



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



**March 10, 2022**

Happy Thursday, Mount Sinai Community –

First, we would like to take the time today to remember the life of Breonna Taylor and to remind ourselves of the deep-rooted, systemic racism and anti-Blackness that led to her killing on March 13, 2020. Two years later, the fact that only one officer has been charged in connection to the no-knock raid where Breonna was killed, that he was charged for endangering residents of another apartment and not for her death, and that the officer was recently acquitted remind us that the fight to eradicate racism is far from over.

The fact is, fighting racism—including Mount Sinai’s effort to become an anti-racist organization—is and will be an ongoing process that requires consistent, active participation. That’s a reality recognized by our eleventh and final Road Map Strategy: **providing anti-racism education and resources throughout the Health System in order to foster a learning community at all levels and to help advance an anti-racism and equity culture.**



Strategy 11 Lead **Ann-Gel S. Palermo, DrPH**, Senior Associate Dean for Diversity, Equity, and Inclusion at the Icahn School of Medicine and Chief Diversity, Equity, and Inclusion Officer for Education and Research at the Office for Diversity and Inclusion, tells us that the idea behind the strategy is that because institutions are made up of people, you can only make lasting **institutional change** by **encouraging personal growth and fostering an anti-racist mindset.**

Ibrahim Kendi stated, "The opposite of racist isn't 'not racist. It is anti-racist.'" "The suggestion is that systemic racism is ubiquitous in every sector of American society such that there is no place where it is not present. Thus it is not a YES or NO question to whether or not it is present, but rather a question of how much."

not a YES or NO question to whether or not one is racist but rather are you contributing to racism or counteracting it, hence being anti-racist," said Ann-Gel. "Strategy 11 is meant to provide Mount Sinai community members with the tools and practices needed to move from acknowledgement of being anti-racist to putting anti-racism into action."

Strategy 11's purpose is to provide support, equipping everyone from frontline staff to executive leadership with the resources and opportunities needed to advance open, collective learning about the practice of antiracism. With these resources in place, the end goal—normalizing an anti-racist mindset as a part of our daily lives—should be much more attainable and ultimately, transformational.

The first step in this strategy is evaluating our existing anti-racist education and resources to understand where there are gaps. Then, Ann-Gel and her team will work to expand those resources to ensure that they cover the personal, interpersonal, institutional, structural, and systemic levels of organization needed to advance an anti-racist and equity culture.

In partnership with Strategies 9 and 10, Strategy 11 also includes developing specific programs for leadership to encourage active participation in anti-racist work so our executives can lead by example. This work is underway and ongoing—for example, you may remember that back in late November 2021, our eleven strategy leads took part in a retreat to reflect on their individual relationships with systemic racism. You can revisit that Bulletin [here](#).

Finally, Strategy 11 seeks to cultivate an open, systemwide learning environment by creating and distributing anti-racist and racial equity educational materials across the Mount Sinai Health System. One example is the Road Map [Conversations Toolkit](#), which is geared toward fostering discussion about anti-racist change in our day-to-day work.

"Being an anti-racist institution is not a trend or a badge or a one-time workshop. It is an intentional and persistent practice. We disrupt racism through individual learning, critically evaluating our interpersonal actions, and transforming our organizational structures, policies, and practices," said Ann-Gel.

In the spirit of active learning and participation, we invite you to join us at one of our upcoming events.

All the best,

Angela and Shawn

## Join Us for an Upcoming Event

**Chats for Change: Responding to Racist Patient Behavior** — Join Chats for Change on **Tuesday, March 15, at noon** to discuss an important topic we [covered back in September](#): how to respond when a patient is racist. The discussion will cover strategies for responding, supporting our colleagues, and managing sensitive interactions with patients and families. [Register on Zoom](#).

Road Map for Action

Past Bulletins

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