



August 18, 2022

Celebrating One Year of the Road Map Bulletin

We are excited to share that last week, Mount Sinai's Employee Resource Groups (ERGs) and Diversity Councils received [four 2022 Diversity Impact Awards™](#). A huge congratulations to the groups listed below. If you want to learn more about our ERGs and Diversity Councils—and get involved in their work—[click here](#).

2022 Diversity Impact Awards™ for Mount Sinai

Asian Resource Network (ARN) ERG

Ranked in the 2022 Diversity Impact Awards Top 25 ERG Award Category

- Fredalyn Vargas
Property Manager, Real Estate Services
- Cesar T. Sevilla
Associate Director, Digital and Technology Partners

Heritage of Latinx Alliance (HOLA) ERG

Ranked in the 2022 Diversity Impact Awards Top 25 ERG Award Category

- Frank Pabon, Director of Operations, FPA Administration - Central Billing Office
- Shawn Lee, Associate Director of Operations, FPA Administration - Central Billing Office

Mount Sinai Heart Diversity Council

Ranked in the 2022 Diversity Impact Awards Top 10 Enterprise-wide ERG Award Category

- Kimberley Ennis, DNP, APRN-BC, Senior Director, Nursing, Mount Sinai Queens

Mount Sinai Downtown Diversity Council

(Mount Sinai Beth Israel and New York Eye and Ear Infirmary of Mount Sinai)

Ranked in the 2022 Diversity Impact Awards Top 10 Diversity Action Award Category

- Donnette Truss, SHRM-SCP, Director, Human Resources, Mount Sinai Beth Israel
- Lena Chang, MSN, RN, ANP-BC, Cardiac Electrophysiology Nurse Practitioner, Cardiovascular Services

These awards aren't the only thing we have to celebrate this week: tomorrow is the Road Map Bulletin's first birthday! Over the last year, we've cherished the opportunity to talk with individuals from every corner of the Health System, learn about their efforts to ensure Mount Sinai is an anti-racist institution, and share that knowledge with all of you. Here's a look back at some of the topics we've discussed over the last year:

We've examined health disparities faced by patients of color—and what MSHS is doing to address them:

- COVID-19 Health Disparities: [part one](#) and [part two](#)
- [Racism is a Public Health Crisis](#)
- [Black maternal mortality crisis](#) and the impact of [abortion access](#)
- Addressing disparities in [prostate health](#)
- [Heat, race, and environmental injustices](#)

We've taken a deep dive into all 11 Road Map strategies:

- [Strategy 1](#)
- [Strategy 2](#)
- [Strategy 3](#)
- [Strategy 4](#)
- [Strategy 5](#)
- [Strategy 6](#)
- [Strategy 7](#)
- [Strategy 8](#)
- [Strategy 9](#)
- [Strategy 10](#)
- [Strategy 11](#)

We've celebrated and explored the history behind important holidays and recognition months, including:

- [Latinx Heritage Month](#)
- [Black History Month](#)
- [Asian American Pacific Islander Month](#)
- [Juneteenth](#)

And we've worked to equip all of you with the knowledge and resources needed to further your anti-racism journey:

- Policy on Dealing with [Racist Patient Behavior](#)
- Addressing [Microaggressions in the Workplace](#)
- [Key Anti-Racism Learning Resources](#) and [Anti-Racist Summer Reading List](#)
- [Closing the Gap for Black Residents](#)

These are just a few examples of what we've covered in the last year—and we look forward to building on this foundation in the months to come. You can look at back at all the Bulletins [here](#), and if you have any questions, feedback on a current/previous bulletin, or even an idea for an upcoming Bulletin, send us an email at RoadMap@mountsinai.org.

[Contact Us](#)

Until next week, we invite you to join us at an upcoming Icahn School of Medicine Racism and Bias Initiative Event listed below.

All the best,
Angela and Shawn

Join Us for an Upcoming Event

Chats for Change Deeper Dive Series | White Supremacy Culture

Characteristics: Urgency — Join Chats for Change on **Tuesday, August 23, at noon** to discuss why white supremacy culture promotes a sense of urgency while neglecting the urgency of racial justice. The discussion will cover how living with a constant sense of urgency promotes the abuse of power and burnout. [Register on Zoom.](#)

[Road Map for Action](#)

[Past Bulletins](#)
