930 --> 01:58:58.714 you so much and.

NOTE Confidence: 0.7406095275

01:58:58.714 --> 01:59:01.212 And just to say, please any of you,

NOTE Confidence: 0.7406095275

01:59:01.212 --> 01:59:02.496 individually you know,

NOTE Confidence: 0.7406095275

01:59:02.500 --> 01:59:04.880 feel free to reach out.

NOTE Confidence: 0.7406095275

01:59:04.880 --> 01:59:06.356 Our emails are on our slides.

NOTE Confidence: 0.7406095275

01:59:06.360 --> 01:59:08.668 We'll make sure that.

NOTE Confidence: 0.7406095275

01:59:08.670 --> 01:59:10.596 That Renee has our slides and

NOTE Confidence: 0.7406095275

01:59:10.596 --> 01:59:12.369 and they are accessible to you.

NOTE Confidence: 0.7406095275

01:59:12.370 --> 01:59:14.974 Please feel free to tweet just

NOTE Confidence: 0.7406095275

01:59:14.974 --> 01:59:17.310 speaking to Doctor Lu's comment

NOTE Confidence: 0.7406095275

01:59:17.310 --> 01:59:19.210 a question about tweeting.

NOTE Confidence: 0.7406095275

01:59:19.210 --> 01:59:22.048 Thank you very much, of course,

NOTE Confidence: 0.7406095275

01:59:22.050 --> 01:59:24.255 and happy of course to come back

NOTE Confidence: 0.7406095275

01:59:24.255 --> 01:59:26.460 or talk further in other settings.

NOTE Confidence: 0.7406095275

01:59:26.460 --> 01:59:28.845 I will just say we are setting up a

NOTE Confidence: 0.7406095275

01:59:28.845 --> 01:59:31.172 mentorship network for SGM researchers ASH.

NOTE Confidence: 0.7406095275

01:59:31.172 --> 01:59:34.490 I don't even think you know about that.

NOTE Confidence: 0.7406095275

01:59:34.490 --> 01:59:36.248 Yeah, it's it's gonna be so.

NOTE Confidence: 0.7406095275

01:59:36.250 --> 01:59:37.875 We're working on that through

NOTE Confidence: 0.7406095275

01:59:37.875 --> 01:59:39.500 PRIDE study and Pride net.

NOTE Confidence: 0.7406095275

01:59:39.500 --> 01:59:41.265 We're also gonna be setting

NOTE Confidence: 0.7406095275

01:59:41.265 --> 01:59:43.380 up a researcher boot camp for

NOTE Confidence: 0.7406095275

01:59:43.380 --> 01:59:45.480 folks who are interested in SGM

NOTE Confidence: 0.7406095275

01:59:45.480 --> 01:59:47.180 research to really train on.

NOTE Confidence: 0.7406095275

01:59:47.180 --> 01:59:48.404 Sort of these things,

NOTE Confidence: 0.7406095275

01:59:48.404 --> 01:59:50.240 like how do you handle multiple

NOTE Confidence: 0.7406095275

01:59:50.300 --> 01:59:51.975 gender identities in your metrics

NOTE Confidence: 0.7406095275

01:59:51.975 --> 01:59:54.114 in these kinds of things for

NOTE Confidence: 0.7406095275

01:59:54.114 --> 01:59:55.730 community based researchers as

NOTE Confidence: 0.7406095275

01:59:55.730 --> 01:59:57.680 well as academic researchers as

NOTE Confidence: 0.7406095275

01:59:57.680 --> 01:59:59.330 well as internship programs and

NOTE Confidence: 0.7406095275

01:59:59.330 --> 02:00:01.688 postdoctoral programs so we have summer

NOTE Confidence: 0.7406095275

02:00:01.688 --> 02:00:03.158 undergraduate internship programs.

NOTE Confidence: 0.7406095275

02:00:03.160 --> 02:00:03.844 We have postdocs.

NOTE Confidence: 0.7406095275

02:00:03.844 --> 02:00:05.212 We now are gonna have three

NOTE Confidence: 0.7406095275

02:00:05.212 --> 02:00:06.218 with the bright city,

NOTE Confidence: 0.7406095275

02:00:06.220 --> 02:00:07.912 so there's some various

NOTE Confidence: 0.7406095275

02:00:07.912 --> 02:00:09.604 developments to actually train.

NOTE Confidence: 0.7406095275

02:00:09.610 --> 02:00:12.262 Built the next generation of STM

NOTE Confidence: 0.7406095275

02:00:12.262 --> 02:00:14.790 researchers so please stay in touch.

NOTE Confidence: 0.7406095275

02:00:14.790 --> 02:00:16.960 So much care.

NOTE Confidence: 0.7406095275

02:00:16.960 --> 02:00:19.000 Bye bye.