Diversity Program

Diversity Focus of the Mount Sinai Health System
Office for Diversity and Inclusion
The charge of the corporate Office for Diversity and Inclusion (ODI) is to support the Mount Sinai Health System in embracing the principles of diversity and inclusion as key drivers for excellence and innovation for unrivaled healthcare service delivery, medical and health education and research. ODI is led by Gary Butts, MD who is the Chief Diversity and Inclusion Officer. Within the ODI is the Center for Multicultural and Community Affairs (CMCA), the diversity center of the Icahn School of Medicine at Mount Sinai (ISMMS).

Diversity Program of Icahn School of Medicine at Mount Sinai
The Center for Multicultural and Community Affairs (CMCA)
The Center for Multicultural and Community Affairs (CMCA) is the diversity center of the Icahn School of Medicine at Mount Sinai (ISMMS). The mission of CMCA is to eliminate health disparities through the use of innovative, integrative, and coordinated approaches in the areas of Community, Clinical Care, Education, and Research to improve the health of all populations by diversifying the healthcare workforce and influencing health policy and research. CMCA carries out its mission by serving as the interface for educational pipeline programs, minority affairs, institution-wide diversity initiatives, and academic support for medical students, minority faculty development, and culture and medicine programs at ISMMS. CMCA is directed by Gary Butts, MD, Professor of Pediatrics, Medical Education, and Preventive Medicine, and the Senior Associate Dean for Diversity Programs, Policy, and Community Affairs at ISMMS. As the primary hub for policies and initiatives, which relate to supporting and advancing diversity at ISMMS, CMCA also monitors diversity trends for minority faculty, students, and trainees at the institution through its comprehensive database. CMCA was previously the only federally funded Health Resources and Services Administration (HRSA) Center of Excellence for Minority Health in New York State geared toward increasing the level of diversity in the healthcare workforce. CMCA has over 40 years of success in education pipeline programs through its Center for Excellence in Youth Education (CEYE) that engage and prepare students in high schools and colleges for careers in the health professions. CMCA’s longstanding expertise in educational pipeline programs led to its funding by HRSA since 2008 as the lead organization for the Northeast Regional Alliance Health Careers Opportunity Program (HCOP), a partnership with the Columbia Medical School for Physicians and Surgeons, New Jersey Medical School, Hofstra University School of Medicine, Mount Sinai Hospital Department of Social Work Services, and the Manhattan Staten-Island Area Health Education Center to expose and prepare educationally and economically disadvantaged college students as competitive applicants to medical school. CMCA provides strong, multi-faceted partnerships with local community organizations that allow integration of community-oriented care, research and service learning. CMCA has served as an active participant in other institutional health disparities and minority health research efforts, including: 1) the Center for Community and Academic Research Partnership (CCARP), a key program in ISMMS’s Clinical and Translational Science (CTSA) program; 2) the CDC-initiated REACH to eliminate racial and ethnic health disparities in the United States; 3) the Mount Sinai Summer Institute for NeuroAIDS Disparities. The CMCA has also played an instrumental role in the work of several institution-wide diversity focused efforts including: 1) Diversity in Biomedical Research Council which aims to address diversity in the biomedical research workforce with a specific focus on recruitment, development through pipelines (graduate students summer programs), retention (through career development and mentoring), and funding (NIH diversity supplements); the Faculty Diversity Council which
aims to promote diversity in faculty recruitment, retention, development and inclusion at the ISMMS; and the GME Diversity Committee which aims to promote the recruitment and retention of URM residents to MSHS residency training programs. In addition, the Office for Women's Careers (OWC) offers opportunities for women faculty to network across departments, serves as an advocacy and mentoring resource, and provides a forum for support, education and discussion.

For more information:
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