

**April 7, 2022**

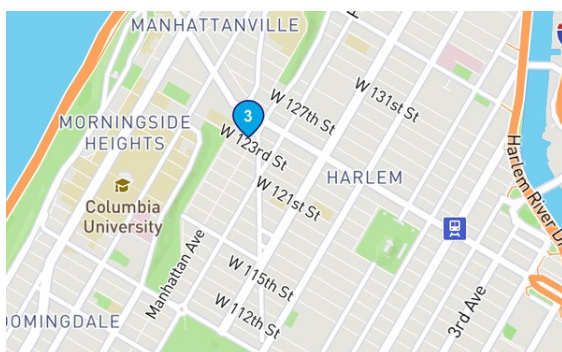
## **Road Map Progress**

Happy Thursday, Mount Sinai Community –

Now that spring has arrived, soon to bring a slightly warmer breeze, brighter sun, and renewed hope that we are past the worst of the pandemic, we want to continue the good vibe and give an update on a critical part of our journey toward becoming an anti-racist institution: progress to date.

In our *Road Map Bulletins* we often talk about where we need to go and the challenges that we face, which are critical to acknowledge and embrace as we move forward together. But it is equally important to note the accomplishments we have made since the inception of the *Road Map*. Each of these steps, big and small, is important because it brings us closer to our goal of anti-racism.

With that being said, here are a few highlights of how far we have come. We also invite you to click through the links to learn more about our achievements.



## **Investing in Harlem**

With more than 3,000 Mount Sinai Health System employees living in Harlem, we recognize the importance of making core investments there for staff and patients alike.

- This fall, we will open a new \$50 million state-of-the-art Ambulatory Health Center at 124th Street in Harlem, bringing health care closer to where more of our patients live and work. The new facility both combines and expands services for our two Harlem-based hospitals, Mount Sinai Morningside and The Mount Sinai Hospital, allowing us to offer the highest-quality outpatient primary care, specialty care, and behavioral health treatment. Programs offered will include ones specifically designed for the LGBTQ+ community and for those with chronic medical conditions, including HIV/AIDS.
  - In 2021, the Health System unveiled the newly relocated **Phillips School of Nursing at Mount Sinai Beth Israel** at its new home on 126th Street and Lexington Avenue.
  - The **New York Proton Center**, a partnership with Memorial Sloan Kettering Cancer Center and Montefiore Health System, opened in 2019 at 126th Street and Third Avenue.
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**Jeremy Boal, MD, Chief Clinical Officer, Mount Sinai Health System, and President, Mount Sinai Beth Israel and Downtown**, said: “The Ambulatory Health Center follows the recent opening of our Phillips School of Nursing and the New York Proton Center and is part of our broader mission to bring services, care, and investments into local communities. By bringing these services closer to where people live and work, we hope to provide greater access to care and deliberate investment to all the communities we serve.”



**Jeremy Boal, MD**



**Pamela Abner**

### **Aligning Services and Increasing Access to Care**

- Many Health System ambulatory practices, including cancer and cardiac care services and the transplant program, are now unified, helping ensure equal

treatment for all patients regardless of insurance status—and more are on that pathway.

- Just last week, the Department of Urology **launched** its new Robert F. Smith Prostate Cancer Screening Unit in underserved local communities as part of programming to address racial inequities in early detection and treatment. Black men are 70 percent more likely to develop high-risk prostate cancer than white men, and more than twice as likely to die from it.

## Hiring and Retention

- Mount Sinai has begun working with outside recruitment firms that are closely aligned with our anti-racism goal, and is **restructuring and diversifying** the search committees for leadership positions.
- The Road Map Strategy 8 Team has been working with a team of diverse human resource professionals to review all Health System job descriptions to ensure that they include specific, deliberate anti-racist language.
- Vice Presidents from HR and Labor Relations, in collaboration with **Pamela Abner, Vice President and Chief Diversity Operations Officer for Mount Sinai Hospital Groups**, are **reviewing** system HR policies through an equity lens to cement anti-racist behaviors and practices.

## Educational and Professional Development Programming

- The Road Map Team and the Mentoring Steering Committee have **catalogued** all of the Health System's mentorship programs to see how they can better complement each other and to ensure that they all have a solid foundation in equity.
- The Black Executive Acceleration Program (BEAP) was **founded** as a pilot aimed at supporting Black staff at the director and senior director level who are interested in advancing their careers.
- The Chats for Change program, which offers a safe space for Health System staff to talk and learn about race, has been **expanded and broadened**.
- The Talent Development and Learning Division and the Office for Diversity and Inclusion partnered to create the two-part educational series, "Creating a Brave Space for Conversations about Race." Leaders and managers with direct reports register for this course via PEAK.

## Enhanced Policies and Resources

- Mount Sinai **instituted** a new policy to support employees who experience racist behavior from patients, with a focus on stopping the harmful activity and

supporting our colleagues.

- The Institute for Health Equity Research at the Icahn School of Medicine at Mount Sinai was established in May 2020 to facilitate collaboration between scientists from multiple disciplines with community, clinical, policy, and industry stakeholders. Their collective goal is elimination of the underlying causes of health disparities—particularly in the wake of the global pandemic. Read their first annual report [here](#).
- Three new Employee Resource Groups (ERGs) are under development: the Interfaith ERG, Nurses Against Racism, and Supply Chain. Learn [more about these ERGs and the other eleven that are already established](#).
- The Office of Gender Equity in Science and Medicine and the Office for Diversity and Inclusion's Patricia S. Levinson Center for Multicultural and Community Affairs have partnered to develop system-wide [educational programming](#) on microaggressions.
- The Office for Diversity and Inclusion and the Road Map team have created three essential resources to aid members of the Mount Sinai community in their anti-racist education: the Road Map [Conversations Toolkit](#), the [United in Solidarity Resource Guide](#), and the weekly *Road Map Bulletin*.

There is, of course, much more work to be done, but we are grateful for everyone's continued efforts toward making Mount Sinai the most anti-racist health institution in the country. As this report shows, we are on our way.

If you would like to participate in our system-wide work to become an anti-racist institution, please join us at an upcoming event.

All the best,

Angela and Shawn

## Upcoming Events

**Chats for Change: Do Protests Even Work?**—Over the past decade, the United States has seen an incredible surge in protest movements where neighbors stand in solidarity against police brutality aimed at minority groups and on issues surrounding sexual assault, immigration, and sundry other domestic and international social justice initiatives. While protests and marches are historically seen as important tools for inspiring social and political change, many question their effectiveness given susceptibility to police suppression, sluggish progress, societal disruptiveness, and violent extremism. Join us on **Tuesday, April 12, from noon to 1 pm** for a conversation about what protests can (and can't) do and reflect on whether or not protests are still a workable call to action in 2022 and beyond. [Register on Zoom.](#)

**A Follow-up Conversation With Leaders: A Post Pandemic Road Map to Success**—Join the Black Leaders Advocating for Change and Community (BLACC) Employee Resource Group (ERG) on **Thursday, April 14, from noon to 1 pm** for a follow-up conversation to an event they hosted on June 17, 2021, in celebration and recognition of Juneteenth. They will be discussing our post-pandemic future. [Register on Zoom.](#)

[Road Map for Action](#)

[Past Bulletins](#)

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