



August 26, 2021

Road Map for Action Bulletin 1: What We're Doing and How We Got Here

As Dr. Boal and Dr. Butts mentioned in last week's note, today marks the official start of the Road Map for Action to Address Racism Bulletin! As your dedicated Bulletin authors, we will be in your inbox every Thursday to update you on Mount Sinai's work to become an anti-racist institution. Each week, we will provide information on the work being done, share updates and insights on the [11 Road Map Strategies](#), and highlight upcoming events, initiatives, and ways for everyone to get involved.

Our goals with this newsletter are to provide updates on the progress and context for why Mount Sinai is working to become an anti-racist institution, and to help create a space for honest and constructive dialogue. As much as we are honored to provide these updates and be directly engaged in this work, we also know that the issues we will be discussing can be uncomfortable and confusing. At times, we may even disagree. That's okay. We certainly don't know everything or have every answer, but for us to feel real change through the pulse of our Health System, it will require all of us, from all races, to be involved and engaged in this work. We hope that this conversation will allow all of us to grow, learn, and ultimately better support all members of the Mount Sinai family.

As we delve deeper into this work and begin to share regular updates on Mount Sinai's progress, we feel that it's important to remind everyone how we got here. Last year, after the murder of George Floyd by a police officer was captured on cellphone video, Mount Sinai's leadership created a [task force](#) charged with creating specific recommendations to make our Health System an anti-racist institution. In May 2021, Mount Sinai leadership hosted a [Town Hall](#) (note: closed caption is not visible in this video) to discuss their efforts and unveil the 11 Road Map strategies. We encourage everyone to take some time, re-watch the Town Hall video, and harness this energy going into the fall as we continue this important work.

Mount Sinai Road Map to Address Racism Town Hall

Wednesday, May 19



**We Stand in Solidarity Against Racism.
And We Are Committed to Equity in Health Care.**



While Mount Sinai's efforts to become an anti-racist institution are outlined in 11 specific strategies—all of which are led by Mount Sinai leaders—fundamental to the success of this initiative will be providing growth, support, and opportunity for all members of the Mount Sinai community, especially people of color. This is explicitly outlined in **Strategies 7 and 8**, which focus on redesigning our operational structures with an anti-racist and equity lens and increasing recruitment, hiring, and retention of underrepresented groups.

With more leaders of color across Mount Sinai, we will also be able to better promote equity in mentorship—the focus of **Strategy 9**. To that end, we want to highlight a number of mentorship programs concentrated on increasing diversity and inclusion across our Health System:

- The **MSHS LINC Mentorship Program** was launched in July and is designed for individuals from underrepresented minority groups in health care who are interested in **Learning, Investing, Networking, and Connecting** through mentorship. LINC mentees are granted access to opportunities for career development, advice, exposure, and advocacy to further accelerate their professional growth. While this program is only a month old as a system-wide initiative, it is already earning accolades—the Mount Sinai Beth Israel Downtown Diversity Council will receive a **Top 10 Diversity Action Award** for a pilot version of this program that they ran earlier this year. For more information, email Diane Adams at diane.adams@mountsinai.org.
- The **Black Executive Acceleration Program** is aimed at high-potential Black leaders in mid-level management roles who aspire to progress into senior leadership positions. Throughout the yearlong program, the 15 staff members who are participating will build relationships with C-suite executives, network with their peers, and learn about a wide breadth of executive leadership topics. They are also paired with senior leaders; representatives from the Office for Diversity and Inclusion, Talent Development and Learning, and Talent Acquisition and Retention; and executive sponsors to help further their career development. For more information, email Diane Adams at diane.adams@mountsinai.org.
- The **Mount Sinai Biomedical Laureates Program** has entered its second year and is actively recruiting four Black or Latinx faculty members in the basic and clinical sciences at the assistant, associate, or full professor rank. Laureates chosen will earn a competitive startup package based on their scientific and professional development needs, including five years of salary support and support from an External Advisory Board composed of regional and national scientists. By increasing diversity among faculty at the Icahn School of Medicine at Mount Sinai, this program will address historic shortfalls in experiences, perspectives, and scholarly interests at medical schools nationwide, while creating a critical mass of role models and mentors of color—helping foster the recruitment and retention of students and fellows from underrepresented groups and planting the seeds for more diversity in the years to come. So far, two Laureates have been named, and the next round of applications are due Friday, October 1, 2021. For more information or to apply, click [here](#).
- Finally, to help bring all of this work and other initiatives together, our Talent Development and Learning team has also created a **Mentoring Steering Committee** for the entire Health System. This committee unites leaders of all mentoring programs—especially those focused on promoting equity through mentoring—to leverage existing resources, share best practices, and amplify our collective efforts to help all members of the Mount Sinai community grow, develop professionally, and advance in their careers.

This is important progress, but it is just one aspect of the larger initiative. In the coming weeks, we will dive deeper into that overarching work. In the meantime, we encourage everyone to learn more about the [Road Map for Action](#), engage with the [conversations toolkit](#) for managers, and explore the [United in Solidarity resource guide](#). And, if you'd like to get more involved, please join us at an upcoming event:

Chats for Change: In the Know—Spark conversations by joining the next “Chats for Change” on **Tuesday, August 31, from noon to 1 pm**, to learn more about the Racism and Bias Initiative’s transformational change process toward becoming a health system and school with the most diverse workforce, providing health care and education that is free of racism and bias. To register, click [here](#).

Black Women Leaders Connect: Mentorship vs Sponsorship Panel—join five leaders from across the Mount Sinai Health System and Icahn Mount Sinai **on Wednesday, September 15, from noon to 1 pm**, to discuss the difference between mentoring and sponsoring emerging leaders. This event is sponsored by [Black Women Leaders Connect](#), a collective of executive and senior-level Black women administrative leaders from Mount Sinai with an established track record of management success, who [joined together in March 2021](#) to support each other and nurture and guide future women leaders of color. For more information and to register, click [here](#).

Finally, we believe it is vital that this *Bulletin* be useful, engaging, and inviting for all. To that end, we are open to any and all feedback, so please send any thoughts or suggestions our way.

All the best,

Angela and Shawn

[Road Map for Action Website](#)
