



January 6, 2022

Road Map Bulletin: Our Strategy Leads' 2022 "Road Map Resolutions"

Happy Thursday, Mount Sinai Community –

We want to start by wishing everyone a happy New Year—but we must also acknowledge that for many of our colleagues across the Health System, this holiday season and the ongoing Omicron-fueled COVID-19 surge have been particularly difficult. Thank you, everyone, for your selfless and tireless work. New Yorkers are forever in your debt.

This new surge in cases reminds us that as the pandemic continues to evolve, the underlying inequities—where communities of color have borne the brunt of this pandemic, compounding existing disparities in health outcomes—remain the same. This is part of why the New York City Board of Health declared that [racism is a public health crisis](#) in October and why Governor Kathy Hochul [signed](#) a bill just before the holidays declaring racism a public health crisis in New York State.

This current wave of COVID-19 infections requires immense focus and hard work for our Health System, but the Task Force to Address Racism remains steadfast in our mission to transform Mount Sinai into an anti-racist institution—not just in the face of these challenges, but because of them. To that end, we asked the [11 Road Map strategy leads](#) to share New Year's resolutions for advancing anti-racism within the Mount Sinai community and beyond.

Here are their "Road Map Resolutions" for 2022:

Strategy 1 Lead Doran Ricks—Vice President, Data Quality and Stewardship

“My resolution will be to not back away from the tough questions. The best analyses are those where you keep asking ‘why?’ I will continue to probe the ‘why’ even when the question itself makes us uncomfortable.”



Strategy 2 Lead Jeremy Boal—Executive Vice President and Chief Clinical Officer

“I resolve to be grateful every day that I have been given this opportunity to make a difference and to not waste that opportunity.”

Strategy 3 Lead Emma Palmer—Vice President, Government Affairs & Public Policy

“My resolution is to be a more active and vocal advocate for my colleagues and the communities we serve when—and especially if—it’s uncomfortable. I also commit to continuing to listen and learn, so I can continue to help ensure Mount Sinai is consistently hearing a diversity of perspectives and experiences.”



Strategy 4 Lead Pamela Abner—Vice President and Chief Diversity Operations Officer

“My resolution is to listen with the intent of understanding and also to bring together new thinking and practices to advance our efforts.”

Strategy 5 Lead Gary C. Butts—Executive Vice President and Chief Diversity and Inclusion Officer

“My pledge for 2022 in leading Strategy 5 is to ensure effective and participatory engagement deeply and broadly across our system to inform and advance our Road Map implementation. I will also aim to consistently model authentic leadership in this space.”





Strategy 6 Lead Stephen Harvey—Chief Financial Officer
“Unite with the other Strategy Leads to help achieve the Road Map goals. Listen and understand what resources may be required to achieve the goals of each Strategy and develop a financial plan.”

Strategy 7 Lead Jeff Silberstein—Chief Administrative Officer

“I commit to working with my colleagues to continue fighting systemic racism and building an executive leadership organization that truly reflects the diverse population we serve—including both diversity in external recruitment and building a robust and diverse talent pipeline internally.”



Strategy 8 Lead Jane Maksoud—Chief Human Resources Officer

“As we continue to battle the dual crises of racism and COVID-19, I remain deeply committed to supporting all MSHS staff during this pandemic and beyond—including working to ensure all levels of the Mount Sinai family of health care heroes, educators, and staff reflect the diversity of the communities we serve.”

Strategy 9 Lead Diane Adams—Chief Learning Officer

“Maya Angelou said, ‘Do the best you can until you know better. Then when you know better, do better.’ While we strive to help bring out the best in others through impactful mentoring, I also personally commit to do better today than I did yesterday, and to proactively seek small and large ways to oppose racism in all forms.”



Strategy 10 Lead Arthur Gianelli—Chief Transformation Officer

“I resolve to be the change we seek—that is, to do at least one thing every day, whether big or small, that helps advance the cause of equity and anti-racism at Mount Sinai.”

Strategy 11 Lead Ann-Gel Palermo—Senior Associate Dean, Diversity, Equity, and Inclusion

“In the spirit of Strategy 11, my resolution is to prioritize racial healing for myself as a woman of color and engage in collective healing with my colleagues.”



These are exciting resolutions from our colleagues—and after reading them, your *Bulletin* authors were inspired to set our own “Road Map Resolution.”



Shawn Lee, Associate Director of Operations, FPA Administration-Central Billing Office

“I challenge myself to model my leadership and actions after a quote from the late Dr. Martin Luther King, Jr.: The ultimate measure of a man is not how he stands in moments of comfort and convenience, but how he stands in times of challenge and controversy.”

Angela Diaz, Jean C. and James W. Crystal Professor in Adolescent Health, Icahn School of Medicine at Mount Sinai

“I resolve to use this platform, the Road Map Bulletin, to continue spreading awareness of our anti-racist work, keep our Health System informed about our progress, and hold our colleagues and myself accountable for creating real, lasting change.”



In closing, we hope these “Road Map Resolutions” inspire you to ask yourself how you will take action this year to further anti-racist work at Mount Sinai and in your community.

We invite everyone to make their own “Road Map Resolution” and join us at an upcoming event:

Join Us for an Upcoming Event

A Conversation With Leaders: Robert Fields—Join the Corporate Services Center Diversity Council on **Tuesday, January 11, at noon** for a conversation with **Robert Fields, MD, MHA, EVP, and Chief Population Health Officer for Mount Sinai Health System** about his career. [Register here](#).

Chats for Change: Racism x Religion—Join facilitator **Jenn Meyer, LMSW, MPH, Global Health Program Coordinator at Icahn Mount Sinai**, on **Tuesday, January 11, at noon** for a conversation on the links between race and religion. The chat will explore how religion supports racial justice, how has religion been a tool for racial discrimination, and if religion can be a protective factor in the face of racism and inequity. [Join via Zoom](#).

[Road Map for Action](#)

[Past Bulletins](#)
