



October 7, 2021

Road Map Bulletin 6: Bulletin Flyers and a Deep Dive into Strategy #3

Happy Thursday Mount Sinai Community –

Today, we're excited to announce an additional way the Road Map *Bulletin* will be distributed across our Health System. For Mount Sinai's efforts to become an anti-racist institution to be successful, we need **everyone** to be part of this work and to achieve that goal we will be providing different ways to get informed, engaged, and involved.

In addition to these weekly emails, we are providing flyers (see attached) to be posted around Mount Sinai on a monthly basis in break areas, huddle rooms, and bulletin boards.

We've created these flyers with QR codes that link to the full text of the last month's Bulletins. **We're asking everyone to help share them in person:** from managers passing them out at meetings or posting them in break rooms to Employee Resource Group (ERG) leaders and Diversity Council leaders sharing at their gatherings. It's important that we also use these moments as an opportunity to talk with your team members about the topics presented in the Bulletin, while utilizing the resources provided in the [Road Map conversations toolkit](#) as a guide to help engage your teams during these conversations. Together, we can make sure more and more of the Mount Sinai community knows about this critical work.

We hope you can join us—and see the flyers—at an upcoming event:

Chats for Change—Social Determinants of Health: What is Social and What is Structural?

The Centers for Disease Control and Prevention defines social determinants of health as “conditions in the places where people live, learn, work, and play that affect a wide range of health and quality-of-life risks and outcomes.” In this session on **Tuesday, October 12, at noon**, we will discuss various social determinants of health and uncover how racism, biases, and inequities reveal how some determinants may be more structural than social. Register [here](#).

Virtual Healing Circle: Latinx Heritage Month Please join the Asian Resource Network (ARN) and Heritage of Latino Alliance (HOLA) Employee Resource Groups for a Healing Circle on **Friday, October 15, 1 pm**. These circles provide a safe space for healing practices and encourage a practice of self-care and reflection. Practices begin with a five-minute mindful meditation and then conversation is opened up to participants to consider sharing their emotions, thoughts, and experience with the group. Collectively we are able to explore our capacity to heal, alleviate stress and suffering, and find meaning in both challenging and joyful moments. Register [here](#).

The focus—of these Bulletins and our anti-racist efforts overall—is building a community that actively opposes structural and individual racism and works to eliminate inequity in all its forms. Community engagement is also the explicit focus of the next Road Map strategy that we want to highlight, Strategy Three:

Enhance community partnerships and accountability.

According to **Emma Palmer, Vice President, Government Affairs and Public Policy** and the lead of the strategy, this work was already underway—but the Road Map has brought a renewed sense of urgency. Emma told us that she sees Mount Sinai’s “commitment to our community as an essential part of the Mount Sinai mission.”



Emma was honored to take on this role as a strategy lead and further dive into ways to enhance community partnerships and accountability. Specifically, she says that as one of the largest private employers in New York City, Mount Sinai has a unique role and responsibility to our communities. Through this strategy, she and a team from across the system hope to enhance local hiring and workforce training opportunities, increase our support for

local Black and other underrepresented minority vendors, leverage the Diversity Innovations Hub to support locally Black-owned businesses, and carry out other key interventions as outlined in the Road Map.

She remarked that Carlos Maceda, Mount Sinai's Chief Supply Chain Officer, and others have made incredible strides in these areas. As a strategy lead, Emma wants to support their existing work while also creating a larger network and framework of programs and interventions across Mount Sinai to help us reach and impact local communities.

“By strengthening and expanding community partnerships, we can listen more to the community and be better able to understand and respond, not only as a health care provider, but as an employer and an active community member.” By partnering with local organizations, listening to the needs of the community, and enhancing the health outcomes and economic opportunities Mount Sinai can offer, we will be able to not only help impact individual lives, but also better support and grow the communities we serve.

We look forward to sharing more about these efforts in the coming months. In the meantime, this preview is an excellent reminder that we all can and should be ambassadors to the communities that our hospitals serve.

All the best,

Shawn and Angela

[Road Map for Action Website](#)
