



**May 5, 2022**

**Spotlight on Lorisa Richards, Vice President of Nursing Operations, The Mount Sinai Hospital**

Happy Thursday, Mount Sinai Community,



First up, good news! The Mount Sinai Health System earned the fifth slot on DiversityInc's [2022 Top Hospitals and Health Systems](#) list. This is an important acknowledgement of our mission to become an equitable and inclusive organization. Congratulations to all who made it possible and continue to work on diversity—our inclusion on this highly selective list was no easy feat.

This week, we caught up with **Lorisa Richards, MSN, RN, FNP**, the new Vice President of Nursing Operations at The Mount Sinai Hospital (who happens to hail from Jamaica) to talk about her career and the Black Executive Acceleration Program (BEAP).

### **Tell us a little about your career journey at Mount Sinai.**

- When I was a staff nurse, my manager suggested that I go into leadership, but I told her that I didn't think that was for me. She insisted, saying, "When you're in charge, everything runs smoothly—you should at least try."
- So I applied for a night-shift nursing administrator role. I really liked it because there were quite a few new nurses that I was able to mentor. In time, I was promoted to nurse manager, then to associate director. To this day, my biggest focus is investing in the staff like my supervisors invested in me.

### **How did you get involved in the [Black Executive Acceleration Program](#)?**

- I was nominated for the program by Beth Oliver, MS, DNP, Chief Nursing Executive, Frances Cartwright, PhD, RN-BC, AOCN, FNN, Chief Nursing Officer and Senior Vice President, The Mount Sinai Hospital, Diane Adams, MS, LCSW, Chief Learning Officer, and Pamela Abner, MPA, Vice President and Chief Diversity Operations Officer.
- They told me that they were starting a cohort to develop high-potential Black leaders—it interested me because we tend to live in our own silos within Mount Sinai, and it was an opportunity to connect with other System leaders of color and learn from one other.

### **How did BEAP help you get to where you are now?**

- I feel as if I've been getting the mentoring that I need to get me to whatever the next step in my career journey is. When I first met my executive sponsor, Robert Fields, MD, MHA, Executive Vice President and Chief Population Health Officer, he said, "I just want you to know that your success is my success." It was comforting to hear those words and then see them in action. I was also assigned a mentor, Shirish Huprikar, MD, Professor, Infectious Diseases, and as my executive sponsor, he shared the same sentiments. They both made themselves totally accessible to me. In our first meeting, they conducted a needs assessment and then followed up on what was discussed during the second meeting.

**"To this day, my biggest focus is investing in the staff like my supervisors invested in me."**



**What would you say to others within the Mount Sinai community who are considering joining mentoring programs?**

- As a mentee, be a sponge. Be very strategic in what you ask for. Go in with a plan for what you want from the experience.

**What would you say to someone considering becoming a mentor?**

- I think that we can all learn from each other. As a mentor, you have considerable life experience and guidance that you can offer to a mentee—and you can learn something from them as well.

**What are you most excited about in your new role as Vice President of Nursing Operations?**

- This has been my dream, and now I get to live it! I'm also receiving bunches of emails and texts from staff nurses and others telling me how inspired and proud they felt when they heard about my promotion. I'm excited that my story made such a difference in their lives, and with the team we have here, we will do great things—together.

We thank Ms. Richards for her insights and wish her the best in her new role. And as always, we invite you to join us at an upcoming event.

All the best,

Angela and Shawn

## Upcoming Event

**Chats for Change: Racial Capitalism and Medicine**—Join Chats for Change on **Tuesday, May 10, from noon to 1 pm** to discuss racial capitalism as a potential fundamental cause of disease. The conversation will explore the idea that racialized exploitation and capital accumulation directly impact access to care, including relationships with the pharmaceutical industry and the quality of care people receive. [Register on Zoom.](#)

[Road Map for Action](#)

[Past Bulletins](#)

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