



July 13, 2023

Guest Bulletin from Ann-Gel S. Palermo, DrPH, MPH, and Gary C. Butts, MD, on the Supreme Court's Affirmative Action Ruling

Happy Thursday, Mount Sinai Community –

*As many of you know, late last month, the U.S. Supreme Court held that affirmative action programs that explicitly consider race in admissions at two universities are [unconstitutional](#). This week, we are handing over the Bulletin to **Ann-Gel S. Palermo, DrPH, MPH**, Chief Diversity, Equity, and Inclusion Officer in Education and Research for the Office for Diversity and Inclusion (ODI) of the Mount Sinai Health System and Senior Associate Dean for Diversity, Equity, and Inclusion at the Icahn School of Medicine and **Gary C. Butts, MD**, Executive Vice President for Diversity, Equity, and Inclusion, Chief Diversity and Inclusion Officer for the Mount Sinai Health System, and Dean for Diversity Programs, Policy, and Community Affairs for Icahn Mount Sinai, to discuss the implications of this ruling for the future of equality in America, especially when it comes to health equity.*



**Ann-Gel S. Palermo DrPH,
MPH**



**Gary C. Butts
MD**

Every week, the *Road Map Bulletin* aims to shed light on racial disparities in health outcomes and outline how Mount Sinai is working to identify and bridge those gaps. One recurring theme is the significance of having a [diverse workforce](#) that [reflects](#) and [understands](#) the unique needs and perspective of the patients they serve, particularly patients of color who have historically not seen medical professionals who look like them.

For example, when Black patients receive care from Black doctors, they [experience advantages](#) such as increased attention, improved adherence to treatment plans, and better management of complex medical conditions. Studies have shown there is often [an inherent trust and understanding between Black doctors and patients](#), which contributes to these overall better health outcomes.

Over the past few decades, efforts to recruit, educate, and retain a diverse workforce have progressed slowly but successfully, [including here at the Icahn School of Medicine at Mount Sinai](#). The Supreme Court's recent decision introduces new obstacles in addressing health inequities and ensuring our health care workforce reflects our patients' diversity. We are thoroughly examining this ruling to determine any potential implications it may have on our comprehensive, holistic approach to admitting students to our institution.

We want to reiterate that Icahn Mount Sinai, like all of Mount Sinai Health System, remains unwavering in its commitment to the fundamental principles of diversity, equity, inclusion, and anti-racism. These principles form the foundation of our excellence, innovation, and entrepreneurship, aligning with our vision to provide healthcare, education, and groundbreaking scientific advancements that are free from racism and bias.

To suggest a topic, highlight a coworker, or provide feedback on the Bulletins, send us an email at RoadMap@mountsinai.org.

All the best,

Ann-Gel S. Palermo, DrPH, MPH and Gary C. Butts, MD

Join Us for an Upcoming Event

Chats for Change: Bias in Artificial Intelligence — Chats for Change is a production of the Icahn School of Medicine's Racism and Bias Initiative. As some of the world's most profitable companies pour resources into artificial intelligence, researchers are beginning to uncover its proclivity for bias. Join Pete Zweig, MPA, and Alia Barnes, MPH, on **Tuesday, July 18, from noon-1 pm** as they explore examples, what it means for our future, and what can be done about it. Register on [Zoom](#).

Let's Connect: "An Open Discussion on The Supreme Court of the United States Decision on Affirmative Action" — Mount Sinai Health System continues to be committed to diversity, equity, and inclusion, and ensuring that we are an anti-racist organization. Join Pamela Abner, Vice President and Chief Diversity Operations Officer, and Mary-Frances Winters, CEO of The Winters Group on **Thursday, July 27 from 3:30 - 4:30 pm** for an open discussion on this decision. This session will be a space to share your thoughts, reflect upon the changing landscape of diversity, equity, and inclusion, and discuss ways in which we can uplift each other as a community. The entire Mount Sinai community is welcome. Register [here](#) to join and connect.

[Road Map for Action](#)

[Past Bulletins](#)