

# 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  
Email: [gary.butts@mssm.edu](mailto:gary.butts@mssm.edu)**



**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  
Email: [ann-gel.palermo@mssm.edu](mailto:ann-gel.palermo@mssm.edu)**



**Pamela Abner, MPA**

**Chief Administrative Officer & Vice President  
Email: [pamela.abner@mountsinai.org](mailto:pamela.abner@mountsinai.org)**

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

# MSHS Office for Diversity and Inclusion: Organizational Structure

## Office for Diversity and Inclusion



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graph TD; A[Office for Diversity and Inclusion] --> B[Patricia S. Levinson Center for Multicultural and Community Affairs (CMCA)]; A --> C[Center for Excellence in Youth Education (CEYE)]; A --> D[Corporate Health System Affairs (CHSA)];
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### 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

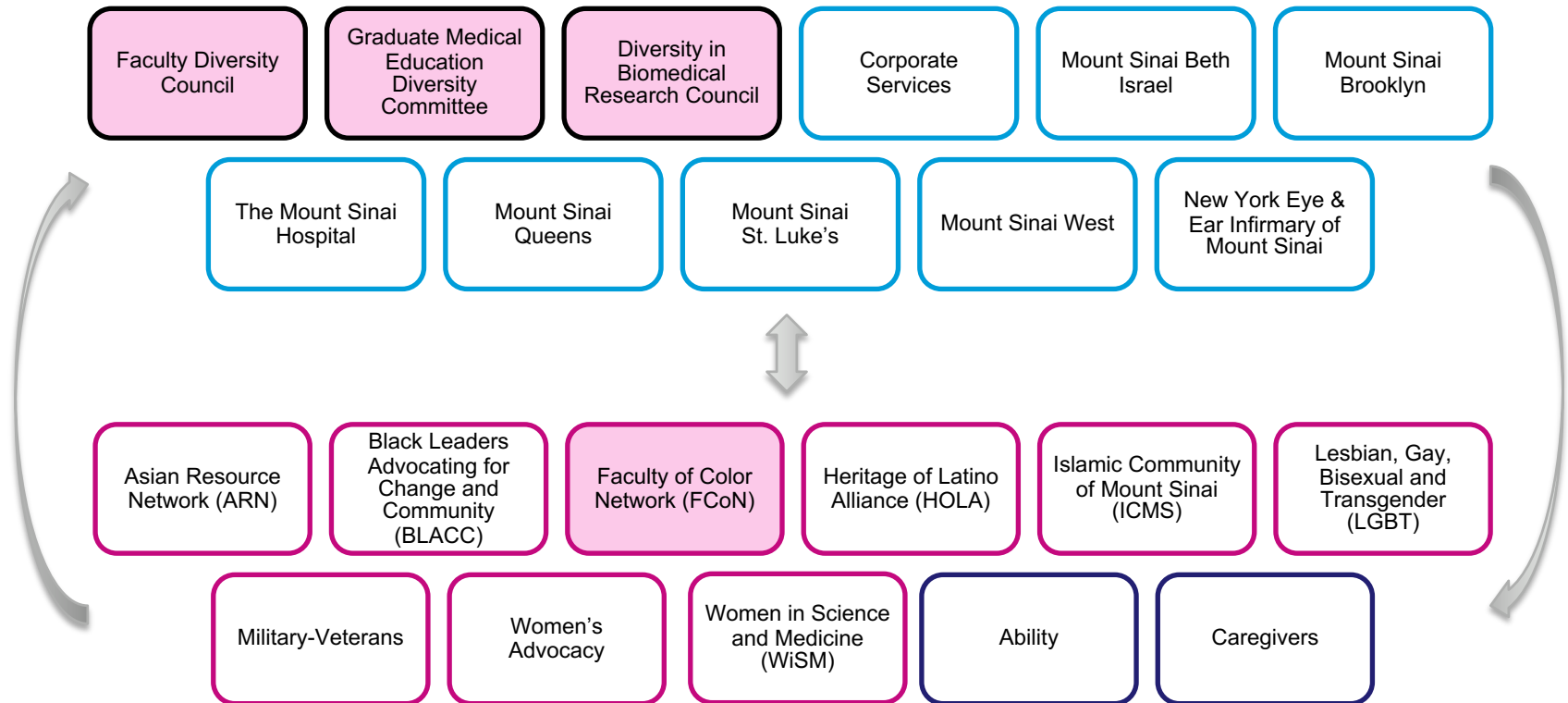


Youth Education and Talent Pipeline Programs

# 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

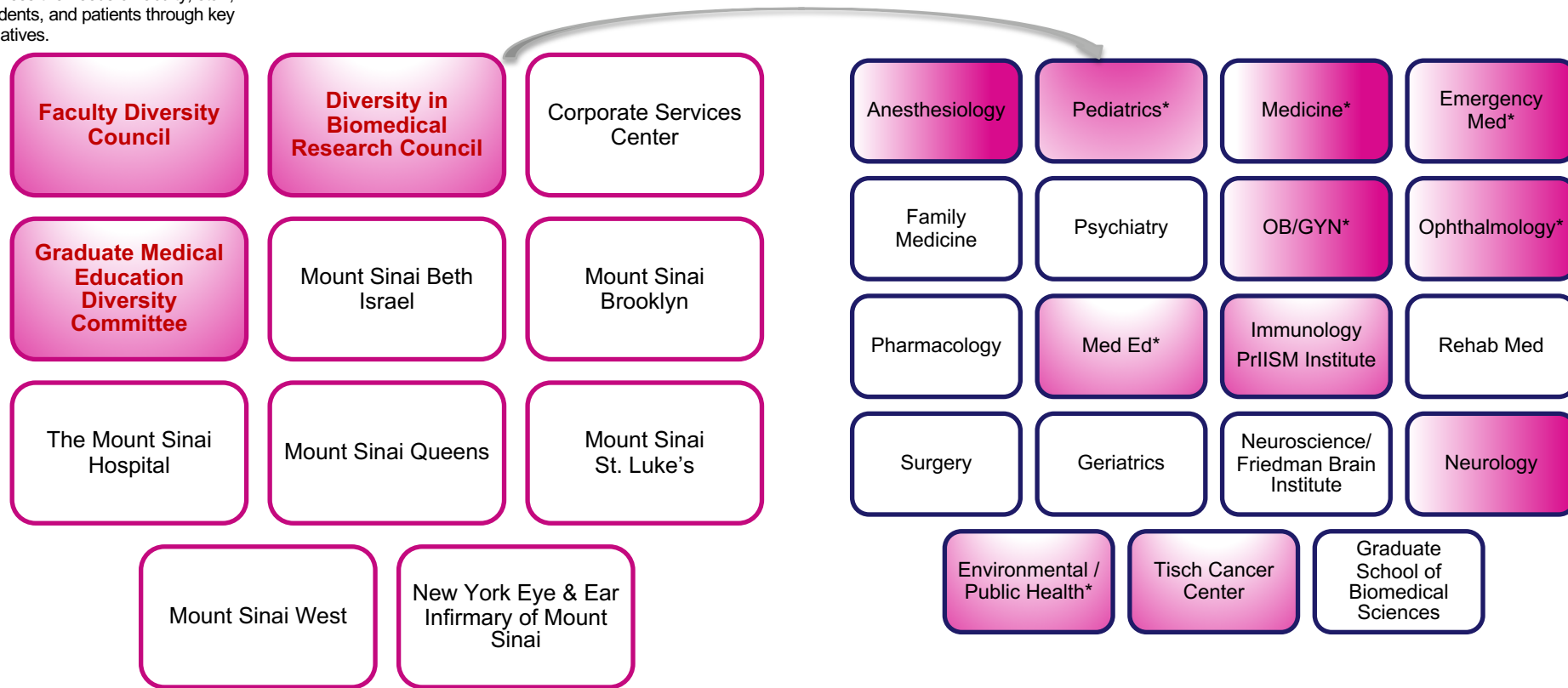
ODI encourages participation in System-wide ERGs to engage staff in areas of interest or affinity.

# 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.



**Committed Diversity Leaders N=19**  
 (\*Vice Chair or Assoc. Dean leads)

# 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



**Top Colleges for Diversity**

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

The Forbes logo, consisting of the word "Forbes" in white serif font on a black background.

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

**100**  
**BLACK MEN**  
**OF AMERICA, INC.®**

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



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](http://www.mountsinaihealth.org/diversity)

✉ : [diversity@mountsinai.org](mailto: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](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](http://icahn.mssm.edu/about/diversity/cmca). ✉ : [cmca@mssm.edu](mailto:cmca@mssm.edu) ☎ : 212-241-8276

**Center for Excellence in Youth Education** [icahn.mssm.edu/about/diversity/ceye](http://icahn.mssm.edu/about/diversity/ceye)

✉ : [ceye@mssm.edu](mailto:ceye@mssm.edu) | ☎ : 212-241-7655



Diversity@MountSinai;

@CEYEMountSinai



[www.facebook.com/](http://www.facebook.com/)

**ODI.MSHS.**

**CEYE.CMCA.**

**CMCA.ISMMS**