

Mount Sinai Health System

Office for Diversity and Inclusion

2019



**Mount
Sinai**

ODI Executive Leadership Team



Gary Butts, MD

**Chief Diversity and Inclusion Officer, Office for Diversity and Inclusion
Dean for Diversity Programs, Policy, and Community Affairs
Director, Center for Multicultural and Community Affairs
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Ann-Gel Palermo, DrPH, MPH

**Associate Professor, Medical Education and Pediatrics
Associate Dean for Diversity and Inclusion in Biomedical Education
Associate Director, Center for Multicultural and Community Affairs
Chief Program Officer, Office for Diversity and Inclusion
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Pamela Abner, MPA

**Chief Administrative Officer & Vice President
Email: pamela.abner@mountsinai.org**

**Total (Part & Full
Time) Staff = 19**

MSHS Office for Diversity and Inclusion: Organizational Structure

Office for Diversity and Inclusion

Patricia S. Levinson
Center for Multicultural and Community Affairs (CMCA)

Supports students and faculty from backgrounds underrepresented in medicine and science and advances diversity at all levels by directing innovative and coordinated approaches in the areas of educational pipeline programs, diversity affairs, school-wide diversity initiatives, and training and education programs focused on the intersection of medicine, science, and social justice through an urban health lens

Center for Excellence in Youth Education (CEYE)

Operates a range of academic-year and summer science enrichment programs geared toward youth belonging to groups underrepresented in medicine.

Corporate Health System Affairs (CHSA)

Recommends and establishes best practices in diversity management to engage the organization in cultural effectiveness, address disparities and enhance the patient experience. Leads and promotes dedicated programs for LGBT Health, People with Disabilities, Supplier Diversity and Youth Talent Pipeline Programs.

2019 ODI Strategic Priorities

Sharing Leadership Accountability

Senior leadership across the health system and School are guided by the principles of diversity, inclusion, and equity across the five domains of leadership accountability.

Driving Inclusive Leadership

ODI is a leading source for learning opportunities and leadership support to advance transformation of the MSHS into an inclusive workplace.

Collecting and Reporting Data and Metrics

ODI is a leader and valued partner of MSHS initiatives to create a health system that is literate about its impact on the health outcomes of the diverse patient populations served, the academic outcomes achieved by its diverse student and trainee body, and the professional development accomplishments in the diverse workforce employed.

Driving Visibility and Communications

ODI is positioned to sustain and grow its resources to advance the work of the MSHS and ISMMS.

ODI aims to support MSHS and ISMMS leadership to identify strategic D&I priorities for the year in their respective areas of responsibility.

Organization of Diversity, Equity and Inclusion Efforts

FIVE DOMAINS OF LEADERSHIP ACCOUNTABILITY



Addressing cultural differences and inclusion through education, team-building and communication – including specific education around diversity, equity and inclusion; unconscious bias; LGBT sensitivity and spirituality and health.



Identifying and eliminating health disparities by expanding and enhancing clinical services targeted toward diverse populations.



Utilizing diversity councils and ERGs, surveys, evaluations, activities and events to promote full participation of faculty, staff and students in order to enhance the patient experience.



Promoting best practices in talent acquisition, development and retention to enhance demographic diversity of leadership, faculty, staff and students.



Supporting community outreach, engagement and collaboration with patient communities, professional organizations and external alliances through supplier diversity, brand enhancement and other inclusion initiatives.

WORK IS IMPLEMENTED THROUGH PROJECTS, ACTIVITIES AND INITIATIVES IN THE FOLLOWING AREAS OF FOCUS:

Advocacy for Women



Community Engagement



Education and Training



Leadership, Talent and Faculty Development



Military/Veterans



Recruitment, Retention and Advancement



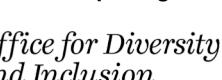
Supplier Diversity



Communications



Compliance and Data Collection & Reporting



Diversity Councils and ERGs



LGBT Programs and Policy



People with Disabilities



Research on Workforce Health Disparities



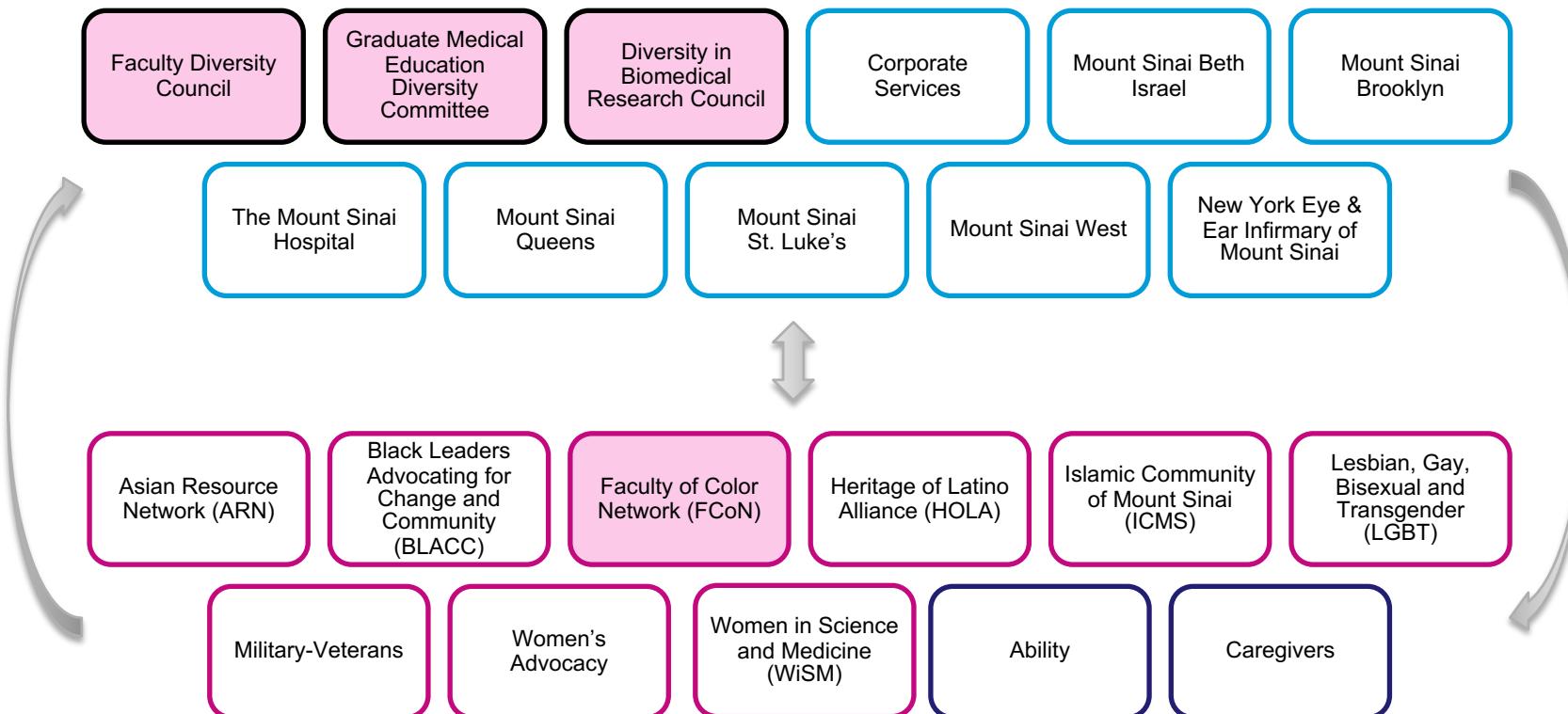
Youth Education and Talent Pipeline Programs



ODI Diversity Councils and Employee Resource Groups

Diversity Councils

ODI, hospital, and School leadership support diversity councils to bring forth innovation and creativity in order to address the needs of faculty, staff, students, and patients through key initiatives.



Employee Resource Groups

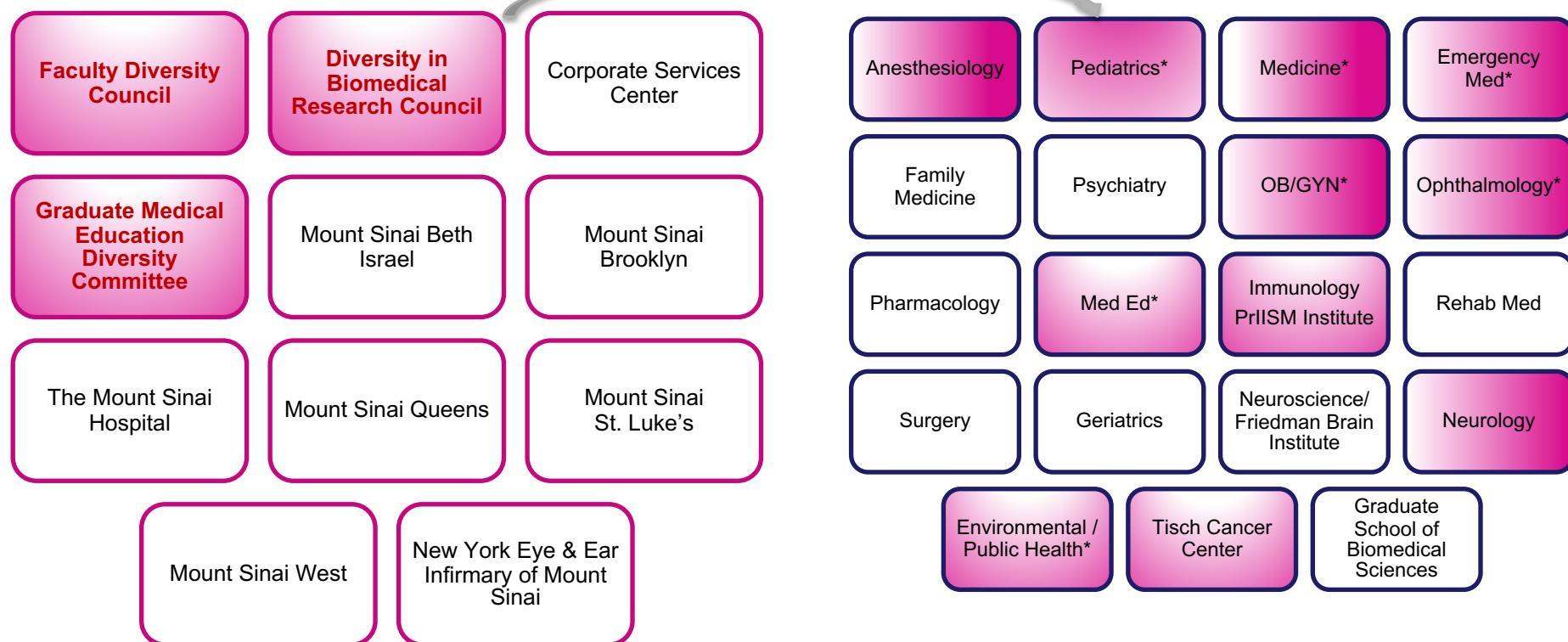
ODI encourages participation in System-wide ERGs to engage staff in areas of interest or affinity.

Diversity Councils and Department Diversity Committees

(as of April 2019)

Diversity Councils

ODI, hospital, and School leadership support diversity councils to bring forth innovation and creativity in order to address the needs of faculty, staff, students, and patients through key initiatives.



Recent D&I Recognitions



MSHS ranked **#1** among the top hospitals and healthcare systems in the country for diversity management for two consecutive years



Seven MSHS hospitals recognized as national leaders in LGBT healthcare equality

Forbes

100
BLACK MEN
OF AMERICA, INC.

MSHS ranked **#1** among health systems and hospitals and **#19 overall of 500 companies** on Forbes' 2019 "Best Employers for Diversity" List

MSHS received the Corporate Partnership Award from 100 Black Men of America, Inc.



Top Colleges for Diversity

Icahn School of Medicine at Mount Sinai recognized for fourth consecutive year for outstanding efforts in diversity and inclusion



The **Mount Sinai Queens** and **Mount Sinai St. Luke's Diversity Councils** are two of 25 groups selected nationally to receive the "ERG & Council Honors Award" for their demonstrated impact of diversity and inclusion efforts



Connect with ODI

Office for Diversity and Inclusion (ODI) www.mountsinaihealth.org/diversity

✉ : diversity@mountsinai.org | ☎ : 646-605-8280

LinkedIn: Mount Sinai Diversity and Inclusion Employee Network

ODI LGBT Health:

http://www.wehealny.org/services/LGBT_Health_Services/index.html

Patricia S. Levinson Center for Multicultural and Community Affairs (CMCA)

icahn.mssm.edu/about/diversity/cmca. ✉ : cmca@mssm.edu ☎ : 212-241-8276

Center for Excellence in Youth Education icahn.mssm.edu/about/diversity/ceye

✉ : ceye@mssm.edu | ☎ : 212-241-7655



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