



**March 17, 2022**

Happy Thursday, Mount Sinai Community –

In February 2021, Mount Sinai’s leadership shared a commitment to further invest in and partner with community suppliers as part of our effort to advance diversity, equity, and inclusion throughout our community. This week, we are excited to share more information about this commitment to supplier diversity—an especially important initiative, enhanced in the wake of the 2020 outpouring of support for Black Lives Matter, that epitomizes the importance of taking intentional, smaller steps to make a larger difference in supporting and elevating underrepresented populations.

Across Mount Sinai, we work with many vendors and suppliers to buy the tools and resources necessary to run a health system. Working with a diverse supplier base is one critically important way to support small businesses and underrepresented minority-owned businesses which historically have been excluded from contracting opportunities. That is why we are intentionally partnering with businesses that are at least 51 percent owned, operated, and controlled by individuals from underrepresented groups, including Blacks, Latinos, and other minorities, women, veterans, service-disabled veterans, people with disabilities, and people who identify as LGBTQ as well as those in historically underutilized business zones.

Mount Sinai's supplier diversity program, formalized in partnership with a Minority Business Enterprise (MBE) consulting group, can be broken down into three parts: increase business and partnerships with underrepresented vendors, encourage non-diverse vendors we work with to subcontract to underrepresented businesses, and develop mentorship programs to help underrepresented businesses become more stable.

Our work to shift the institutional approach to procurement partnerships is already well underway. The Supply Chain team, in close partnership with Marketing and Communications, has developed a [supplier diversity website](#), implemented MBE-owned software to facilitate searching for certified small businesses and underrepresented suppliers, and worked with several other departments across the Health System to find opportunities to switch to underrepresented suppliers.



“We want people to see that we are not just committed to change, but that we are taking every step and every measure to authentically make a difference,” explained **Karen Wish, Chief Marketing Officer**. “It all goes back to intentionality —putting the effort, energy, and belief system behind your commitment and turning it into action.”

**Carlos Maceda, Chief Supply Chain Officer**, added, “Supplier diversity affects all of our lives whether we know it by name or not. The dollars we spend supporting underrepresented businesses in our communities—whether that’s ordering gloves and office supplies or hiring a company to support building renovations—in turn contribute to our local economies, bettering the lives of our employees and patients.”



Though much has already been done to enrich this program, plans are in place to ensure continued growth by building out mentorship programs, expanding into more departments, and increasing spending benchmarks, all while continuing to meet goals.

To learn more about Mount Sinai's commitment to supplier diversity, watch our [supplier diversity video](#) or send questions to [supplierdiversity@mountsinai.org](mailto:supplierdiversity@mountsinai.org).

On a different and more somber note, this week marks one year since the racially motivated shooting at an Atlanta spa that left eight innocent people dead and an extended community racked with grief, sadness, and confusion. Anniversaries like this can be difficult, especially coupled with continued attacks against Asian Americans both here and abroad, and we extend our most sincere thoughts to those affected.

We have a number of upcoming events this month, and as always, we encourage you to get involved.

Angela and Shawn

## Upcoming Events

**Our Seat at the Table**—The Corporate Services Center Diversity Council and Heritage of Latinx Alliance Employee Resource Group invites the Mount Sinai community to attend a panel discussion in honor of Women's History Month on **Wednesday, March 23, from 1 to 2 pm**. Interested participants can register [here](#).

**Charting Your Course: A Financial Guide for Women**—Women can face unique financial challenges. Join TIAA on **Thursday, March 24, from 3 to 4 pm** for this webinar and discover tailored approaches to saving for retirement and tips to make your money work harder. Register [here](#).

**Poetry Open Mic Night**—On **Thursday, March 24, from 5:30 to 6:30 pm**, join the Office for Diversity and Inclusion for an Open Mic Night to celebrate extraordinary women in literature. Sign up [here](#). Zoom meeting details will be emailed to all registrants.

**Virtual Paint/Art Night Social**—The Office for Diversity and Inclusion and the Black Women Leaders Connect Employee Resource Group will host an evening of art on **Thursday, March 31, from 5:30 to 7 pm**, including recreating a mixed media image using paint and other art supplies. Register [here](#).

Road Map for Action

Past Bulletins

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