



**February 11, 2022**

## **Road Map Bulletin: Ensuring Equity in Mentorship—Strategy 9**

Happy Friday, Mount Sinai Community—

Today, we're diving into **Strategy 9: Promoting equity in mentorship**. We caught up with Strategy Lead and **Chief Learning Officer Diane Adams** to learn more about the world of mentorship at Mount Sinai, why equity in mentorship matters, and what she and her team are doing to promote equity.

Diane describes herself as the “facilitator” of Strategy 9 but credited the Mentoring Steering Committee (members are listed below) as the ultimate force behind the effort. As we discussed in the Mentoring Steering Committee in our [first Bulletin](#), this committee brings together mentorship program leaders from across the Health System to exchange ideas and enhance existing resources.

The Committee's first effort is to catalog and understand all the mentorship programs at Mount Sinai to see how they can better complement each other and ensure they all have a strong foundation in equity.

## Mentoring Steering Committee Members:

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### Strategy Lead:

Diane Adams

Arthur Gianelli

Jill Goldstein

Jo Hirschmann

Matthew O'Connell, PhD

Ann-Gel Palermo, DrPH

Edward Robbins, III

### Icahn Mount Sinai Leads:

Lauren Peccoraro, MD

Jon Ripp, MD

Carol Horowitz, MD

Heather Isola, PA-C

Clarissa Jones-Winter,  
Esq.

Ana Rodriguez

Michelle Sainte-Willis

Jamilia Sly, PhD

Anthony Smalls

Pamela Abner

Matthew Baney

Emma Benn, MPH, DrPH

Calandra Branch

Yvette Calderon, MD

Patti Cuartas, PA-C

Layla Fattah

Janice Gabrilove, MD

Thandiwe Kangwa

Amy Kelley, MD

Lucia Lee

Shawn Lee

Jenny Lin, MD

Adriana Malone, MD

Reginald Miller

Emma Sollars

Toni Stern, MD

Donnette Truss

Michele Fredericks

Celicia Montgomery

Khadijatu Muhammad

Jessica Rubin



“Before we can begin to see how to improve our mentorship programs, we need to pull them all together under one strategic umbrella and assess where we are,” Diane said.

“We have a wealth of incredible mentorship programs, so we want to ensure everyone feels both included and heard as we collectively shape the implementation of Strategy 9.”

Equally important to Mount Sinai’s mentorship philosophy are the individuals who take part in the mentorship. Diane and the Committee encourage anyone who is interested to join one of Mount Sinai’s many programs—as a mentee or especially as a mentor. This includes the systemwide Learning, Investing, Networking, and Connecting through mentorship (LINC) program, which is designed for individuals from underrepresented minority groups.



“So much of our work as a Health System is centered around learning, and when you think about changing Mount Sinai’s culture, when you think about becoming an anti-racist institution, you have to consider that we learn the most not necessarily from a book or a PowerPoint, but from our relationships with others,” Diane said. “That’s why making sure our mentorship programs are founded in equity and include mentors and mentees from all backgrounds is so important.”

One of your *Bulletin* authors—**Shawn Lee**—has been working closely with Diane and her team to expand and enhance mentorship opportunities across Mount Sinai. In Shawn’s words, the centralized platform that will organize mentorship program information “will be very helpful as we look at enhancing the connection between mentee and mentor. Mixed with the dual approach of informal and formal mentorship, this resource will add tremendous value as we combine learning towards growth in a career path with learning towards social and self-awareness, which will be a key cog in the Road Map for Action that Mount Sinai has committed to.”

If you’re interested in becoming a mentor or a mentee, you can reach out to Eileen Garrett-Byrd at [eileen.garrett-byrd@mountsinai.org](mailto:eileen.garrett-byrd@mountsinai.org) for more information.

Finally, we wanted to share some photos from last week’s Lunar New Year celebrations across the Health System.



## Join Us for an Upcoming Event

**Chats for Change: Reimagining Diversity within the Black Identity**—On **Tuesday, February 15, at noon** explore the diversity that exists within the black racial category. Learn more about what diversity means within the Black identity by joining a roundtable talk to examine all that the Black identity encompasses and reimagine what diversity means within the Black Identity. [Register here.](#)

**Black History Family Feud featuring the MSHS Employee Resource Groups**—On **Wednesday, February 16, at noon**, root for your favorite team to win in this popular game with a historical and educational twist. [Register here.](#)

**Paint Night Social Event**—Join your colleagues on **Thursday, February 17, at 5:30 pm** for an evening of art in recognition of Black History. [Register here.](#)

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