



March 31, 2022

Road Map Bulletin: Diversity Councils and Employee Resource Groups (ERGs)

Happy Thursday, Mount Sinai Community –

As you know, Mount Sinai's *Road Map for Action* was developed to help our Health System become an anti-racist institution, united in solidarity and working toward equity as a shared goal.

Community is at the core of this work because we can only make lasting change if all members of the Mount Sinai family are invested. That is why this week, we are spotlighting [Diversity Councils and Employee Resource Groups](#) (ERGs) and the role they play in championing an inclusive learning and work environment.

Diversity Councils are committees of employees supported and commissioned by executive leadership to champion diversity, equity, and inclusion. These committees exist across the Health System at sites including the hospitals, the Corporate Services Center, and in different teams at the Icahn School of Medicine at Mount Sinai. Diversity Councils are run by at least two co-leads and meet monthly to discuss matters of diversity, equity, inclusion, and the anti-racism work. The resulting concerns, suggestions, and other ideas are then shared with the Office for Diversity and Inclusion (ODI) and with Health System leadership, helping fuel Mount Sinai's diversity efforts.

Where diversity councils focus on a broad range of topics, **Employee Resource Groups** (ERGs) are mission-based committees primarily formed around members' common heritages, goals, and/or interests. ERGs are system-wide with local chapters at the hospitals and Corporate Services Center. Currently, there are 11 ERGs that focus on a variety of topics including

ERGs, with three additional under development:

- [ADAPT \(All Differing Abilities Partnering Together\)](#)
- [Asian Resource Network](#)
- [Black Leaders Advocating for Change and Community](#)
- [Black Women Leaders Connect](#)
- [Caregivers](#)
- [Faculty of Color Network](#)
- [Heritage of Latinx Alliance](#)
- [Islamic Community of Mount Sinai](#)
- [Lesbian, Gay, Bisexual and Transgender Group](#)
- [Military/Veterans](#)
- [Women's Advocacy Group](#)
- Interfaith ERG (new)
- Nurses Against Racism (new)
- Supply Chain (new)

The goal of Diversity Councils and ERGs is to find innovative ways to address the needs of faculty, staff, students, and patients, promoting belongingness, enhancing patient experience, furthering our anti-racism work, and facilitating social, cultural, and educational activities.

Elizabeth Diaz, MPA, Senior Project Coordinator for the Office for Diversity and Inclusion, says Diversity Councils and ERGs are instrumental in understanding what's important to everyone across the Health System. "From colleagues in environmental service to registrars to managers on any given unit, folks are able to engage in really meaningful conversations—sharing concerns, rewarding work, gratitude, and more—with a cohort of like-minded peers, helping to strengthen engagement and community."



Elizabeth Diaz



Shana Dacon-Pereira

One of the most important aspects of Diversity Councils and ERGs is the way they collect information, use it to effect change, and then disseminate updates back to the community. Here is how it works: each group hosts open conversations about pressing issues for their colleagues and patients, which then inform the Health System's efforts to become more equitable and anti-racist. As that work rolls out, progress along specific efforts is shared back with these groups so they can keep their colleagues informed—creating an efficient and effective feedback loop and, in turn, enhancing workplace and patient experience.

“Diversity Councils and ERGs are at the heart of engagement and inclusion across Mount Sinai,” said **Shana Dacon-Pereira, MPH, MBA, Senior Director, Office for Diversity and Inclusion**. “These programs are the vehicles by which staff are able to understand and feel more engaged with the system as a whole while forming important relationships through community-building activities.”

Diversity Councils and ERGs are entirely volunteer-based and meet monthly. To learn more about these groups or to join a specific Diversity Council or ERG, contact the Office for Diversity and Inclusion at diversity@mountsinai.org.

We also encourage you to further your equity education by joining us at an upcoming event.

All the best,

Angela and Shawn

Join Us for an Upcoming Event

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 – 7 pm**, including recreating a mixed media image using paint and other art supplies. Register [here](#).

Chats for Change: Racism and Mental Health Part I: Racial Trauma—

Untreated racial, traumatic stress has profound consequences for children, adolescents, adults, and families. Often the clinical presentation is depression and anxiety, but behind these symptoms is racial trauma. Join the Department of Medical Education at the Icahn School of Medicine at Mount Sinai as we explore the history and context of racial trauma and discuss strategies for healing these wounds.

Tuesday, April 5, from noon – 1 pm. Register [here](#).

Neuroimaging Studies of Transgender People: A Critical Review—The

Friedman Brain Institute at the Icahn School of Medicine and STEM will be presenting a special diversity in Neuroscience lecture with **E. Kale Edmiston, PhD, Neuroscientist and Assistant Professor of Psychiatry at the University of Pittsburgh**, on **Wednesday, April 6, at 1 pm** via [Zoom](#).

[Road Map for Action](#)

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