

**February 2, 2023**

## **Road Map Bulletin: Showcasing Mount Sinai's Diversity Councils and Employee Resource Groups (ERGs)**

Happy Thursday, Mount Sinai Community -

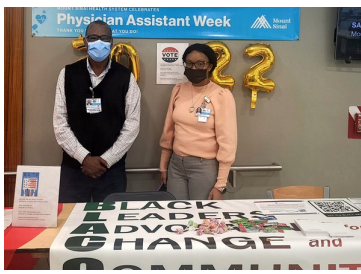
We have often mentioned that to have long-term success in making Mount Sinai an anti-racist learning and health care institution, everyone must be involved in moving forward. **Today, we wanted to make sure you know about one of the best ways to get involved in this work: by joining Mount Sinai's Diversity Councils and Employee Resource Groups (ERGs).**

For those of you who may not know, our Diversity Councils are primarily site-based groups made up of employees at a specific Mount Sinai location who are passionate about diversity, equity, and inclusion and are dedicated to advocating for our Health System to be more accepting, inclusive, and welcoming. On the other hand, our ERGs are made up of employees who share an affinity, ethnicity, or religion and want to foster a community where there is a safe space to share their culture.

Diversity Councils and ERGs are places for employees from all levels across our Health System to come together, make their voices heard, and improve Mount Sinai for all of their colleagues and those whom we serve. That includes hosting critical discussions that promote belongingness and inclusion—and more recently, focusing on becoming an anti-racist and equitable institution. For an overview of current Diversity Councils and ERGs, read our [Bulletin from last March](#) and read more on the [Office for Diversity and Inclusion's website](#).

Here are just a few examples of the critical work these groups do:

When we saw a dramatic rise in hateful, anti-Asian American and Pacific Islander (AAPI) rhetoric and violence during the height of the COVID-19 pandemic, the **Asian Resource Network ERG** held healing circles for our AAPI community.



The **Black Leaders Advocating for Change and Community ERG** has put on a variety of events, such as voter registration drives, a week-long Juneteenth celebration, and more. They also compiled recognition videos for Martin Luther King, Jr. Day.



The **Heritage of Latinx Alliance ERG** has coordinated several donation drives and participated in volunteer work that aligns with Mount Sinai's goal to foster a strong relationship with the community we serve.



Our **Diversity Councils** have also done tremendous work to educate our staff by hosting events and educational sessions about unconscious bias and other important topics.

Simply having Diversity Councils and ERGs is not altogether unique—many other workplaces have similar groups. What sets our Health System's groups apart, however, is that they play an active role in shaping Mount Sinai's future and provide a clear avenue for elevating questions, concerns, or requests to our Health System's leaders.

As **Shana Dacon-Pereira, Assistant Vice President, Office for Diversity and Inclusion**, told us, "we greatly rely on these groups to bring us new ideas and innovation."

One example of this collaboration came a few months ago during the tail end of hurricane season, when there was massive flooding across the globe, especially in the Middle East, Puerto Rico, and coastal areas of the United States. The Islamic Community of Mount Sinai ERG and the Asian Resource Network ERG wanted to increase awareness of the devastation from these storms and raise funds to help communities overseas heal and recover. After the ERGs brought the request to leadership, they sent a [systemwide note](#) raising awareness and informing everyone of where they could donate to support individuals impacted by the storms.

Finally, when it comes to making a difference structurally within our Health System, our Diversity Councils and ERGs are the go-to members for feedback on existing or new policies and the ongoing Road Map efforts.

Simply put: joining these groups is one of the best ways you can get involved in our anti-racist work, which is one of the many reasons we encourage all staff to join.

You may learn more about these critical groups, including how to join, on the [ODI website](#) or by sending an email to [diversity@mountsinai.org](mailto:diversity@mountsinai.org). Please join us in thanking the leaders and members of these groups for their dedication and commitment to improving our Health System—and reach out if you have any questions!

All the best,

Angela and Shawn

## Join Us for an Upcoming Event

**New York City Restaurant Week** - Now through Sunday, February 12. Join your colleagues for a night of fine dining at Black-owned restaurants in the city! [Click here](#) for a list of participating restaurants.

**Black History Month Film Series:** Celebrate the month through cinema as we highlight a variety of films and documentaries exploring the civil rights movement, the experiences of individuals with disabilities, and the LGBTQ+ community at the intersection of race. Click the registration link to view exact room locations for the screenings below. Click [here](#) for the full list of movies this month.

- **Tuesday, February 7 | *Who We Are: A Chronicle of Racism in America*** at Mount Sinai Morningside | [Registration Link](#)
- **Wednesday, February 8 | *John Lewis: Good Trouble*** at The Mount Sinai Hospital/Icahn School of Medicine at Mount Sinai | [Registration Link](#)
- **Thursday, February 9 | *The Death and Life of Marsha P. Johnson*** at Mount Sinai Beth Israel | [Registration Link](#)

**Chats for Change: On the Fence: Reparations** – Chats for Change is a production of the Icahn School of Medicine's Racism and Bias Initiative. Reparation programs acknowledge and address harms caused by human rights violations such as slavery, genocide, segregation, or systematic denial of fair housing, education, and employment opportunities. Are reparations necessary? Has America made enough racial progress and strides toward rectifying the past? Join us as we explore reparations, what they are, and if they are necessary. Join facilitators **Alia Barnes, MPH, and David Muller, MD** for this conversation on **Tuesday, February 7, from Noon-1 pm**. [Join on Zoom](#).

