

The Mount Sinai Department of Emergency Medicine unequivocally stands with the Black Lives Matter movement.

- In the midst of an overdue and historic national reckoning on race, we must contend with the reality that we too are implicated in a centuries-long American tradition of injustice towards Black people, Indigenous people, and People of Color (BIPOC). The perpetual denial of America's original sin, inequitable application of “justice,” and the resultant lack of accountability have allowed racism to infect every corner of modern society; mass incarceration, police brutality, voter disenfranchisement, and healthcare disparities being some of today’s most egregious incarnations. Indeed, we are disheartened by the shamefully abundant evidence that the house of medicine is not immune. Health disparities that disproportionately affect BIPOC were not created in a vacuum. They are perpetuated by the racist attitudes and beliefs harbored by healthcare providers, hospital administrators, and our elected officials, and are therefore ingrained in our academic institutions and our hospital systems. We cannot combat racism until we confront this fact. Trust in our institutions must be earned through continual acts of service, advocacy, and open dialogue.
- From this point forward, our department intends to move past empty platitudes by issuing the following commitment to anti-racism, diversity, and inclusion. Our commitment:
 - **We strive** to abolish cultural “tolerance.” In its place, we recognize and celebrate differences in race, ethnicity, gender, sexual orientation, and ability.
 - **We pledge** to enthusiastically recruit BIPOC and LGBTQIA staff, residents, and faculty and to create a space that is safe and welcoming for members of marginalized communities.
 - **We pledge** to educate all members of our department on the wide-reaching impacts of systemic racism through regular lectures, speakers, and grand rounds.
 - **We pledge** to implement institutional policies to correct inequalities related to race, sexuality, and gender identity within our department.
 - **We pledge** to create a Social Emergency Medicine educational initiative that amplifies the voices of those most affected by systems of oppression, including BIPOC, female, LGBTQIA, and people living with disabilities, through education, research, and outreach.
 - **We pledge** to become more educated with regard to holistic and indigenous healing practices as they pertain to our diverse patient population.
 - **We pledge** to engage in ongoing community dialogue and to hear and respond to critical feedback from those most greatly impacted by systems of oppression.
 - **We pledge** to support research conducted by and focused on BIPOC, acknowledging the historical and ongoing exclusion of non-white, female, LGBTQIA voices from academic discourse.
 - **We pledge** to create the means for open and anonymous reporting of racist, homophobic, misogynistic, or transphobic actions by staff members against patients, or other staff; we also pledge to react with quick and serious action to address any disregard for our shared values.
 - **We pledge** to make our leadership reflective of the diverse populations we serve, creating leadership positions for BIPOC, female, and LGBTQIA individuals. We pledge this not only because of the inherent value that diversity has been proven to bring to the workplace but because it is the core of being human; it is just and anything less is simply unacceptable.