>> SO GOOD AFTERNOON TO EVERYONE

AND THANK YOU TO THE NIH FOR

ALLOWING ME TO SHARE MY ALL TOO

COMMON EXPERIENCE FOR WOMEN OF

COLOR WHO ARE TRYING TO PURSUE

CAREERS IN ACADEMIA.

MY NAME IS DR. EUNICE NEELEY,

AND I'M A FAMILY MEDICINE

RESIDENT AT EMORY SCHOOL OF

MEDICINE.

SINCE THE AGE OF 4, I HAVE

ASPIRED TO BECOME A PHYSICIAN.

I GREW UP IN A POOR NEIGHBORHOOD

IN SACRAMENTO, CALIFORNIA, WHERE

I WAS FREQUENTLY MOLESTED BEFORE

REACHING MEDICAL SCHOOL.

I EXPERIENCED THESE EVENTS AS A

SOURCE OF PERSONAL SHAME RATHER

THAN FAILURES FROM MY COMMUNITY

TO HELP ME.

AND CAME TO RELY ON THE SAFETY

OF SCHOOLS TO PROTECT ME FROM

PREDATORS IN MY OWN

NEIGHBORHOOD.

IN SPITE OF MY CONSISTENT

ACADEMIC SUCCESS, I WAS NEVER

ABLE TO REALLY FULLY ENJOY THEM.

I WAS CLEARLY AWARE I WAS THE

ONLY BLACK WOMAN IN MY HIGH

SCHOOL IN MY HONORS CLASSES.

AND I FELT LIKE I DIDN'T BELONG

BECAUSE I DIDN'T LOOK LIKE

EVERYONE ELSE.

MY -- MY PATH LED ME TO JUNIOR

COLLEGE.

THEN I EVENTUALLY GRADUATED FROM

UC BERKELEY WITH A B.A. IN

BIOLOGY.

I WORKED FOR A COUPLE OF YEARS

WHERE MY LAB TECH OR STUDENTS

WOULD HIT ON ME, BUT I DIDN'T

HAVE THE VOICE AT THAT POINT TO

SAY AYTHING ABOUT IT.

LET'S SEE.

I DIDN'T HAVE THE VOICE.

IT'S HARD TO WORK EFFECTIVELY

WHEN YOU'RE SCARED.

IF WE SAY THAT WE WANT PEOPLE OF

COLOR AT THE TABLE, YOU KNOW,

TAKING CARE OF OUR PATIENTS,

TEACHING OUR STUDENTS, WE NEED

TO REALIZE THAT 60% OF BLACK

GIRLS ARE SEXUALLY ASSAULTED BY

THE TIME THEY REACH 18.

AND THE EFFECT OF THAT IN TERMS

OF WHY THERE ARE LESS BLACK

WOMEN IN ACADEMIA.

WE CANNOT SIMPLY WISH THEIR PAIN

AWAY AND FORCE THEM TO COMPLY

WITH CULTURAL NORMS THAT WHITE

MIDDLE-AGE MEN FIND COMFORTABLE

AND DON'T NECESSARILY HAVE TO

DEAL WITH.

I WAS NOT COMFORTABLE WHEN I

FINALLY TRANSFERRED -- OR

STARTED MEDICAL SCHOOL AT UCS

WHERE I LEARNED THAT THE RACIAL

BEHAVIOR WOULD CONTINUE.

IN SPITE OF MY ACADEMIC

ACHIEVEMENT, AND MY FRIENDS AND

MYSELF WERE ON A DAILY BASIS TO

FEEL AT UCSF THAT WHITE

EXPERIENCES AND THINKING WERE

THE NORM AND WHITE EXPERIENCES

WERE MORE VALUED THAN PEOPLEOF

COLOR'S.

OUR INSTRUCTOR TOLD US WHAT --

THAT RACE IS A RISK FACTOR FOR

MANY HEALTH OUTCOMES, BUT THEY

REALLY NEVER TALKED ABOUT THE

RACISM THAT IT ACTUALLY WAS

CAUSING ALL THESE HEALTH

OUTCOMES.

IT WASN'T UNTIL I RECEIVED MY

MPH FROM BERKELEY FROM I MET TO

BLACK FEMALE PROFESSORS WHERE

THEY TOLD THE TRUTH, WHERE THEY

SAID THAT, YOU KNOW, WHAT'S

REALLY KILLING PEOPLE OF COLOR

OFF IS RACISM.

IN SPITE OF HOW GOOD IT LOOKS ON

PAPER, I KNEW I HAD TO LEAVE FOR

RESIDENCY TRAINING, BECAUSE

THERE'S TOO FEW PEOPLE LIKE ME

AND I WASN'T GETTING THE PROPER

SUPPORT THAT I NEEDED.

THERE WASN'T ANY CONCERN FROM MY

INSTRUCTORS, FROM MY CLASSMATES

REGARDING PEOPLE THAT LOOK LIKE

ME.

ANYTIME THEY WOULD TALK ABOUT,

YOU KNOW, RACISM OR HAVE TO

CONFRONT IT IN SCHOOL, A LOT OF

THE WHITE KIDS WOULD WALK OUT OF

THE CLASSES, AND THAT WAS

CONSIDERED TO BE ACCEPTABLE AT

UCSF.

LIKE MANY OF MY PEERS WHO WERE

PEOPLE OF COLOR AT UCSF, I

DECIDED TO RECEIVE RESIDENCY IN

TRAINING ELSEWHERE BECAUSE I

WANTED TO BE MORE COMFORTABLE.

I STARTED MY RESIDENCY AT

KAISER.

AND DIDN'T NECESSARILY IMPROVE

THE SITUATION.

I WASN'T LIKED BECAUSE I WAS TOO

SMART.

A SENIOR BLACK RESIDENT TOLD ME

I SHOULD PLAY STUPID TO FIT IN

TO MAKE THE WHITE PEOPLE IN MY

PROGRAM FEEL MORE COMFORTABLE.

I WAS CRUSHED, AND THEN I WENT

BACK TO UCSF TO DO A POST-DOC

WITH STAN GLANTZ, HOSTILE A

PROFESSOR AT UCSF AND THE HEAD

OF UCSF'S TOBACCO CENTERS OF

REGULATORY SCIENCE.

HOWEVER, WHAT HAPPENED IS STAN

SEXUALLY HARASSED ME AND SEVERAL

WOMEN.

THE NIH WHO REFUNDED STAN BACK

IN 2018, NEVER ASKED STAN HAS HE

EVER BEEN, YOU KNOW, FOUND

GUILTY OF -- HAVE ANY HISTORY OF

SEXUAL HARASSMENT.

OR DID HE HAVE ANY HISTORY OF

HAVING ANY SETTLEMENTS.

OR DID HE HAVE ANY HISTORY OF,

LIKE, SEXUALIZING WOMEN AND

LAWSUITS AGAINST WOMEN -- FROM

WOMEN ECAUSE OF THE FACT THAT

HE SEXUALIZED THEM.

HE TOLD SEVERAL STUDENTS THAT HE

COULD RAPE THE CHANCELLOR'S

DAUGHTER AND STILL HAVE A JOB

BECAUSE HE HAD TENURE.

HE ALSO WOULD INQUIRE ABOUT MY

SEXUAL HISTORY AND OTHER

PEOPLE'S SEXUAL HISTORY.

HE WOULD ALSO TELL ME ABOUT GOOD

ORGIES IN MOVIES HE WATCHED.

AND HE STILL HAS HIS JOB.

WHAT THE NIH AND THE FDA DID ASK

STAN WAS ABOUT HIS HISTORY OF

BULLYING PEOPLE THAT LOOK LIKE

ME AND HOW THAT LED TO PEOPLE

LEAVING TOBACCO CONTROL, WHICH

IS A GREAT FIELD.

THEY DIDN'T ASK ABOUT ALL THE

PLAGIARISM THAT STAN WOULD DO TO

ME AND TRY TO PUBLISH MY WORK IN

TOBACCO CONTROL.

AND THEY DIDN'T ASK ABOUT THE --

ALL THE RETALIATION THAT STAN

DID TO ME AFTER I REPORTED.

LIKE I SAID, AFTER MY SETTLEMENT

WAS CONCLUDED IN DECEMBER OF

2018, THE NIH AS WELL AS THE FDA

AWARDED STAN $20 MILLION GRANT.

WHERE HE CAN GO ON TO TRAIN MORE

STUDENTS AND HURT MORE STUDENTS.

AFTER AN INTERNAL INVESTIGATION

FOUND STAN GUILTY, I WAS ANGRY

THAT UCSF LEFT ME IN THE HANDS

OF A WELL-KNOWN SEXUAL PREDATOR.

UNLIKE WHEN I WAS A CHILD, I

REALIZED ACADEMIA WAS NO LONGER

A SAFE PLACE FOR ME BUT A PLACE

I COULD EASILY BE SEXUALLY OR

RACIALLY HARASSED.

I LATER TRANSFERRED TO EMORY

UNIVERSI

UNIVERSITY, MEDICINE PROGRAM,

WHERE I THOUGHT I WOULD BE SAFE.

MY CLASSMATES WOULD MAKE SEXUAL

COMMENTS FREQUENTLY AND I

STARTED HAVING VOICES THAT SAID

ENOUGH.

EMORY DID AN INTERNAL

INVESTIGATION WHERE THEY

CONCLUDED I WAS BEING SEXUALLY

HARASSED, BUT THE DIRECTOR OF

THE GRADUATE MEDICAL EDUCATION

DURING A CONVERSATION THOUGHT

THEY HAD HUNG UP AFTER THEY HAD

GIVEN POSSIBLY THINGS THEY COULD

DO TO RECTIFY THE SITUATION,

THEY WERE TALKING ABOUT HOW DUMB

I WAS, HOW BAD MY HAIR LOOKED.

THEY WEREN'T REALLY CONCERNED

ABOUT THE FACT I WAS BEING

SEXUALLY HARASSED.

YET, FOR THAT YEAR, I TIED FOR

THE HIGHEST TRAINING EXAM.

I OUTPERFORMED RESIDENTS THAT

WERE MANY YEARS ABOVE ME.

BUT TO THE CHAIR, I WAS STUPID.

I'M NOT HERE BECAUSE NIH OR MANY

UNIVERSITIES HAVE SUPPORTED ME.

RECOGNIZED MY VALUE, ALTHOUGH I

RECOGNIZE WHAT MY VALUE IS.

HEARD MY VOICE OR HONORED TO

PROTECT ME.

I'M HERE IN SPITE OF NO SUPPORT

FROM ENDING UP WITH PTSD FROM

THE CONSTANT (INDISCERNIBLE).

NO FINANCIAL RESOURCES TO GET ME

OUT OF THIS TOXIC ENVIRONMENT

I'M IN.

NO COHORT OF MENTORS THAT REALLY

COULD HELP ME BECAUSE THEY WERE

ALL TRYING TO LOOK OUT FOR THE

UNIVERSITY.

BUT I FOUND THESE IN BETHANN, I

WAS ABLE TO COMPLAIN TO HER, AND

THE WOMEN WHO ASKED ME TO STAND

WHERE ALL OF US FELT LIKE ENOUGH

IS ENOUGH, AND IT'S UNFORTUNATE

TO STAND HERE.

THEY'RE NOT GETTING PAID

EITHERMENT.

THEY'RE TRYING TO HELP WITH THIS

WORKING GROUP.

WE'RE NOT GETTING PAID FOR

HELPING YOU GUYS OUT.

NONETHELESS, MY HOPE IS THAT NO

STUDENT ENDURES THE HORRORS THAT

I WENT THROUGH IN ACADEMIA AND

THAT ACADEMIA WOULD BE A SAFE

HAVEN WHERE ALL STUDENTS CAN

THRIVE, LEARN AND CONTRIBUTE

THEIR EXPERTISE BACK TO SOCIETY.

BUT I'M GOING TO BE HONEST THAT

THIS IS JUST A HOPE, RIGHT?

BECAUSE RIGHT NOW, NO ONE HAS

DONE ANYTHING.

THEY'RE JUST RESEARCHING.

NO ONE'S HELPING.

SO -- AND NO ONE'S DOING -- NO

ONE HAS DONE ANYTHING TO MAKE

SURE THAT STUDENTS LIKE ME DO

NOT STRUGGLE EMOTIONALLY,

REPUTATIONALLY AND FINANCIALLY

EVERY DAY AND NEED ALL OF YOU

GUYS TO FIX THIS.