Editor's Comment on "Intentions vs. Experiences: Opening the Door to Fundamental Conversations About Diversity and Race"

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Received: 17 April 2020 / Accepted: 8 September 2020
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Our community of academic psychiatry has much to learn from listening to our trainees. *The Learner's Voice* papers are brief reflections that center on the experience of learning psychiatry or becoming a psychiatrist.

There is a well-recognized need to recruit racial and ethnic minorities into psychiatry, as well as to retain them, in part to reduce mental health disparities [1–5]. José Flores and Zheala Qayyum, in their combined faculty and learner perspective paper "Intentions vs. Experiences: Opening the Door to Fundamental Conversations About Diversity and Race" [6] uniquely presented under *The Learner's Voice*, have beautifully described how there is so much more that we all can do. We should talk through our various assumptions and interpretations about diversity. Doing so can promote wellbeing because comments can be easily misunderstood. We should role model for learners how to conduct these conversations. We should emulate our authors by being curious and open to learning from each other about our different experiences and cultures. We should respect, admire even, and celebrate our differences. We should be mindful about how our cultural experiences have influenced us, and aim to recognize and put aside the negative biases and attitudes toward others that will inevitably arise. Moreover, we should recognize how privileged we are indeed. We have a wonderful opportunity to grow emotionally and intellectually when learning deeply about the cultural experiences and differences of our colleagues and patients.

Compliance with Ethical Standards

Disclosures The author states that there is no conflict of interest.

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Publisher's Note Springer Nature remains neutral with regard to jurisdictional claims in published maps and institutional affiliations.

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