



The Road Map  
for Action to  
**Address Racism**  
▪ **Bulletin** ▪  
from  
**Angela Diaz, MD, PhD,  
and Shawn Lee**



**May 4, 2023**

## **Inside Mount Sinai's Center for Asian Equity and Professional Development**

Happy Thursday, Mount Sinai Community –

Earlier this week, we kicked off celebrations to commemorate [Asian American and Pacific Islander \(AAPI\) Heritage Month](#)—a month that offers a special opportunity to learn about and pay tribute to the enormous and diverse contributions that Asian Americans and Pacific Islanders have made throughout American history.

In honor of AAPI month, today we're highlighting Mount Sinai's new [Center for Asian Equity and Professional Development \(CAEPD\)](#), which was established earlier this year to support the Health System as we build on our commitment to counter racism and develop equity as a core principle.

CAEPD was developed after **Icahn School of Medicine at Mount Sinai Dean Dennis Charney, MD**, founded the [Committee to Address Anti-Asian Bias and Racism \(CAABR\)](#) in response to the troubling rise in anti-Asian sentiment and violence in 2020. That committee was tasked with raising awareness of and fighting against systemic racism that impacts the AAPI community and developing recommendations to support the safety, education, communication, and professional advancement of AAPI faculty, staff, and students at Mount Sinai.

Creating CAEPD—the first center in the nation at an academic medical institution dedicated to understanding how implicit bias and racism impact AAPI medical professionals and addressing equity in their professional development—was a direct result of CAABR's work

While nationwide, AAPI individuals make up 20% of the overall physician workforce, there are real disparities in leadership roles. This may be due to a number of factors, like microaggressions in the field of medicine. In a study from the American Association of Medical Colleges, [45% of physicians identifying as Asian reported that they experienced racial or ethnic discrimination](#) “sometimes, often, or very often” during their medical career.

**CAEPD Executive Board**



**Amanda Rhee, MD, MS:** Inaugural Center Director



**James Tsai, MD, MBA:** Executive Advisor



**Michael DeGuzman MPH, FACHE:** Executive Secretary/  
Administrative Director



**Dennis Charney, MD:** Dean of Icahn School of Medicine at Mount Sinai

“Evidence shows that Asian and Pacific Islanders are wholly [underrepresented](#) in the leadership and management positions in health care and medical education—including full professor, department chair, and medical school dean positions—despite the large proportion of Asians working in health care and medical education,” said **Amanda J. Rhee, MD, MS, Inaugural Center Director for CAEPD** and Executive Director of Perioperative and Procedural Quality, Office of the Chief Medical Officer.

"As a major health institution and employer, it is imperative that our community of Asian American and Pacific Islander staff and students feel safe, represented, and supported through their professional advancement at Mount Sinai and beyond and that we set a national standard for this work. These are some of the main goals we aim to achieve through CAEPD."

The new Center supports Mount Sinai's anti-racism efforts in partnership with the work of the Road Map team by studying how AAPI medical professionals advance in their careers and where and why roadblocks hold them back from moving into senior leadership positions. CAEPD will also host programs that center on mentorship, anti-racism, safety, and more. These are impactful actions, but they are only the first steps on a long journey, and we are excited to report back in the coming months on CAEPD's work.

This month, we also want to invite everyone to learn about the history of AAPI Month and AAPI individuals' contributions that have helped to positively shape our communities and society. Please consider joining one of the following events and opportunities from CAEPD and other groups across Mount Sinai. Additional details for each event can be found in [Mount Sinai Daily](#):

- **Ongoing: [CAEPD: AAPI Personal Stories Project](#)**
- **Tuesday, May 16 at noon: [Chats for Change: Disrupting the "Asian" Monolith: Why data disaggregation matters](#)**
- **Thursday, May 18 at 6 pm: [Center for Asian Equity and Professional Development Town Hall](#)**
- **Tuesday, May 23 at noon: [A Conversation on Asian and Black Solidarity hosted by the Asian Resource Network \(ARN\) Panel](#)**

To become involved in CAEPD or for questions on the above, please contact us at [CAEPD.Core@mountsinai.org](mailto:CAEPD.Core@mountsinai.org).

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,

Angela and Shawn

## Join Us for Upcoming Events

**Chats for Change: Equity or Equality?** — Chats for Change is a production of the Icahn School of Medicine at Mount Sinai's Racism and Bias Initiative. Join facilitators **Michelle Sainté Willis, and Leona Hess, PhD** on **Tuesday, May 9 from noon-1 pm**. "Equity" refers to fairness and justice and is distinguished from equality: whereas equality means providing the same to all, equity means recognizing that we do not all start from the same place and must acknowledge and adjust imbalances. When it comes down to it, are we really making equitable decisions, or do we fall back on equality? Join us as we wrestle with identifying the difference between equity and equality when we are faced with real-world decisions in our work and learning environments. [Register here](#).

**AAPI Month events:** Visit [Mount Sinai Daily](#) to get details for AAPI Month events across Mount Sinai, including the interactive CAEPD town hall, call for personal stories, and the ARN panel.

[Road Map for Action](#)

[Past Bulletins](#)

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