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**March 23, 2023**

**Road Map Bulletin: Road Map Progress: 2022 Highlights**

Happy Thursday, Mount Sinai Community –

As our work to become an anti-racist health care and learning institution continues, we want to take a moment to give you an update on some of the exciting progress we made as a system in 2022.

The Road Map effort has been personally, culturally, and operationally transformative, working to integrate anti-racism into every aspect of our day-to-day work and breaking down silos to create bridges across the entire Health System.

In 2022, leaders from across Mount Sinai worked together to achieve progress toward four overarching goals: ensuring diversity, equity, and inclusion (DEI) is a stand-alone and integrated priority of Mount Sinai business structures; fostering partnerships using an anti-racist lens that promotes a thriving and equitable culture for staff and communities served; sustaining an equitable talent acquisition process that focuses on the retention and development of under-represented minority (URM) employees across the Health System; and equipping Mount Sinai employees with the knowledge and skills needed to effectively engage in anti-racist and equitable practices.



**Pamela Abner, Vice President and Chief Diversity**

**Operations Officer**, underscored the importance of having consistency of purpose as part of this effort. “The work to create an anti-racist health system requires a clear vision of where we want to go and a sustained commitment from the entire organization to ensure the work of the Road Map continues to be front and center.”

While every step taken—large or small—toward equity is incredibly important, we’re exceptionally proud of the following accomplishments from the last year:

- Standardized DEI language and terminology across the Health System
- Increased the sourcing of supplies and equipment from minority-owned businesses
- Built a new strategy for [Employee Resource Groups \(ERGs\) and site Diversity Councils'](#) involvement in anti-racism efforts
- Partnered with the Committee to Address Anti-Asian Bias and Racism and the new Center for Asian Equity and Professional Development to integrate and synergize efforts with Road Map strategies
- [Embraced a focus on environment, social, and governance \(ESG\) issues](#)—establishing a youth-focused community program on climate change to address environmental racism
- Developed a Diversity Innovation Hub platform in Harlem to engage women and minorities to build capacity for entrepreneurship
- Embedded DEI competencies and statements of leadership accountability in senior-level job descriptions across the Health System
- Designed and launched the [LINC System Mentoring Program](#)
- Launched a bi-monthly “Patients Exhibiting Racist and Discriminatory Behavior” course for leaders
- Completed anti-racism training for strategy and site leads aligned with increasing their leadership capability to execute the anti-racism Road Map
- Developed the Mount Sinai Health System Leadership Model, which will include associated anti-racism behavioral expectations, including one that addresses mentoring expectations by leadership level
- Published 50 Road Map Broadcasts to the entire Mount Sinai community covering a broad array of topics. You can read all of our past bulletins [here](#).

“While we embark on this work, we must keep in mind that there is still much more to learn about the deeply rooted impact of structural racism,” **Pam** reminded us. “This progress does not indicate that our work is done—it is only the beginning, but it’s a great body of work that should inspire us to go even further in the coming year.”

There is, of course, more work to do. If you want to be part of creating this change at our Health System, get involved by joining an [ERG or Diversity Council](#).

And a reminder that we always want to hear from you. Was there a topic we covered months ago that you think we should revisit? Do you or a colleague have insights or expertise you think will help advance our anti-racist efforts? Send us an email at [RoadMap@mountsinai.org](mailto:RoadMap@mountsinai.org) to suggest a topic, highlight a coworker, or provide feedback.

All the best,  
Angela and Shawn

## Join Us for an Upcoming Event

**The Importance of Building Relationships Panel**—The Black Women Leaders Connect Employee Resource Group will be hosting a panel on Thursday, March 23, from 1-2 pm on the importance of building relationships in the workplace by sharing experiences and offering tips. The panel will be moderated by Lyndia Hayden, MS, PMP, Senior Director of Data Integrity and Equity Analytics in the Office for Diversity and Inclusion, and will feature LeWanza Harris, MD, MPH, MBA, MS, Vice President of Quality and Regulatory Affairs; Wendy O'Brien, BSN, MBA, Vice President and Chief Nursing Finance Officer; and Kimberley Ennis, DNP, APRN-BC, Senior Director of Nursing at Mount Sinai Queens. Register [here](#) to attend this virtual event.

**Chats for Change: Play Your Role**—Chats for Change is a production of the Icahn School of Medicine's Racism and Bias Initiative. People who belong to minority groups—not just racial and ethnic groups, but religious, sexual, and other minorities as well—routinely get cast in roles and are expected to speak on behalf of the group. Join Michelle Sainté Willis and Leona Hess, PhD, on Tuesday, March 28, from 12-1 pm to examine four common roles: The Exemplars (“credit to your race”), The Officials (who know where “the community” stands), The Iconoclasts (dispensers of unpopular “real talk”), and The Outcasts (“S/he/they ain't with us”) and how they show up in our work and learning environment. Register on [Zoom](#).

[Road Map for Action](#)

[Past Bulletins](#)