



November 12, 2021

Road Map Bulletin: Black Executive Acceleration Program

Happy Friday, Mount Sinai community –

Today, we want to update everyone on the **Black Executive Acceleration Program (BEAP)**, which we introduced back in August in our first-ever [Bulletin](#). As some of you may remember, the BEAP is a small pilot program co-sponsored by the Office for Diversity and Inclusion and Talent Development and Learning (TDL), aimed at supporting Black directors and senior directors at Mount Sinai who are interested in advancing their careers. This pilot program will guide us as we continue to expand our leadership development and other TDL programs throughout the organization.

We sat down with two Road Map strategy leads—**Pamela Abner, Vice President and Chief Diversity Operations Officer**, and **Diane Adams, Chief Learning Officer**—who are working with the team behind the program. They told us that their goal is two-fold: advancing participants’ abilities and furthering their careers, while strengthening the overall talent pipeline at Mount Sinai.

Over the course of a year, the 15 staff members in the pilot program will build relationships with C-suite executives, network with their peers, learn about a wide breadth of executive leadership topics, and take interactive classes on leadership. Importantly, participants are also paired with both mentors, who provide day-to-day advice about their current role at Mount Sinai, and executive sponsors, who advocate for them and provide strategic career advice.

As Pam told us, “We have great talent within Mount Sinai—the 15 people in this program are evidence of that—and **we have a responsibility to reach out and**

help to support their career development. As people of color seek to advance in their careers, they too often face additional obstacles and challenges; this program begins to address that.”

Leroy Francis, Administrative Director of Cardiology at Mount Sinai Queens and a member of the program’s inaugural class, told us that, “actions speak louder than words” and this program, “speaks volumes about Mount Sinai’s work to **address racism and bridge the Black leadership gap** within the organization and the health care industry overall.”

We encourage everyone to get to know the 15 Mount Sinai team members who are in the inaugural class of the Black Executive Acceleration Program: rogram:

Members of the Black Executive Acceleration Program

Mount Sinai Health System 2021



Calandra Branch, MBA, FACHE
Senior Director,
Network Operations,
Mount Sinai
Health System



Brendan Bullen, MPA
Director, Medical
Education,
Icahn School of
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Natalie Callis, DNP, RN-BC, CNL, CPXP, CSSGB
Senior Director,
Talent Development
and Learning,
Mount Sinai Health
System



Yvette Cummings, MSN, RN
Senior Director,
Dialysis and
Ambulatory Care
Nursing,
The Mount Sinai
Hospital



Monica Dent
Administrative
Director,
Emergency
Medicine,
Mount Sinai West



Kimberley Ennis, DNP
Senior Director,
Nursing,
Mount Sinai
Queens



Audra Evans
Administrative
Director,
Administration,
The Mount Sinai
Hospital



Leroy Francis, MPH
Director,
Cardiology,
Mount Sinai
Queens



Sandra Gilmore
Senior Director,
Office of the Chief
Medical Officer,
Mount Sinai Health
System



Annabel Henry
Senior Director,
Access, Transfer
Center,
Mount Sinai Health
System



Maxine Legall, MBA, MSW, CPXP
Director, Patient
Experience, Cultural
Transformation,
Mount Sinai
Morningside



Sylvia Owens
Senior Director,
Information
Technology,
Mount Sinai Health
System



Jacobie Ricard
Senior Director,
Planning, Design,
and Construction,
Mount Sinai
Morningside



Lorisa Richards, MS, FNP, RN
Senior Director,
Nursing,
The Mount Sinai
Hospital



Diane Rollins
Senior Director,
Information
Technology,
Mount Sinai Health
System

We'd also like to take a moment to give a very special shoutout and heartfelt thanks to the Executive Sponsors of this year's program: Diane Adams, Richard Amiraian, Jeremy Boal, Kelly Cassano, Rob Fields, Evan Flatow, Art Gianelli, Alicia Gresham, Cameron Hernandez, Arthur Klein, Vicki LoPachin, Jane Maksoud, Joe Mari, Kristin Myers, Beth Oliver, David Reich, Matt Rosamond, and Abe Warshaw.

In fact, one of the program participants—**Calandra Branch, MBA, FACHE, Senior Director for Network Operations in Nassau County**—told us that working with her Executive Sponsors was the “most exciting” part of the program. According to Calandra, she and her sponsors have “planned a great strategy for the year,” culminating in a capstone project that is directly related to her current work and will “**prepare me to take on a larger role**” at Mount Sinai.

Importantly, this program is not just supporting Mount Sinai team members in their personal career growth but is **building a network of support for future leaders of color**. Diane Adams said that she feels “very confident about the future knowing **the graduates of this program will be Mount Sinai's next generation of mentors and sponsors.**” We couldn't agree more—and we look forward to everything this group and future classes will achieve.

One more thing this week: As we outlined, the Black Executive Acceleration Program is a pilot program and has already begun, **but there are plenty of other opportunities available if you are looking to grow your career through networking and mentorship.**

We encourage anyone from an underrepresented minority background to check out **Mount Sinai's LINC Program**, which provides mentees with access to opportunities for development, advice, exposure, and advocacy that can accelerate their professional growth. Email eileen.campbell@mountsinai.org or call 212-241-1944 if you are interested. To be a LINC mentee, you must:

- Be an individual from an underrepresented minority group
- Have one or more direct reports
- Have received a strong contributor role model rating on their annual performance appraisal

As always, if you want to get involved, we encourage you to join us at an upcoming event:

Join Us for an Upcoming Event

Chats for Change: Unmasking the Model Minority Myth—join the **Asian Pacific American Medical Student Association** on **Tuesday, November 16, from noon to 1 pm** to discuss how Asians/Asian-Americans and Pacific Islanders have often been called “model minorities” because of their achievement of the “American Dream.” The conversation will unmask some of the fallacies of the Model Minority Myth and examine how it has been used to create a racial wedge among POC and perpetuate inequalities. [Register on Zoom](#).

Road Map for Action

Past Bulletins
