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WGS 3559  
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Erica Taylor, 2002, UVA

Jenny:       
Erica: \_\_

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Wonderful, and I guess we can just jump right into it. So,

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um, so tell us a few things about yourself, family, job, things that bring you joy. Oh sure, I'm an orthopedic surgeon, which is very cool, very fun.

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I was an engineering major in college at UVA but always knew I wanted to be an orthopedic surgeon, probably from age 15 or 16. Family wise I'm married. My husband also went to UVA then we didn't meet until after we have three little girls, twins that are

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identical, a three-year-old daughter, and then a baby boy who's due in about a week or so.

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So it's a big family.

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Things I love, you know, watching football and playing games, were super competitive.

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When it comes to the Tablo monopoly, we're going to play one thing.

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But, you know, just like to enjoy life and, you know, we have a fun time. For word, you know the best part of my job is research-based things like talking to you is probably a highlight of my week.

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I do a lot for diversity, equity inclusion, not just for orthopedics but for the profession and beyond.

I am in the class of 2000 from summer school to Engineering and Applied Science.

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Nice,

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Okay, we can move to the next one. How did you decide to come to UVA?

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Ah, so I went to a high school well known for putting their graduates at UVA. It's called Thomas Jefferson High School for science technology in Alexandria, Virginia.

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When I was applying as a senior at 16 years to college. I knew for sure I did not want to go to UVA because everyone went to UVA, so I ended up applying to five schools, UVA and then two Ivy League schools

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and two historically black colleges/universities. I got into all five. It was torn between; you know, the high reputation of Harvard and UPenn. And then, the more sort of like similar identity classmates I would have at Spelman in Florida a&m, and

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I knew I wanted to major in engineering. I just kept going back and forth. And then finally I went to the University of Virginia during visiting weekend

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And it just seemed like the best of both worlds where there were diverse students and the curriculum that I wanted from an engineering school standpoint.

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And so it was just a perfect marriage right, you know, to the surprise of many I turned down the other four schools, although my mom still asked for my harvard acceptance letter.

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Could you tell us a little bit about your time there? Were women encouraged or discouraged to join extracurricular activities? Were some more welcoming than others.

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Did you have a Greek life experience? Yeah, so I was part of the bridge program. It has a different name now, but it was in the engineering school, and it was a first-year program for select individuals, along with head-on scholarship from engineering

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school. About 20 of us were there for classes during the summer, and it was part of the Office of Minority programs office; I'm not sure if it's different names now.

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But it was sort of the introduction to UVA. We took advanced classes. We got credit for one of our PMA classes that we took in during that program. One of the professors, her name was Mary Beth, taught a lot of the applied math classes.

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She advised us to do well and sort of stay away from distractions in college. One tip she gave us was to keep ourselves busy. So that's what I did.

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So I had, you know, again, I was an engineering school student and also pre-med. And so I was in the Daniel Hill Williams pre-med club, I was a peer health educator volunteered at the training center during summers at the training McHugh Training Center,

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and then in the engineering school, I was always an officer, whatever year was for the National Black Engineers nesbe.

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That was through the Multicultural Affairs Office, so I had you know you're advising after my first year.

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And then on top of you know, my classes cut me, you know more than engaged, but in a very intellectual way and then also with a socially conscious way with some of the health advocacy groups I was part of.

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And so it was a diverse array of friends that I had with that; I did not have time to pledge Greek life now my husband did and he's two years behind me.

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but I did not put it in.

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for me, you know, the National Society of Black Engineers was like a fraternity, we had a mission statement, we had colors, we have a logo, we had step teams with the coverages, and so that was all you know I would have looked for in Greek life anyway

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in this be fulfilled 11 that for us.

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this is fulfilled. A lot of that for us. Glad you found a lot of wonderful spaces to be able to keep yourself busy.

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What is your favorite UVA memory?

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Um, let's see.

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My favorite ones.

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There are so many, you know, to be honest, probably all stem from that, even though I wasn't officially in that bridge summer program.

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Because, you know, you think about it was summertime, no one else was on campus, for the most part, we were fresh at a high school to be ready for our first-year college, and you're presented with all of these professors in tutoring hours and exposure

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to the campus that by the time the first day, so maybe I should say the first day of school started, we already had friends where he knew where the dorms were, and we felt like the only place.

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And I remember thinking, there's so much I want to do on the first night, but I'm sure there are curfews at ten because our curfew, the summer program was at ten and turned out there was no curfew.

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Once your student, I was like, Oh, the night is mine .

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And then also some of the performances, we did a black voices on the steps of the rotunda or Campbell Hall, or in Newcomb Hall.

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Those stand out as well.

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Wonderful.

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I did a similar program I did in the summer transition program. Like, the very similar, very similar experience I'm like, oh my gosh, this is starting to sound like what I went through.

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Hmm.

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What is a transformative moment for you at UVA.

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Well, you know, one that I talked about often was spending my summers volunteering with Dr. McHugh. Frank McHugh; when he was alive, he was the first orthopedic surgeon I'd ever met.

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And I spent my summers when I was in summer school taking classes to fulfill all 30 of my requirements.

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I would volunteer with him. And so many of my counterparts with the traditional volunteering at the madison house or hospital, you know, experience to do something different.

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That was still medical but more aligned with my orthopedic goals, and I spent the summers with him, and she taught me about ACL injuries; he looked, you know, I had short book reports I would do with him.

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I got to know even Saliba. I think his name was the head trainer for athletics, and it was transformative because I felt like I could pick any career I wanted to..

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And that was transformative because as I grew older, starting to learn that not everyone in orthopedic surgery would look at me and treat me as an equal.

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And so I think having that exposure to dr McHugh early as my first touchpoint with a surgeon was transformative because then when other obstacles popped up along the way.

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I always had a positive memory fallback

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for inspiration.

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I should follow someone now. What was the most challenging thing about you UVA?

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So challenging, and this is probably more from, you know, a cultural standpoint was sort of really trying to figure out where I fit.

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I was very social.y

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There were times in my career where I felt like I would have to pick.

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You know, I think at our wedding one of my husband's friends was one of my two T's also on the bridge, but younger than me. I'm referred to me as the brain, and I think it was this sort of idea that Oh yeah, Erica was the one who was always studying

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or volunteer or do something.

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But on the other end for those who were super academically focused and not social at all. I was viewed as very social, so I felt like I was traveling to different worlds at times because very few people who looked like me or in the engineering school

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and cream that it was a rarity. And so just trying to figure out who my click was or, you know, what are my set group of friends that was a little difficult, because I wasn't typical, you know, African American female student in the lens of a stereotype,

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What people expected me to be purely pre-med or purely in the engineering school Greek or non-Greek. I did a bunch of different things.

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And so that was challenging when people try to put me in a box they couldn't figure out which box to put me in, so I had to mature to the point where I didn't care what people thought; I just did what I knew I enjoyed what was best for achieving

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my future goals.

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That sounds like a challenge that I don't know if I can manage to do.

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It's just you know, understanding that you know we're still, you know, young people in a way and you know just not trying to satisfy everyone's expectations of you, but if being, you know, extremely academic is what you want to do, then that's that's

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okay, and you don't have to fit any particular mold.

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And that's, and we, my roommate freshman year and I would always, while everyone else is out like at parties and stuff on Friday night, would stay in her dorm room and do our homework.

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And then by the time, Sunday came, everyone was cramming, and we were chilling because we have finished all our work, and we're like on to making the next week's work and that pattern that sort of internal drive I think is why I was able to achieve so much

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it was because we set our schedule expectations we didn't always follow the crowd. But there's a bit, you know, any color there's a bit of a social trade-off if you don't do what everyone else is going to feel like you missed out on some of those memories.

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No, not. We still have them.

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You know what? I wouldn't sell that as if I missed out on, you know, she means the rigor in the sort of perseverance is required for med school.

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If I hadn't pulled those skills earlier on, I would have drowned.

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So I'm glad that I built up a little bit of that resume, you know, reservoir-head of time to succeed in medical school.

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But one challenge, too, though, that I noticed at UVA was our pre-med society, there was, what they call them like the sort of had a pre med students advisor that you're, everyone met with.

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And he came to one of our black pre-med meetings or Daniel Williams pre med study club meeting, and said he was a minority leader.

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So, you know, ideally would get a 36 on your MCAT. I remember him saying this now the MCAT scoring is completely different these days, but at the time to scale, the maximum number was like 42 or 45.

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For most competitive med schools, I got a 36, he said but because you all are black, you can get by with the 24 or 26. I remember thinking, I feel like that's not good advice.

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And, you know, I ended up doing well. I kind of took it early because I thought I didn't have time to retake it, but I took it early, and it was great.

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It might have been the 32nd stripe or but he told us because we were black, we could aim for 24.

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And, and I but I wondered how many students he told that to.

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And if they had aimed lower and then didn't get into medical school, you know, what were the repercussions of that.

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I remember my GPA at an engineering school at one point was like three point four and one of, my advisors a Dean I met with told me wasn't high enough to get into medical school, but it's sort of, you know, it was just interesting

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in seeing how the white male advisors I had to put so much certainty, on what I couldn't or couldn't do or where, how high I should aim or should not be.

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And luckily, I didn't listen to any of them. And I ended up getting into all the medical schools I applied to, especially in the one I wanted to go to, too, and so have I listened to him.

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I would have, you know, maybe not applied or been down on myself, but that was, that was probably a challenging time to is figuring out how do you keep going when these very, you know, highly regarded professors who are pretending as they know

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are acting like they know everything or telling you what you can't do or what you can achieve, which was challenging the worker.

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Unfortunately, it's the same narrative kind of pretty much right now because I'm on the pre-med.  
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And what was that? I didn't know that.

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Oh, yeah, sorry, we're. I don't know how much we're allowed to tell this and like to ask the questions. And then, and then after that, we could talk, but I'm like I'm just, I'm yeah I'm awesome pretty met, and unfortunately that's still the

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cases today like they discouraged so many people from being stem. And it's horrible.

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Yeah. Luckily, as I've known like most of the women of color who, who, like are going into the pre-med track luckily all kind of stick together. So we all kind of just know each other and were like don't listen so, such terrible advice.

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And they like we all kind of just help each other.

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Okay, moving on.

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Tell us about a woman or woman at UVA who inspires you now or during your time on the ground.

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Oh,

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well, okay, so one, she's not there anymore. Her name was Carolyn Dallas, and I even invited her to our wedding about 6 year and a half years ago .

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She was the director of minority programs in the engineering school. She was in charge of the bridge program.

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She was sort of like an odd, if you will, in who knew each of us who were students of color.

Then during school and from when we were in engineering to the time I graduated.

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Anytime we needed to pick up some extra job hours you know we could work in her office as the receptionist or in the back, working on data collection.

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She was. I mean, she was like having a family member on campus. She and Dean Sylvia Terry were very similar, and she was the head of the African American affairs office.

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And so she is another woman who made sure every year at the Harambee, and under the sun, yes Ron Bay was welcome. Yay for black students.

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The presentation would always be phenomenal.

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And so we knew and Dean Perry, you know, read a phenomenal woman by Maya Angelou like it was just sort of a reiteration of how phenomenal we were.

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And so those two women played an instrumental part because they kept up with how we were developing.00:18:58.000 --> 00:19:08.000

And so she was like a mother to the peer advisors who are like our big siblings. And then, when you become an advisor, she helps you mentor young people.

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Those are the two women who first come to mind. And I think, you know, from my professor standpoint, the one I mentioned earlier, Professor Mary Beth was very similar to them but from a professor level in terms of knowing all of us were in the bridge

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The program, keeping track of how we were doing even in other classes. I used to sit in her front row. Whenever I took her advanced math classes I mean she just really kept people on track.

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So those are the three women.

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I would say who inspired me.

One of the other questions. How many courses did you take at UVA that female professors taught? Oh.

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So, applied math.

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With with Professor back into two of her classes, one in branch one during regular semesters, my digital logic design, taught by a woman one of my favorite classes, a probability, and statistics that will have the class, I still didn't I didn't okay and

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I will have the class; I still didn't. I didn't do okay in it, but it was more theoretical than mathematical, but a female sports psychologist taught that.

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And then, I also took a regular psychology class.

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That at least the sort of small group portion was facilitated by a female professor, so that was five. However, I took, you know, beyond the set number of credits.

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So, the vast majority of my professors were male.

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Can you talk a bit about the diversity that these courses and the professors are presenting?

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I didn't have a single black professor.

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While I was there, most of the black sort of role models were in either Dean positions like advisory positions over the minority programs.

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Am I thinking about it because even the women I mentioned, we're all the ones who taught were all Caucasian women.

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And then, in the engineering school, there are so few women in the classes. Anyway, I didn't notice because I didn't know any different.

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But retrospectively, the class makeup wasn't meant to be diverse, but those of us in the bridge program tended to sit together, stay together.

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work on team projects together.

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This reminds me of that job I did, an IT helper.

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Yeah, I would sit in like Clemens library or in alderman library or in the stacks, and basically just sit there and make \$10 an hour when i was alive at the time, and answer questions about like, how to work the PC and what not.

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and of course if it's not working or replacing toner, but it also got up and got a lot of my work done because you sat in front of a computer for four-hour shifts.

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That was cool actually, like working at the library.

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Actually no, I think they say like \$10 or \$11. That's unfortunate because it's been 20 years.

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But, no I even did like a session or like a semester working in the law school, which is very interesting because they didn't need a lot of help but Tatyana Ali was the last year at the time.

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And I remember like she came in one day I was like,

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you know, I hope she needs me.

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But she didn't.

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So it was just a really cool experience. I forgot to mention that earlier just something else I didn't have in my free time, but absolutely multitask and have my groups Meet me at my shift to work on group projects.

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Um, you were talking a little bit about how there were so few women and like the engineering.

Did you find it easy to form these connections with other women.

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Oh, no, not yes or no.

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The ones who did identify as female or not necessarily black women.

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So, there was this sort of schism between Women Engineers.

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I believe I was a member of, I just didn't feel the love there.

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I feel included, I was the only one, often at those group meetings. But when I was with SB. It was just more inclusive and I think there's even current data that shows.

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When you're an intersection between a minority race and gender, your race tends to be the predominant factor in sort of your affinities and I think for the engineering school at least then.  
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A lot of the women who were not from a minority group didn't really see me as, as one of their friends are on their same footing so there were a couple that I remember, especially if I knew them from high school because like I said about 400.

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People from my high school graduate each year. 100 would go to UVA so there were 99 other classmates, and I knew beforehand and they and they were fine but meeting new friends, new female friends and inherent school was not as organic as I would have

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liked.

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Did you find it easier to make connections in other disciplines or in other clubs with other women

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are just overall like making connections.

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You know, when I think back it was very staggered at, you know, in terms of, you had, SB, when you had, like, other engineering science societies but like Nesbe was like your home and you had like the black bus stop, which was a comfort area where he knew

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a certain number of like the socialites of the black community would be they're not going to class, you know, kind of exciting to kind of go and hang out.

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Even Peer Health Oh, your health educators so I forget her name. I also forget what kind of health practitioner she was with her level was, but she was a woman of color.

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She was black, who was a sponsor of a peer health educator so you know she was. She taught us how to go to different sororities fraternities groups and teach about health issues around campus.

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But again, a lot of activities that were done, there was this sort of segregation that was implied where you're in the identity this way, you need to go to this group over here, because this group was where everybody else.

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That's unfortunate because you shouldn't be able to add up to pick between one or the other.

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Yeah, this is true.

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Um, was there a presence of women's groups and movements on grounds?

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I'm sure there was nothing I can really recall.

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I'm trying to think very hard about this. And, you know, I was there as a college student from 98 to 2002 and I don't really remember there being a huge movement for women.

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During that time,  
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weekend.

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What were your experiences with sexism or misogyny on the grounds?

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Oh, So feel free to let it all out.

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There was one course taught by the same advisory team who told me my grades weren't good enough to get into med school

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But then, when I got into all these medical schools, he's like I knew you could do it.

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So, I wouldn't call this was Sexism maybe it was a combination of race and gender discrimination, but there was a class I took. It was called, it was basically physiology when I was in the biomedical engineering class course.

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And I also got a minor in biomedical engineering, and the professor would never call on me. I was sitting in like the first or second row clearly, he would ask a question, no one else is raising their hand I need to answer, or at least wanted to take a stab at it,

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and he would call on someone else. And it was today that I remember your point, and I wasn't the only black female in the class, very few women in class period, I might have been the only black person in class.

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And I remember going to Ms.Dallas and saying he doesn't like me, like to call on me.

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But like I want to engage on a ticket step answer. So she talked to a woman. You know the response was like, Oh, well, I know she knows the answer. That's what I want to call other people but he never like formed a bond with me, and I think that's, that's

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probably the biggest disparity that I picked up on at the time was my white counterparts. Even white women were able to form these relationships with professors in a way that I couldn't.

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And I don't know if they underestimated my drive, or they just assumed they were that we would have nothing in coming, and you know one thing that happened on some of us a question.

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When I was in college, this is a transformative or challenging situation. I, when I knew you, I was going to be an orthopedic surgeon and probably my third year, making the Dean's list every, every semester.

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I felt really good about myself and I said let me look online and find an orthopedic surgeon at UVA. Okay, tell me about your career and life.

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And I went to the website and just picked someone's picture who looked to be kind of still young-ish because I figured they wouldn't be open to someone like me, but you know them, and I sent him an email, he's still there.

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Actually, as I was researching and you know I said I'm My name is Taylor I'm a third year undergrad engineering student applying in a med school next year but I'm also down, you know for orthopedic surgery I would love to talk about your career.

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He wrote back oh love to talk to you come back in the queue center on this day this time. That's what I'll be finishing at the clinic. And so when you get an email from you.

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My name is Erica Taylor. It's very, very American.

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And when I wear a suit I have my glasses on. Have a little like you know shoulder bag.

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And then, I went to meet him at the clinic, he said, Oh you're here let me just finish up and I waited. Finally, he's he said okay What can I tell you, I have my questions listen I was like I would love to know what a day in

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your life is like. And long story short, after every answer he ended with, you know how working is really hard and most people like you go into either pediatrics or ob gyn, and then told me about how orthopedic surgeons had to work on the weekend, and it

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would not be amenable to having a family and that might have been asked about that.

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Um, but every question I probably only got through like three or four ended up with a reason why I shouldn't become an orthopedic surgeon, and what was so hard.

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And I remember leaving and getting on the elevator with King center and I started to cry.

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And I think it was because I was very fortunate to be raised in a household where my parents never kept me from dreaming. And that was the first time I had been confronted with but with someone who ruined that sort of experience for me.

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And so I know it's not a long time but I was. Let's see, 20, years old. It had been a good five years that I thought would be the orthopedic surgeon and he was the first person to really tell me that it was going to be impossible for me.

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And when I think back you know he's told my students the worst thing I did was let him like affects me emotionally.

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In the art and you behind it is that I ended up matching that he gave her my residency and he was one of my instructors in orthopedic surgery and I remember telling him like oh are you interested tell us I met you before when I was a college student said

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oh I didn't discourage you. And I said no but, which is the lie.

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But he ended up becoming one of my favorite teachers of surgery.

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But in that moment when I was very vulnerable as a college student. Her interaction with the UVA orthopedic surgeon as an engineering school student was horrible.

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And so, hopefully.

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I don't know if he did that to other people but I don't know if he recognized the impact that had

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That's a very unfortunate experience, I'm so sorry you experienced that.

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Well yeah i was like whoa.

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Note to self don't trust pictures because just because he looks really nice in the picture but he's a jerk.

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And he's still an orthopedic surgeon here at UVA? yes, very popular.

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Really.

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Right now, is your bring he brought like these biases, to the forefront. But, you know the excitement he conveyed over email change when he saw me.

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And so that's where I wouldn't call it sexism, because he knew my name was Erica, but he didn't know my race.

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I wonder if he's still like that today, like I'd be curious to see.

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I don't, I don't know I think since then, you know, more diverse residents may have traded or maybe changed but maybe he hasn't.

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Because what I noticed in orthopedics and really probably all professions. Once you reach a certain pinnacle of success like your ability for introspection, and to look and say hello.

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You know in the wards and teaching awards and everyone says, You're the best, love, you know, I don't expect him to say how I can be a better inclusive teacher.

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But you know, who knows.

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Honestly, that's really helpful to think about, um, did you feel pressure to go into a certain field or avoid a certain field during your time in college.

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No, not at all, even though I got bad advice from my engineering school advisory team. But med school would be my GPA was too low, I think when he told me that I think I was like a 3.27 by the weird thing was I was like, killing a lot of hard classes

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and, you know, I really was soldier, I had no I don't think I had any trouble getting my GPA is not what got me in but there were so many other things that I had, you know, accomplished so him dissuading me to not go to med school, you gave me no alternatives

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wasn't. Why don't you become a biomedical engineer it was just can't do that,

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which is not helpful.

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Um, I didn't feel pressure to do anything at one point I considered systems engineering, and like my classmates who went into that went into like consulting or worked for what was called been like Anderson and all these you know fancy big buildings and

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they were going to make much more money, you know right away, me going into more debt with med school, but no one ever pressured me to change.

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That's good. At least, no one was, you know, kind of like what we 've learned from interviews so far as a lot of them were like nursing people. It was a huge push at you.

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During the life, anyone tried to do that in

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the comments I mentioned those isolated comments I definitely got, you know, they didn't they didn't dissuade me and I think it was because I had role models like that, you know, I had other people speaking more positively into what it was I wanted to

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do, and then my nose be family, you know, but if I went anywhere and didn't know someone they were like oh this is Erica she's pre med me useful and, you know, it was really celebrate by those communities to the point where if some random, you know faculty

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The member was doubting you and didn't it didn't make me want to change it hurt my feelings. But I knew that my goals were not good.

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What was the relationship hookup culture like during your time at UVA.

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Oh, like a merry go round. Although I was, um, it's funny because, really, all of those little circles I mentioned like those clubs and activities. They were like little dainty messes.

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And so chances were like the person who dated was from one of those social not social extracurricular activities. You were participating, but around like senior year.

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I was very focused, I had done a pre med program.

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Yes pre med program at Duke, the summer before senior year, and fell in love with do med school, then it made my senior year at UVA one of the most focused years ever, where I didn't really worry about relationships, the way I did when I was like a fresh

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of the first year, second year, and such.

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first year, second year, and such. Also I remember thinking, guys, like around me, are super mature.

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And they all seem so sloppy when they are drinking which is gross. My friends and I still like going to parties early before people are stinky and sweaty.

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You know, it was just, I think it just really dependent on your circles you traveled there. I mean, There was no shortage of like relationships and we had, it was just whether or not you're allowed to distract you from your goals.

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You know, and so that was, that was never a problem in fact, my husband and I met him while we were college students.

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But he was two years younger than me, and he was in a fraternity which was like this.

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But retrospectively I love omega sci fi, but he was a QNZ wearing purple and gold spray painted Timberlands. Why would anyone do that? And when I met him, I was a senior, I was a fourth year he was a second year and I didn't have time for that.

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But then, like Alumni Weekend came many many many years later, and the queues were doing like the cookout I was a resident at the time so I was living in Charlottesville.

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And I went and I was like oh he's much Karen was in college. And then when, and then eventually started dating and then. So we weren't married, which is great.

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But at the time. You see it when I was a student just seemed like a distraction. And, and also waiting, and it was just a brief meeting with you remember it was part of the chemistry building, you know some of his returning brothers, I knew and then introduced

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you know that introduces each other but I was, my, my aspirations were on a whole different train at that time.

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Focus, where you are in, like James, it's hard not to be wrong. So I had a great time. So I had a great time, but it was more to just tell like the people who had gotten together as freshmen were no longer together as seniors and so

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it was just, it was just a shuffle shuffling around, which made it hard to really take you know and my friends who are getting married and I'm like, I haven't even dated throughout college, oh my god I'm like, I'm like no I could never imagine that Nick

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there.

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Um, can you talk a little bit more about consent and respect on grounds in relation to hook up culture.

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It's very liberal for. And so it was, it never occurred to me. Really great stories, mainly from like the black voices group which is funny because we were like, the most Christian group but it was funny, but it was.

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I didn't hear any violations. Here the, but that. That being said, I don't know how much it was talked about in were closed confidential forums I just wasn't privy to,

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You know, I think every now and then, you know, we were at a party like a dance party like you. Absolutely, like any guy to come up and start dancing to them was ever inappropriate, and then I would have had no problem like stopping that nor would I think

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my girls that would have had an issue in or intervening.

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But we didn't really mind it too much. So, I might be the wrong person. We had a good time.

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But it, I didn't hear that I can remember any incidents

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happening where I would say the culture had an issue, but it also wasn't a topic of popular discussion, either.

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I think what was more.

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The culture challenge was having a black organization hold a party without that party getting broken up by the police.

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And so, with those types of social interaction, it was more so, a group of black students were having a party on rugby road when the houses.

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We have to be sure that we leave early because at some point eight weeks are going to come by and try to struggle with that.

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Yeah, so there was more important, like issues like that, then like it wasn't even an issue no today wouldn't. Back then it was just sort of behaviors you knew you couldn't exhibit,

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being a person of color walking on the street, that's, you know, dominated by the white culture.

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And so we just adapted to or learned how to adapt.

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But yeah also wasn't a big drinker either. I went into my 21st birthday to have my first drink and even then it was like four days after my birthday and it was a blue drink of some sort, I did not like it.

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But that was also a concern of mine is how intoxicated people got at a very young age, because it was, it was not, I didn't, I didn't like that at all.

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I wish there have been more. I want to say resource regulation but it's amazing how many people survive that, you know I remember having thrown a party somewhere.

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We were on the cleanup crew for the end of it, and finding one of the football players passed out drunk in the closet.

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Like when the party was over, open the closet here so and so, I mean it's just sort of.

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I just thought that was.

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It was accepted as a norm at UVA to have that culture of just formal intoxication remember some young ladies from a sorority.

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Coming to one of our parties looking for people to urinate in this big like head as part of their he, what is it called Russia, we need to collect data about Philip like one of those big water things to fill out when you're in.

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And so they were getting guys to like urinate into the jug and I was thinking, like, Where am I, is this is this what happens on rugby road because I don't like, um, when it was like more of that reckless behavior that I most certainly will lead to bad

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things, but it was so accepted.

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You know that, that part was not healthy. Oh,

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I'm sure it's crazier now I would have no I'm not like in the party scene or anything.

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I don't know I still lingers there but I wonder if there are more boundaries right or more discussion of, you know, call that the values are going to be talking about that I do get our health system was like living our values are we have a culture of

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or we have you know this like certain code of behavior. I mean, I don't know what the tolerance is like for that now today versus early 2000s, you know, yet PVA does not do still a good job right now, either like we don't really have like public consent,

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like they're still trying to read Bry vamp the consent modules that we do.

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So, we're still kind of struggling with that 20 years later, 20 years.

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Um, and then here the last few questions.

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What does the UVA alumni community mean to you. How have your fellow alumni affected your life and career journey.

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So, well, for what it's worth, I have a very small group of women that I keep up with, and there's four of us and then their husbands.

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And then to be currently without a husband so initially it was like a group of eight notes.

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But during COVID, we had zoom meetings with each other. And so, to live in New Jersey one lives in Maryland. I'm here in North Carolina and then, obviously, or the other counterparts are with us.

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But in terms of support like checking in, we all have different careers.

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We're in different fields, but you know we can get on and talk about nothing just to make sure everyone's day is mentally emotionally connected.

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During the pandemic through like, Oh I like what you did with your hair too Oh my gosh.

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Oh to oo Antoinette Lillian and

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personality or like the way everything checks out was even though I'm a very extrovert, I have a very small circle of friends. And so, my closest friends or my UBA family friends in Sanford my husband, his, his friends have a little bit wider fraternity,

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but his friends are not reliable, like my dear friends, for sure.

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But they know that impact alumni friendships, you know, show up in our wedding. We have baby showers, you know when we need to connect to a close, close friend when there's, you know losses and horses and things like that.

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That's really rely on, because that's how far back known people you know for 20 years old.

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But outside of that you know it's not the same.

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I just got my business degree from Cuba up in December, here and do, where the network is sort of like instilled in you before you graduate.

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And so it is.

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It's sort of assumed that you'll have this network that you connect to at UVA when we graduate who just graduated. I didn't really feel valued by myself.

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Network.

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I definitely went to Alumni Weekend, that's an important event.

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I often would say I need to donate to the Alumni Association because I got my husband and it was an unexpected event.

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But it's, it's not quite as, like, here's the value of connecting with the network as I thought it was. I didn't participate here in Raleigh, years ago probably six years ago to a panel where parents of children applying into UVA, who are from Raleigh

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Durham area here could come and meet alum, alumni, it must have been like five or six years ago I felt really old.

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They were like Class of, you know, 2007 there to me I was like oh my gosh, I graduated, you know, 15 years before you.

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But you know that that was fun. It was just, it's just not quite as pushed I think as I would have liked it.

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And then now this plane, kind of, oh, they might reach out more often, especially during the pandemic and I appreciate all the president's messages with the pictures of Yay, but it's kind of too late to really connect that way.

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Did you feel like they didn't reach out like the alumni, because like you were a woman of color, or because they just that just wasn't known during that time or, I think the first.

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And I only say that because I see it play out sometimes too is that they assume, only a certain type of person is going to be higher.

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They don't make that connection long term or with the other family I did this is not the purview of the interview but in residency. One of my co residents was like a descendant, or is a descendant of like a family whose names on the door like the Mumford walk

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me door. He's my boss. And probably, he knows how far back that legacy goes and that family, but like they are he's entrenched in the alumni network of you.

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And it's a mutual relationship where someone like me.

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it would have been like, Oh, you know, It's probably not going to be a donor.

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But I'm like, I could have been

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some money.

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Just wanting to know what determines who they are, they proceed as part of the development plan or development strategy is probably not that they're correct criteria.

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Yeah, and that's unfortunate because you miss out on a lot of those like events and participating and remembering old times or whatever. Yeah, so for now you know black Alumni Weekend when it was in full effect, it's my support.

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You know when I'm not pregnant at the time because you can only go back when you look great, you go back and you can extend it.

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That's what I, we are certainly judgmental. But, but yeah so it is to me. My husband and I said, you know, when kids are little older, we want to take them to a black Alumni Weekend or eliminate these campuses and where their parents went to school.

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But outside of that. No, I don't really feel that connection to alumni functions, particularly when there's so much history of UVA not really training what people, you know, very very well, it would it would definitely need to be a diverse event of some

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sort of pulling that you. **In your opinion, what is the legacy of women at UVA?**

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So interestingly I met a surgeon, years ago, when I was a resident, and I know,

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somewhere in between, and, I'm at a conference he said oh you went to UVA, he said I want to be a shoulder he was like only when I want you Yay, I mean we're just weren't allowed like to be students they were just coming on campus and he said you know

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it was much better before that.

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And so that was the first time I even knew that there were, you know that there was a firm point when women were allowed. Yeah, I never really heard about that history before.

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And so I think the legacy of women at UVA is just exceeding expectations.

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I think I find that expectations are low, or we're putting in these categories of what we're expected to become.

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And from what I gather even beyond my time there, you know some of the newsletters that come out I think we're just killing me.

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Not and not necessarily at UVA but where we went to my wish more people would ask us what we're up to, but they don't.

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And so I think the legacy really is just exceeding expectations beating the odds. In spite of the obstacles that were placed in front of us.

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And then, could you just talk a little bit about like, if you could impart a piece of advice to a female student on grounds, what would you tell her.

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I would tell her that.

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Well, it sounds as if I wanted to blame it on me.

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Um, I would tell her that you know at the end of the day, the biggest limitations are the ones we put on ourselves.

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And, you know, all the things that I have accomplished and I think our grades were born out of someone telling me I couldn't do something.

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And so, you know, saying that I couldn't go do research in this lab or I couldn't.

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You know, pursuing this career just made me look for creative ways to achieve it.

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And I think that led to me standing out amongst my peers. So just really fueling.

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You know the journey. Being creative thinking outside the box.

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I realized that the times I did not succeed or when I let other people tell me what I had to do, or what was right for me.

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And so I would, I would tell her biggest limitations are going to be the ones that she puts on herself and not to give naysayers too much power.

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Great, that's really powerful and so wonderful that piece of advice.