

D&I Diaries Episode 5: An Interview with Dr. Candice Norcott Transcript

Speaker 1 [00:00:01] Hello listeners, and welcome to this episode of D&I Diaries, the show that uncovers diverse stories in the BSD. We are your hosts, Camilla Frost Brewer, (Tobias Spears: Tobias Spears.) and today we are joined by Dr. Candice Norcott, who is an associate professor of psychiatry and behavioral neuroscience here at UChicago. She is a licensed clinical psychologist specializing in reproductive health, providing gender responsive and trauma informed mental health services for adolescents and adults. Yes. So thank you so much for being here with us today.

Speaker 2 [00:00:32] Thanks for having me.

Speaker 3 [00:00:33] Yes. So I heard you had a busy morning.

Speaker 2 [00:00:36] I did, as always. Yes, always. Always. Everyone's busy, though. Yeah. Busy is ubiquitous these days.

Speaker 3 [00:00:43] Yes. And I'm glad you could take some time out of your day to be with us because we appreciate it and we want to hear from you. So I'll start with the first question, Candice, which is tell us a little bit about your work and maybe what brought you to the University of Chicago.

Speaker 2 [00:00:59] Sure. Well, I wanted to be a psychologist because you can do a lot of different things with a Ph.D. as a psychologist. So I do a lot of different things here. Clinically, I am the clinical director of the Obstetrics and Gynecology Mental Health Program here at the University. Research, I do work around relational health, sexual decision making and health disparities in the perinatal period and administrative like kind of on the administrative side I am the co-chair of our department's-- the psychiatry department's-- DEI Committee, and I'm also the director of the GME Wellbeing Program. Did I get everything?

Speaker 3 [00:01:43] Yes, you did. And your plate is full.

Speaker 2 [00:01:45] It is full. When it's all working together there's a lot of synergy and when it's not it's hard. But, but there is some there is synergy around.

Speaker 3 [00:01:54] Yeah, and you're, you're in an inaugural role, right. Yes. Inaugural role.

Speaker 2 [00:01:59] Oh with the GME right? So yeah, graduate medical education. So yeah, just realizing that well-being, I mean I can't believe it took till 2020 for us to realize that this was an important thing for us to be focusing on in terms of physician success, you know, training physicians to be successful. But alas, in 2020, I think it was August, we created this role. I'd been doing a little bit in the area more so just because I like working with resident physicians. And it was just happening anyway. So we formalized the role and then put some resources behind it. It's been great.

Speaker 3 [00:02:33] Nice. Thank you.

Speaker 1 [00:02:34] That's awesome. Excellent. Well, thank you so much for sharing kind of all of the areas of things that you do. I know you chatted a little bit about it in your work

with GME. We consider well-being to be part of DEI work and you chair the DEI committee for the Department of Psychiatry. (Dr. Norcott: Co-Chair.) Co-Chair. Okay. Excellent.

Speaker 3 [00:02:54] With Dr. Siebert and ma'am?

Speaker 2 [00:02:55] Yes.

Speaker 1 [00:02:56] Perfect. How does diversity, equity and/or inclusion connect to that work as well as your other work, maybe clinically and research wise? And how do you incorporate it or see it as integral to what you do?

Speaker 2 [00:03:09] Well, when I think about diversity in some of the areas where I have like a little bit more of like a leadership role, so as like my research team and the committees that I chair, it's just kind of making sure that there are different types of voices at the table. So, when I think about the DEI Committee for Psychiatry, we have social workers, we have staff, I like administrative staff, we've got psychiatrists on that team and really being intentional about having those so we can challenge my own perspective, because I have a very like specific clinician, you know, like I'm a psychologist and so I can only really-- not I can only speak, but that's what I see, you know. So I'll be able to advocate for the things that I need, but I also want to be able to, you know, bring people in. And then the inclusion part is making sure that there's space and room and comfort for people to be able to share those those perspectives. And I know, like I can be really kind of like organized and I'll know-- like, I'll have an agenda. I never come to a meeting without an agenda and--

Speaker 3 [00:04:15] Ba-bum.

Speaker 2 [00:04:15] But right, Law and Order, right. But like when you have a group of people that you've brought together with different perspectives and different um-- and want to-- you have to be kind of flexible. And so I think, you know, encouraging and inviting people to challenge, you know, this is the scaffold, but it doesn't have to-- I don't really know what the building's going to look like, right? So having people kind of be in on that. So, so that those are the ways I think it's come into the work. And then one of my-- I think my favorite stories about that from research is, you know, in some of the research I was doing, some of the greatest directions that my research has gone has been because a research assistant has been at the table and just asked kind of like a curious, like insightful question or made a comment. One of our research assistants actually named-- came up with a name for the project, which is Project Leap. So Leveraging Empower Advocacy and Awareness in Pregnancy and I mean only through the minds of a creative college student could like, you know, so they have just they've just been so valuable. And so if I created this really, like, dictatorial environment, you know, they wouldn't say anything. They would just kind of do it, do as they were told, and yeah, wouldn't bring their value in. So the research is just so much richer as a result.

Speaker 3 [00:05:37] Yeah.

Speaker 1 [00:05:37] Yeah, I totally hear that. And I think we've heard that from some of our other guests on the podcast that the science grows when you include more folks and create the psychological safety and the supports for them to feel like they belong and this science is for them.

Speaker 2 [00:05:54] Exactly.

Speaker 3 [00:05:54] Yeah. So I want to move the conversation to talk about the South side. Right. And thinking specifically about what does it mean to do work here, right? In a community with so many black and brown folks. And I know that you have a specialization in thinking about black women's mental health. So just talk a little bit about that. What does it mean to be in this community?

Speaker 2 [00:06:17] I live and work right through the gaze of a black woman. Mm hmm. So that's always been kind of how I've seen my work and, and that's not to say that I only have clients that are black women, but it's just been something that has been kind of a guiding nature. When I think about the work or when I think about who I want to see as included in the benefit of the work that it's been in. And like being-- the University of Chicago is so-- is positioned and gets to offer really great services to a community that's been like historically disenfranchized right? And so like left out of like ethical medical research, right, like left out of ethical psychological research. And we get to offer and I get to offer really, you know, quality care to just a community that I think is, you know, is going to grow. And you know, when, when black women are doing well, everybody's doing well. So,

Speaker 3 [00:07:14] Ain't that the truth.

Speaker 2 [00:07:15] So, I mean, so that's been really powerful. And I also think it's made every interaction with patients feel heightened. Right. So because, you know, the University of Chicago has a history and it has a history of benefiting from the disenfranchisement of black communities in Chicago. And so now when I think that there's the opportunity to really, you know, turn the tides on that a bit, every interaction is an opportunity to challenge that narrative. (Tobias Spears: Yeah, absolutely.) And when you're-- when you're-- when I'm interacting with my colleagues or, you know, providers on campus, other staff, faculty, whatever, I'm kind of a hyper vigilant because, you know, it's also if you hear things that are in alignment with old narratives, you know, it can't really fly. So it just feels like I'm, you know, always kind of ready to say like, "Nonono, we don't do that anymore." Like, we're not, you know, really trying not to be a party to that old history. So, so all of that feels important.

Speaker 3 [00:08:21] Yeah. Thank you.

Speaker 2 [00:08:23] Yeah. I really like this piece that you're pulling out that-- I think Tobias, you say this a lot-- we are not just in the community, we're of the community. And we're not just necessarily providing resources to a disenfranchized community, right? That's only part of the equation. Yeah, we are. Working with the community. We are a part of it. We are all one. And I think as a newer professional at UChicago, I think that's a really important narrative to push forward and continue to verbalize.

Speaker 2 [00:08:55] Yeah, because I-- any chance that we get to-- because disenfranchised means, you know, pushed to the margins, not, not centered, not focused, right? But it doesn't mean poor and I think, you know, humans like shorthand, but I think sometimes when we do clinical and research shorthand, we conflate socioeconomics with race in a really dangerous way and in a way that continues to silence the experience of a lot of the people that are receiving care here. And it creates this monolith of patient that both stereotypes the experience of some patients and then minimizes or you know, makes it kind of frivolous the experience of others and, and it just it's, it's way more dynamic than that. And so we have to really be careful about that.

Speaker 3 [00:09:44] Mm hmm. And also, you know, I think about when you say this, this thing about being of the community, Camilla, I think about like when I step off of this campus and I go to Jewel-Osco or we go to the Nike outlet, right? It's like they don't see a representative from UChicago. They see someone who is on the South Side, who is part of a community. And so, yeah, I don't know where I was going with that, but.

Speaker 2 [00:10:10] You just wanted to drop Nike in there. Are we, is this, is this podcast sponsored by Nike?

Speaker 1 [00:10:15] I wish. I wish.

Speaker 3 [00:10:17] Okay. So yeah, but I was, I was going somewhere with it.

Speaker 1 [00:10:22] And it was a beautiful place. So I guess to switch the conversation a little bit, our next question, could you tell us about a time or a moment or experience when you started to think differently about DEI, either personally or professionally?

Speaker 2 [00:10:38] I think broadly, just watching the constructive DEI evolve over time has created kind of a good growing relation-- has influenced my relationship to it. But, you know, at the beginning of COVID and so was that like March, April of 2020 when Tobias and I were actually doing a lot of collaboration around supporting the UCM community, you know, in the wake of this like new scary pandemic and then the, you know, racist killings at the time by police. Certainly it wasn't the start. It certainly hasn't been the end. And how the, the intersection of those things at the time both on our very human American global timeline as well as just how it brought out how these intersectional identities and how different people on campus were experiencing those events and that the intersection of those events and that just, you know, so, Tobias, you know, you and I had really cool conversations about that and it just kind of like deepened my understanding, my relationship with those things. And it took it from like this very, like heady conceptual thing to something that I was doing, right? Like I was having I was in conversation, I was creating like initiatives. I was creating things to help people evolve their own thinking about these things. And so it became a little bit more action oriented. So, yeah.

Speaker 1 [00:12:09] Yeah. That's really fascinating. Thank you. I-- this is just a personal interest of mine. Have you started to hear about or read about kind of what, the psychology specifically of black Americans, what has been happening to their psychology, living through these multiple epidemics?

Speaker 1 [00:12:29] Mm hmm. Yeah, I can't say that I can. And I'm never really somebody that can do this. Like, I haven't been, like, steeped in the actual literature. Right? So I couldn't, like, cite articles, but I'm sure people are doing amazing work on this. But one of the things that was interesting to me was all of the work around suicidality and mental health of activists um around Black Lives Matter and like the wear and tear on their emotional health as a result of that. And I think that you can-- there's a lot of overlap between the experience of discrimination as black Americans and other people that are enduring kind of generations of oppression, occupation, right? And so and we know that that's just this like higher baseline arousal of stress, like stress arousal. And that has all sorts of implications for, you know, psychological and physical health. I mean, that's kind of the-- a lot of the work with that's been published. It has-- it wasn't started, but that's been published with the Adverse Childhood Experiences Survey. You know, a lot of people have taken that in lots of different directions in lots of different communities. But when you add

like community violence and race and poverty to it, I mean any kind of numbers effect and dose effect that you see just explodes.

Speaker 3 [00:13:59] Yeah. And I think that was also really a time like the that moment right in 2020 when you couldn't leave. I mean, you working in DEI as a black queer person, I could never leave DEI at work ever in the first place, right? Because in a lot of ways, the sort of cultural discourse of DEI is me, right? I'm like a walking paragon of it. But I, I just, I remember feeling like there was no necessary place for someone who does the DEI work to turn right? Besides, like, a personal therapist or mentors or friends. And so I think what's interesting about that moment is that the programing a lot of us were doing were also the things we needed.

Speaker 2 [00:14:48] Mm hmm. Mm hmm.

Speaker 1 [00:14:48] Yes.

Speaker 2 [00:14:50] Right. Because it was like, you know, and so, so much of, like, you know, the comic book making and the articulating, you know, our feelings via drawing and thinking about connecting like health with DEI. Like it was so personal as well as like, you know, for the constituency that we served. So I just think that's such a-- that's a time I'm always going to remember about when DEI also became so pronounced and profound for me.

Speaker 2 [00:15:22] I mean, there's the-- there's another point of overlap between mental health. I mean, you're talking to somebody about like the common humanity-- I'm thinking about psychology now-- the common humanity that is psychological health. You know, we as individuals, as psychologists are always kind of like meta thinking, right? I'm talking to somebody about their psychology, but I have to be able to have an observing eye on my psychology that I'm center-- so it's, it's always this observing eye that you have to tend to and so you know, when I-- when, you know when you just said that I'm just that's what you're doing right? You're talking to people about their relationship to these concepts but you're tending to your own in order to be able to sit in a place where you can have that conversation.

Speaker 3 [00:16:03] Yeah.

Speaker 1 [00:16:05] Yeah. And it was rough. Just putting it out there. It was rough. Doing DEI work and feeling the like inaccessibility of community care because you are the one providing it. So it's, it was a weird time. And it, it did take a toll--I'll speak personally-- psychologically, emotionally. It was really rough.

Speaker 2 [00:16:27] What do you think-- what do you think would have been helpful to people in the DEI space at that time in terms of support? Like, would it have been.

Speaker 3 [00:16:34] All expense paid vacation.

Speaker 1 [00:16:36] Literally.

Speaker 2 [00:16:38] Other than that, right? Like, did you feel like you needed a community of each other to talk or did it feel like if we get together, we're just going to talk about the thing that's stressing us out?

Speaker 3 [00:16:48] I mean, you know, for some folks, that kind of processing is what they want and need, right? I think that, you know, for me, seeing the ordinariness of black folks, seeing the just being just existing right? Going out, running to HomeGoods, right? Being able to just still exist. You know, it almost felt like-- that time almost felt like, you know, when I was writing my dissertation and it just lived on my shoulder right? So I could-- no matter what I could do, she was right there right? And so it felt like that. It felt like I wanted to escape. I wanted to just be ordinary. I wanted to just be regular. I didn't want to be this always already braced body, right? That was imagined to be this and to be that and to have the answers and not have the answers. And so, yeah, I think what, what was good for me, right, was just being able to exist definitely in a city like Chicago because I could imagine having been in some of the previous places I worked where there perhaps is not as many black folks or brown folks or folks of color, that it may have been harder. But being here, I liked just being ordinary, just being able to run around and, you know, talk to friends about stuff that was on my mind. Watch TV. Lots of things were out. You know, we were all like, Club Instagramming with Denice. And so those things really made me feel a sense of solace.

Speaker 1 [00:18:21] Yeah, I think similarly needing that community, that just made me feel normal and made me feel. Like I wasn't always on the spot to have the knowledge to console someone else, etc., etc.. I also could've used a break, like if I'm being honest, like.

Speaker 2 [00:18:43] Back to that vacation suggestion.

Speaker 1 [00:18:45] And even like your DEI professionals need breaks like it is not value neutral work ever. And we love doing it. I don't want to say that-- I do this work because I have a passion around it, but we need breaks. And you know, it's, it's great when we can build in those protections within our office. That is not the case everywhere. Also, what really helped me was seeing black joy and black-- not just resilience, but resistance and rest. I might have mentioned to both of you at one point the NAP ministry. Yeah. I will link them in the podcast because they are amazing. But yeah, seeing that and seeing black folks just being normal and being happy and thriving, not just surviving.

Speaker 2 [00:19:33] So if you think about like a scale, right? Like black people's scale is tipped when it comes to stressors, right? And so, there need to be moments where-- of relief, right? And release. And I think what was happening, especially, you know, when, if you can think back years and years ago when I was in my twenties, right? Like, you're full throttle, right? And I think when you know, when this stuff was going on, it was like, this is all I want to talk about. This is so important. I can't let up if I let up, you know? And so, and so I think that there weren't enough of-- there wasn't enough balance. And I think people, you know, you get taught balance and you have to get taught. But, but it felt so urgent. And so I think people started to, you know, feel like their tanks just ran out. Right. And they were just-- everything was just adding to that scale until it totally tipped. But when you start, you know, you have to start adding like breaks, friends, not talking about a thing, like diversity of thought, right? You know, this is-- this can be an important piece of your pie, but there have to be other pieces, right? You have to have other interests and you have to be, like, balanced, even though this thing that you're fighting for is life or death, right? It is life or death. But if you want to be around to fight for it doesn't have to be your life or death, right? And so I think that's and I think that's hard especially it's easy for me to say I have some protections, I have some privilege for other people. It doesn't feel like there's that much of a choice. But it was some of, I think it was some of this like, I cannot think or talk about anything else because then it will like this, like push or this mission will let up. And that was even a lot of the language, right? Like, we can't let up. We can't. And, you

know, and it, it's hard, it's hard to kind of be fighting for that, but also save a little piece of yourself that you're nurturing.

Speaker 3 [00:21:23] Yeah. Yeah. And I think it, you know, sometimes it gets harder the more you are in tune with injustice or the more you're in tune with certain types of oppressions, right? So if you see certain things, you always want to say something if you feel like it is antagonistic toward underrepresented folks, queer, trans folks, folks of color. And so it's hard to be aware. I don't, I don't want to use the word.

Speaker 2 [00:21:56] Well, ignorance is bliss. I mean, it's like that came, that came from somewhere. Ignorance is absolute bliss. And then if you.

Speaker 3 [00:22:02] Tell me about it.

Speaker 2 [00:22:03] And so you're, you're coming to me with your talks of oppression, privilege and bias, and you're trying to burst my bubble, like get out of here.

Speaker 3 [00:22:10] Yeah.

Speaker 2 [00:22:11] You know.

Speaker 3 [00:22:11] Yeah.

Speaker 2 [00:22:12] So it's hard to, um you know, there was this old movie with Rowdy Roddy Piper. We can cut this if it's ridiculous. And it's called-- I can't remember exactly the name, but, like, he got these glasses and he put the glasses on and he could see that everybody was an alien.

Speaker 3 [00:22:29] Yeah.

Speaker 2 [00:22:29] Right? And when he took them off, everybody was regular. But once he put the glasses on, he had the-- he, you know, it was like the world had changed-- these people, it was a dangerous place and all that, right? And I just think of that movie sometimes-- if you haven't seen it, you have to. It's just a classic.

Speaker 3 [00:22:44] Yeah.

Speaker 1 [00:22:45] I'll try and find it.

Speaker 2 [00:22:45] Yeah, yeah. Just Rowdy Roddy Piper. Aliens glasses.

Speaker 3 [00:22:50] Google.

Speaker 2 [00:22:50] You'll get it. But I think that that's like, a lot of times an allegory for kind of, I think what we're experiencing.

Speaker 3 [00:22:59] Yeah. And we can't even, like, you know, the new Apple TV series Severance. We can't even sever ourselves because, you know, severance is about this idea of, you know, what you know of what you know about yourself at work stays at work. Because once you go up in the elevator, all your memories like, stop. And so your home life becomes just your home life and your work life becomes just your work life. But like, that is like thin when it comes to someone who is a raced person, right? Because you

can't-- it's almost like your blackness never sort of fades. It always is something that is defining, so, when people look at you, so.

Speaker 2 [00:23:42] Well and also like everybody brings who they are to what they do. Everyone.

Speaker 3 [00:23:48] So it can't, yeah.

Speaker 2 [00:23:50] Even if you feel like you don't, that is a privilege and a status and a mentality that you are bringing to your work, right? Right. And maybe, right. So I don't even know how, like, what to do with that. But other than to say it, it is a stressor to see the things that need challenging and changing and still have to put that down sometimes and read a book.

Speaker 3 [00:24:13] Yeah.

Speaker 2 [00:24:14] Watch a funny movie, you know? Chit chat with friends.

Speaker 1 [00:24:17] That's wellness. Being able to put it down, you can pick it back up. But being able to put it down.

Speaker 3 [00:24:24] Yeah. So, tell us about, um, supporting someone, being an ally to someone, when have you have to-- when have you had to do that? What has that looked like for you?

Speaker 3 [00:24:34] Well, you know, I think that when people and I'm curio--, you know, maybe when other people answer this question, they'll use it as an opportunity to share a time they're proud of. But I'm not going to do that because when you ask me that question, what comes to mind are more like the ways that I've disappointed myself and not spoken up, I think, at this ripe age of 43 one thing I realize is that I freeze when I'm shocked, when I'm surprised, like I'm a freezer, right? I'm a freezer. So, (Tobias Spears: No comment.) an, an area of growth. An area of growth for sure, if I can. But so there have been times where-- not friends, not, you know, close friends or family, but where I've been in social situations and people have said a bigoted thing and I've frozen. And what I come away with is like, what is allyship look like for people like me? Right? For people who freeze, right? And I think one thing is that, you know, there you can still respond. It might not be in that moment, but you can still respond. And there are ways to respond. And so, so I've, you know, been intentional about that, right? Being aware of that, gathering my thoughts, understanding what about it made me-- caused me to feel shocked, frozen and saying like the opportunity is not gone just because it wasn't in that moment. And then I'm trying to work on my like in the moment stuff. I'm-- I try to channel my inner Amanda Seales and think like, what, what would she say? Right? How would she respond to this? And, you know, to, to varying degrees of success. But yeah, so that's what I think about with that question.

Speaker 3 [00:26:07] Yeah. Yeah. And you know, and I want to tell our listeners, just like I want to tell you, allyship is signing up for a lifetime of making mistakes, right? Because it is, it is a pathway and not a destination. And so I think that's a misnomer about DEI, right? I think people think that they're-- that they get somewhere and like they stop and they're like, you know, I've been crowned, right? And it's, it's always about, I think, being responsive, as you have taught me, Candice, being responsive and figuring out what might be best, figuring out what might not be best, and making a mistake and apologizing and

moving on. You know, so it's probably been most-- people think I respond so quickly and there's been moments where I've said things and been like, "Yeah, blah, blah, blah, blah, blah, blah, blah, blah, blah." Right? And then thought I was like, being so sophisticated and someone being like, "Well, I didn't really want you to say that." Right? Or, or what, you know? So I think sometimes we overhype being able to respond in the moment.

Speaker 2 [00:27:09] Yeah. Yeah.

Speaker 3 [00:27:11] Because you don't think.

Speaker 2 [00:27:12] And I and, you know, just as we're talking to, like, I think that one of my strengths is organizing. And like, creating some, again, scaffolding for, like, a thing to happen or a thing-- ideas to, to take shape. So I think allyship is making sure people are in that room and that people are valued and feeling valued in a room that they've been invited to, right? So, you know, allyship is maybe I don't know, it's, it's like a product maybe, or a descriptor when it comes to like inclusion or like, you know, making people feel like, no, this is a space you're intentionally invited here, Your voice is valued, please share. And then saying like, did anybody hear that? Or, you know, I was on a committee and somebody was saying that, you know, "I don't-- I think I'm going to step back from the committee. I don't think I really bring much to the committee." And I had to think, like, what did I do that made this person feel un-valued on the committee and how can I authentically share that I do feel like the group would be worse for her leaving, right? And I think that's allyship. Just saying like, you know, expressing authentically, like, no, this is what you bring. This is what I see you bringing and I need and we need you if you want, if you can, if that's the reason why you're leaving, because you don't feel like. But, um, but I really did have to think like. And, and I thought of a couple of things. I was like, well, you know, I think I'm really eager to get to the end of this meeting. And if people feel like I'm being clipped, that might not feel very safe for them. And so I need to think about how I can improve. And I think that's allyship. Yeah. Like, you know.

Speaker 3 [00:28:53] Nice.

Speaker 1 [00:28:54] Yeah. So kind of our last question, can you tell us a little bit about what it feels like for you when you know that you belong somewhere? What is this sense of belonging for you?

Speaker 2 [00:29:08] It's, it's interesting because I'm actually part of this presidential work group. I'm the co-chair of this presidential workgroup from APA on engagement and belonging. And so Dr. Taymor's mission during her presidential year is a sense of home, right? So that's kind of what she talks a lot about. And I think she's you know, she has an amazing kind of social media presence. She wrote a book and she's just great. And so I've been thinking a lot about belonging. And for me personally, I think belonging is a space where I feel comfortable to make mistakes. Going back to Tobias, what you were saying, make mistakes, be nurtured, grow comfortably. Because when I think about belonging, I think about home and what I look back on growing. It's like, "Oh, those years are ugly." Right? Like, you know, you know--

Speaker 3 [00:30:05] You don't wake up like this.

Speaker 2 [00:30:06] No, you know, and so what did I need? Like, but I don't feel embarrassed because I was around people who are invested in my growth, right? And so it was fine that I was like saying silly things. So I can look back at things like, oh, my gosh,

roll my eyes and kind of joke about it. But, you know, if you don't have that in a community that you're in, then you won't take risks you won't-- and learning is taking risks because you try on ideas, you play around with them, you learn more and you just become more concrete, more siloed. And so when you have home, you're able to make mistakes, explore-- my growth benefits my community. And then I'm, I'm benefited by my community's growth and empowerment. So it's all like bidirectional and relational. You know, so those are kind of the elements when I think about what makes a sense of home and belonging.

Speaker 1 [00:31:01] Do you like Harry Potter?

Speaker 2 [00:31:03] I've seen, I've seen almost all the movies and I think I read a couple of books.

Speaker 1 [00:31:06] Okay. The way you're describing home-- I'm a Hufflepuff-- it very much feels like the Hufflepuff house. Like just sunlight, nurturing and always smells of, like, fresh-made food. Like a lovely place to be.

Speaker 3 [00:31:25] I'm a Hufflepuff, too.

Speaker 1 [00:31:27] Oh, my gosh. But, like, a lovely place to learn to be who you are. Um, I love that. I think sometimes people, when they think of growth, I hear these adages of like, "Oh, growth happens at the end of your comfort zone." And I'm like, I don't want to be too uncomfortable that I'm upset and I don't want to be here. So, like, how can we create the environment? Maybe as DEI professionals, as a psychologist, to promote growth in a way that is comfortable that people want to grow with you.

Speaker 2 [00:32:03] Yeah, I mean, I see it as like as you were talking and talking about Hufflepuff. I don't, that might not be related, but like, I see it as like, have you ever been kind of on a step stool and stretching for something and you're like, at the end, like, and you're like, "Oh, I shouldn't go up this next step, right?" Like, oh, like the, like, you know, but then something kind of is around you and like, like it's like, you know, you're, it's your community, it's somebody that's a mentor and they're just like either holding the step stool or like just holding you as you just get that extra so you can reach and stretch to that, to that place. And so that's what I think about growth. That's what I think you need. And that's I mean, that's like the the people in the community around. And will you do that for somebody next to you as well?

Speaker 3 [00:32:48] Thank you. Yeah. So leave our listeners with something. What's the what's a, you know, an action item or a tidbit? I wanted to say that, a tidbit.

Speaker 3 [00:32:59] A tidbit. When I got, so I-- I'm coming to the end of a grant, so I got a grant and I said, you know, I'm not going to a lot of time to do other things, so let me just do like one administrative kind of like committee. So I like said no, I bowed out of a bunch of stuff, but I was-- and then when I joined the DEI committee and then started working with as co-chair, I really became so much more involved and I felt so much more invested in our department. And so that's just been something I've been kind of like mulling and thinking about a lot, just kind of like observing that shift for me. And not that this is like a new revelation, but I think it is something that I would encourage people to do, which is like, get involved in your community and we're all part of a bunch of different communities. So pick one. Yeah, and just take some sort of involved participatory role in it. It could be a PTA, it could be a student advisory board, it could be a committee within your department,

it could be a work group, because that will change your relationship with the community. You will be invested in it. You will value the people around you differently. You will value yourself differently. You'll learn. Maybe it will be your experience of being quiet and listening, because in your other roles you're like leading things, and so you'll invite a different relationship with your surroundings if you get involved. So that would be my, my last kind of tidbit that I would offer you.

Speaker 3 [00:34:34] Thank you. Yeah, And I love that. It's-- I was going to ask you about that, right? Feeling sort of like a refocus energy, you know, after coach. Well, when you started co-chairing the committee and we did not pay Candice to say that so because you did say it at our last meeting, at our last liaison meeting. So, so, yeah, perfect. So do you want to close us out and bring us home Camilla?

Speaker 1 [00:34:59] Absolutely. Thank you so much, Dr. Norcott, for sitting with us and chatting with Tobias and myself today. I know I had a wonderful time. I could sit and talk about psychology forever, so thank you so much and for dropping some knowledge and

Speaker 3 [00:35:17] Some nuggets and tidbits.

Speaker 1 [00:35:19] Nuggets and tidbits. That's, that's the new.

Speaker 2 [00:35:22] Yeah, that's the title of this one right.

Speaker 1 [00:35:24] Title. Um, so, yeah, thank you so much. And we'll see you next time.

Speaker 2 [00:35:29] Thanks for having me.

Speaker 3 [00:35:30] Yep. See you later.