



**June 22, 2023**

**ICYMI: Reporting Our Road Map Progress**

Happy Thursday, Mount Sinai Community –

On Monday, we recognized Juneteenth, the annual commemoration of the emancipation of the last enslaved persons following the Civil War. In the spirit of educating, reflecting, and celebrating the true meaning of this holiday, we're excited to share two new publications that provide important updates on Mount Sinai's efforts to ensure we are an anti-racist Health System.

As folks remember, following the murder of George Floyd, we recommitted ourselves as a Health System to proactively countering racism and bias and ensuring we are an anti-racist health care and medical education institution. An immense amount of work went into the development of the [Road Map for Action to Address Racism](#), which was created to unify, systematize, and accelerate antiracism efforts across Mount Sinai.

Earlier this month, the first academic article on the Road Map was published in the *Journal of the Association of American Medical Colleges*. The paper, [Designing a Road Map for Action to Address Bias and Racism Within a Large Academic Medical Center](#), shares the ways in which we've been intentionally addressing all forms of racism and promoting greater diversity, inclusion, and equity for employees, patients, and the community. The collaborative team of authors includes:

- **Gary C. Butts**, MD, Executive Vice President and Chief Diversity and Inclusion Officer Mount Sinai Health System; Dean for Diversity Programs, Policy, and Community Affairs, Icahn School of Medicine at Mount Sinai
- **Pamela Abner**, MPA, CPXP, Vice President and Chief Diversity Operations Officer, Mount Sinai Health System
- **Leona Hess**, PhD, Director of Strategy and Equity Education Programs
- **Ann-Gel S. Palermo**, DrPH, MPH, Senior Associate Dean for Diversity, Equity, and Inclusion
- **Ben Cotilletta**, Associate Director, Strategic Operations and Implementation
- **Arthur A. Gianelli**, MBA, MPH, FACHE, Chief Transformation Officer, Mount Sinai Health System; President, Mount Sinai Morningside
- **Lynne D. Richardson**, MD, FACEP, Professor, Emergency Medicine and Population Health Science and Policy, Icahn School of Medicine at Mount Sinai; Vice Chair, Emergency Medicine and Co-Director, Institute for Health Equity Research, Mount Sinai Health System



We're grateful to the authors of this article, not only for their continued focus on equity, inclusion, and diversity at Mount Sinai, but for helping share this great work with the broader academic medical community to inspire more.

This week, Mount Sinai also released its inaugural [Road Map for Action to Address Racism Annual Report](#), a deep dive on our journey toward anti-racism.

As you might have seen in the [broadcast](#) that went out earlier this week, this report—the first of its kind—is the culmination of extensive research, analysis, and collaboration, incorporating the insights and perspectives of our diverse workforce. It outlines a series of initiatives and actions that have helped us address the needs of our community of staff, students, and patients; drive positive change; and build an environment where everyone feels valued, respected, and empowered to succeed.

We hope that Bulletin readers will take some time to browse this report to see how we have started turning the Road Map from an idea into a movement.

As we look at all of this great work—and the journey ahead to continue these efforts—we want to thank all of you for helping us create an equitable and inclusive culture that drives innovation and success. When you read these weekly *Bulletins*, attend the events we list each week, and engage in honest and open dialogue, you help make real, lasting change.

To suggest a topic, highlight a coworker, or provide feedback on the Bulletins, send us an email at [RoadMap@mountsinai.org](mailto:RoadMap@mountsinai.org).

All the best,

Shawn and Angela

## Join Us for an Upcoming Event

### **A Full list of events can be found on Mount Sinai Daily:**

Visit [Mount Sinai Daily](#) or [United in Solidarity](#) for all Mount Sinai [Juneteenth](#) and [Pride](#) events this month, including Juneteenth events in our community.

**Juneteenth Paint Reflection Night** — The BLACC ERG invites you to join a Paint Reflections Night on **Thursday, June 22, from 6 pm – 8 pm!** Enjoy an evening of art and reflection with your colleagues as you recreate an image using the supplies of your choice. Register [here](#).

**Let's Connect – “How Do Mount Sinai Health Care Workers Recognize and Honor Juneteenth In and Out of the Workplace** — We invite you to join us on **Friday, June 23 from Noon – 1 pm** in recognition of Juneteenth for a panel discussion. The entire Mount Sinai community is welcome. Register [here](#) to join and connect.

**Chats for Change: Navigating the Impact of SCOTUS Case on Race-Conscious Admissions** — The recent Supreme Court case on race-conscious admissions has significant implications for the diversity of medical school matriculants. Join us on **June 27, from Noon – 1 pm** to engage in a critical dialogue around the role and impact of race-conscious admissions policies in building a diverse physician workforce and how this legal precedent might threaten the future of medicine. Register on [Zoom](#).

[Road Map for Action](#)

[Past Bulletins](#)

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