

January 5, 2023

Road Map Bulletin: Our 2023 “Road Map Resolutions”

Happy New Year, Mount Sinai Community—

As we start 2023, it’s a natural point to reflect on our work to ensure Mount Sinai is an anti-racist hospital and medical educational system. When these efforts started two and a half years ago, we knew the path ahead was not going to be quick or easy—changing systems and structures takes time, patience, and energy. But we also know that is why this work matters and that it is possible to make a difference because you, our colleagues, are determined to create progress for our Health System and the communities we serve.

As we enter this new year, we are invigorated with a new sense of purpose to continue moving this important work forward. That’s why we asked some of the leaders helping turn the Road Map into reality to share their commitments and resolutions to combat racism—and move Mount Sinai closer to our goal—in 2023.

Here are their “Road Map Resolutions” for the new year:



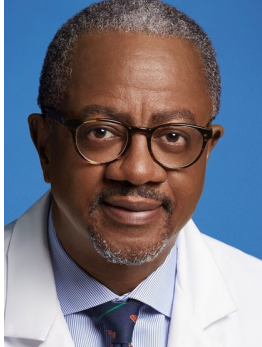
Jeremy Boal—Executive Vice President and Chief Clinical Officer

“I resolve to not let up on prioritizing this work and to find ways to be a better partner with the other strategy leads in supporting and advancing their efforts as well.”



**Pamela Abner–Vice President and Chief Diversity
Operations Officer**

“I will endeavor to expand my own knowledge and bring forth the perspectives of marginalized groups so that we are best able to connect with our staff and communities to eliminate racist and inequitable structures and practices.”



**Gary Butts–Executive Vice President and Chief Diversity
and Inclusion Officer**

“My pledge for 2023 is to listen and learn more effectively from our broader Mount Sinai community to further inform and guide the progress and impact for Strategy 5 and for the overall Road Map implementation.”



Arthur A. Gianelli–Chief Transformation Officer

“I resolve to work with my colleagues to introduce and disseminate a model of leadership that connects our efforts at transformation, improvement, wellness and anti-racism, so that going forward, being anti-racist will be integral and essential to being a leader in the Mount Sinai Health System.”



**Ann-Gel Palermo–Senior Associate Dean, Diversity,
Equity, and Inclusion**

“In 2023, I will commit to honoring the notion that ‘It is OKAY to PAUSE,’ rest, restore, and support my colleagues in doing the same. The journey to becoming anti-racist has no endpoint, so collectively we must support each other in maintaining a sustained and balanced effort towards this goal.”

Your Road Map *Bulletin* authors were also inspired to participate, and we are making a resolution to:

“continue to dedicate our efforts to bringing visibility and awareness to some of the amazing work and tough topics around diversity, equity, and inclusion, that are at the heart of our Health System’s cultural transformation.”

Whether or not you have made a New Year's Resolution for 2023, we hope these words inspire you to prioritize anti-racist transformation in the new year. After all, it is individual people just like you who have the power to bring about change.

One way to bring this energy into 2023 is to join us at the upcoming event listed below.

All the best,

Angela and Shawn

Join Us for an Upcoming Event

Chats for Change: Racism x Immigration: A Deep Dive

How are immigration laws rooted in racism? How do the courts and public opinion support these policies? How do immigration policies impact international personnel at Mount Sinai? From the border wall and ICE to policies separating children from their parents and travel bans, we will discuss the long history of racism in the US immigration system, the impacts on immigrants and potential immigrants, and re-imagine a more equitable system. Join facilitators Hamel Vyas, Esq., and Jennifer Meyer, LMSW, MPH, on Tuesday, January 10, at noon. [Register here.](#)

[Road Map for Action](#)

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