

We find a way!

Strength through Diversity!

At Mount Sinai, these are certainly not mere platitudes.

The Mount Sinai Health System believes that diversity, equity, and inclusion are essential factors in creating an anti-racist culture for patients, staff, and faculty. Recently, equity, defined as the "creation of a diverse and inclusive environment for our patients, students, and colleagues, free from bias, racism, and favoritism, to foster optimal care and just opportunities based on one's individual needs and abilities" was added as a core value.

Remaining true to its mission and vision, the Mount Sinai Health System has demonstrated exceptional leadership in ensuring the creation of a diverse enterprise. Recognition of these efforts has culminated in #1 ranking in health care diversity by *Forbes* and *DiversityInc*. Seven of our health system hospitals have been named leaders in LGBTQ health care equality by the Human Rights Campaign. In addition, for the fourth year in a row, the Icahn School of Medicine has been recognized for its outstanding efforts in diversity and inclusion by INSIGHT Health.

The Department of Emergency Medicine is committed to promoting diversity. We celebrate differences among individuals, families, and communities and believe understanding context, culture, and diversity is central to our mission. Our goal is to foster a respectful, affirming, and inclusive climate to encourage diversity, equity, and inclusion through teaching, mentoring, supervision, practice, and research.

Recognized goals and objectives for the Department are:

1. Accountability
2. Recruitment and Retention
3. Promotion of Anti-Racism Education, Training and Practice through Curriculum Development
4. Faculty and Leadership Development
5. Community Engagement

To that end, we are tirelessly working toward defining who we are and who we want to be. Below is the racial/ethnic distribution of all active physicians in the US (Fig1)

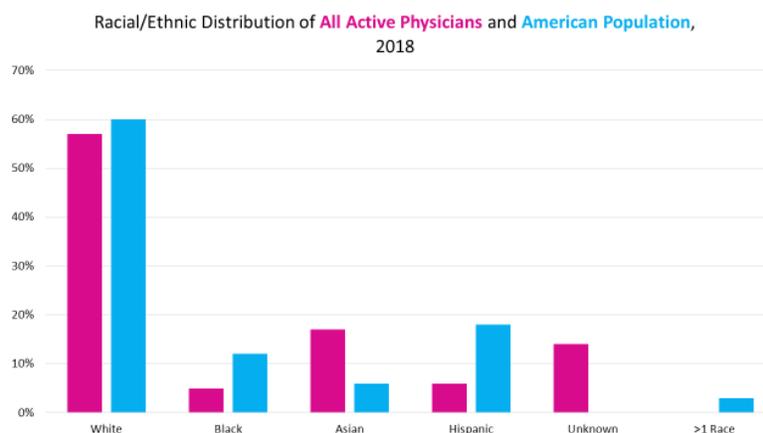
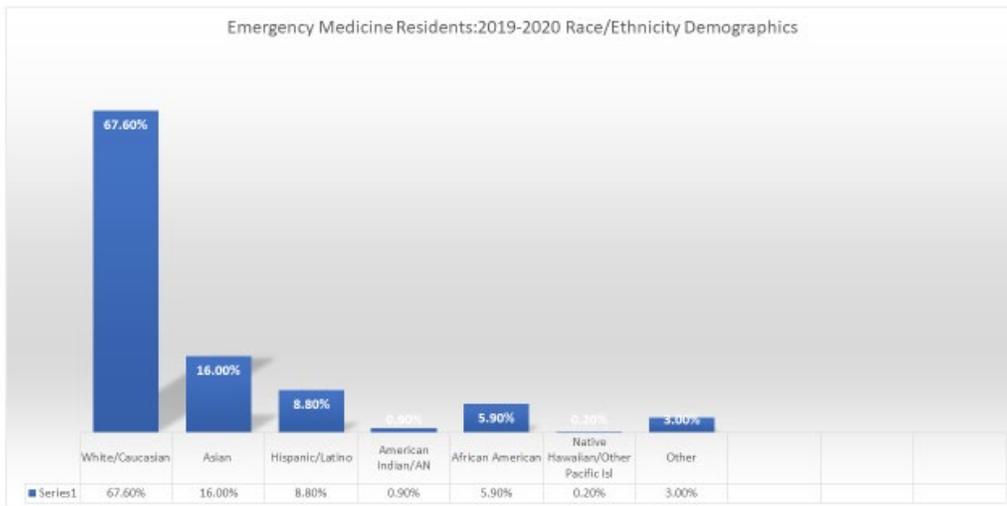


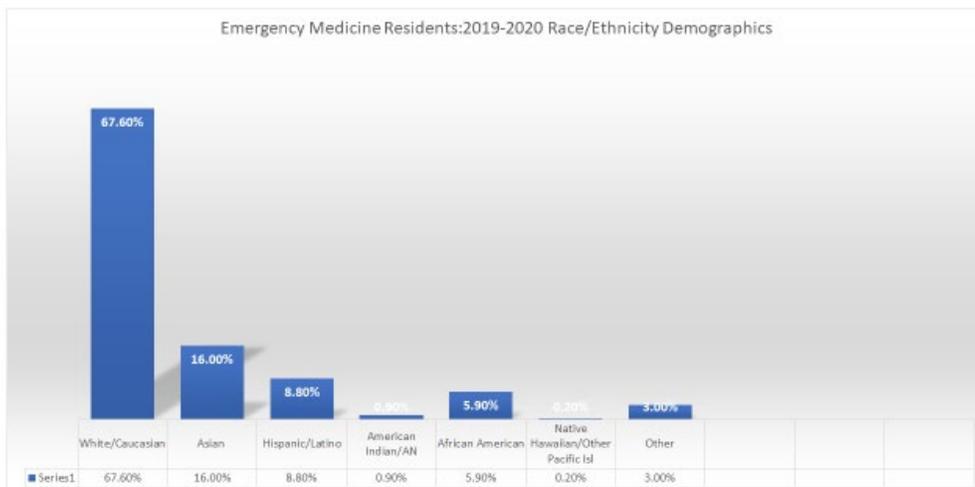
Fig1

For emergency medicine, available data through the American Association of Medical Colleges (AAMC) indicates that approximately 2/3 of US emergency physicians (Fig 2) and residents (Fig 3) are white. However, recently analyzed data at MSHS shows the race/ethnicity (Fig 4) and gender (Fig 5) make-up of our Emergency Department faculty. The Department is 46% female compared to a [national average of 28%](#), and the URM presentation is over 10%, compared to less than 5% nationwide. Furthermore, we are proud to say that the Department is getting closer to representing the patients we serve (Fig 6), approximately a 25% distribution of black, white, and Hispanic patients.



<https://www.aamc.org/data-reports/students-residents/interactive-data/report-residents/2020/table-b5-md-residents-race-ethnicity-and-specialty>

Fig 2



<https://www.aamc.org/data-reports/students-residents/interactive-data/report-residents/2020/table-b5-md-residents-race-ethnicity-and-specialty>

Fig 3

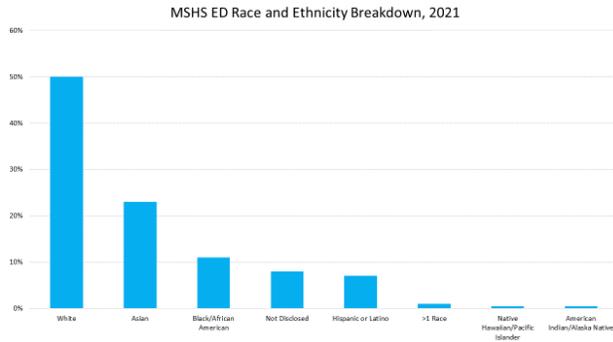


Fig 4

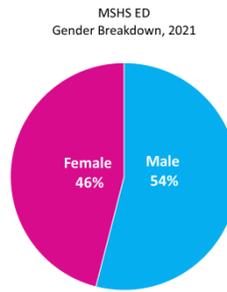


Fig 5

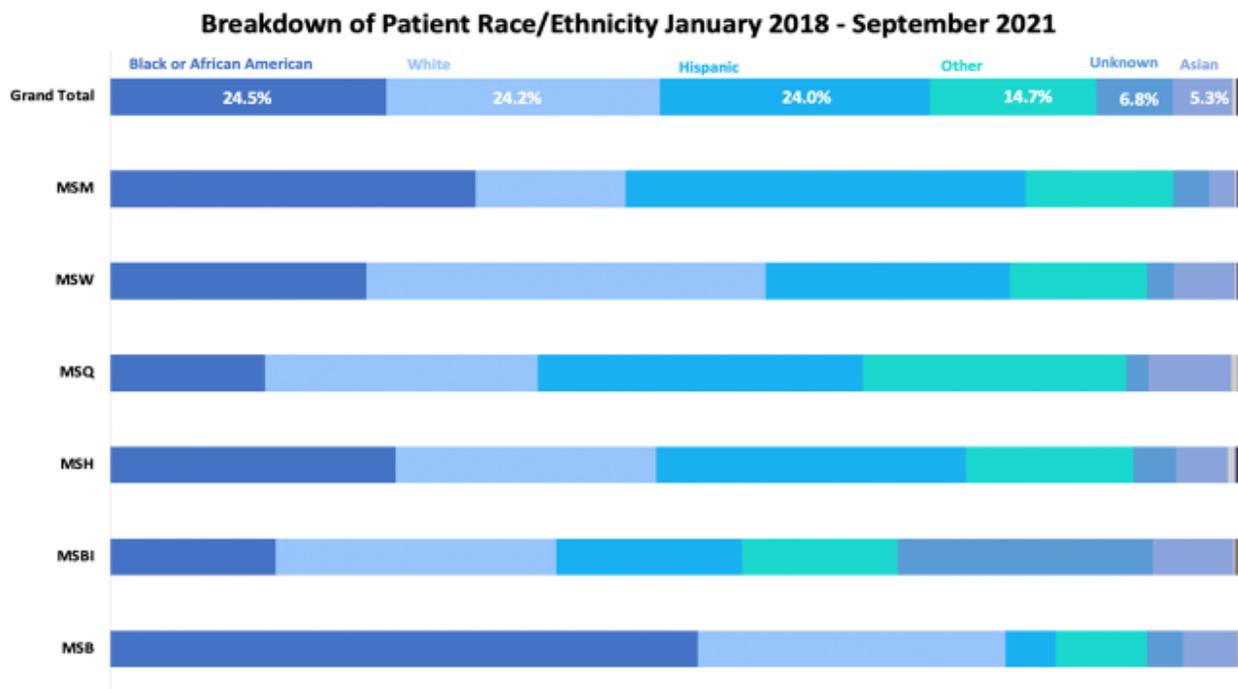


Fig 6

This is a testament to the efforts of our leadership in ensuring a diverse workforce. To meet our goals, we have increased our visibility by attending national and regional conferences of the Society of Academic Emergency Medicine (SAEM) Academy of Diversity & Inclusion in Emergency Medicine (ADIEM), the American College of Emergency Physician (ACEP) Diversity, Inclusion and Health Equity Section (DIHE), the National Medical Association Emergency Medicine Section and the American Board of Emergency Medicine. Our faculty hold positions in these organizations, including past president of the NMA EM Section, Councilor for the ACEP DIHE section, ADIEM Social EM Committee Co-Chair, Board of Directors for ABEM, to name a few. The [Institute for Health Equity Research](#) is co-led by an esteemed member of the Department – Dr. Lynne Richardson. We participate in pipeline programs through Mentoring in Medicine and partnerships with the High School for Health

Professions. Students interested in emergency medicine are provided with mentorships through our residents and esteemed faculty. Junior faculty are offered career guidance through the Office of Diversity and Inclusion and the Departmental Center for Medical Education. Externally, the Department is engaged in numerous community activities, including the Barbershop series of the New York City Department of Youth and Community Development (NYC DYCD), the Vaccine Educator Program, the Harlem Chamber of Commerce Health Equity Section, and Manhattan and Brooklyn Pride.

All leaders in the Department require Cook-Ross Unconscious bias training, including program directors, medical directors, nursing and administrative directors. Leadership development is ongoing, and the Department supports faculty involvement in professional development courses internally and externally. An anti-racism curriculum is being developed. In the interim, the Diversity, Equity, and Inclusion Committee has worked with the Social Emergency Medicine team to establish a longitudinal curriculum at both residencies with invited lecturers identifying and outlining solutions to various health disparities topics. In addition, health disparities dashboards are being created to examine our clinical practice through the lens of health equity, especially regarding ED throughput, STEMI, and Sepsis care. Finally, we are constantly celebrating our diversity. Black History Month, Women in Medicine Month, Asian-American and Pacific Islander Month, LGBTQ Pride Month, and LatinX Heritage Month are celebrated with various offerings, including podcasts, video viewings, panel discussions, poetry reading, books, and journal clubs.

For these efforts, our faculty have been recognized with numerous awards, including the Crain's New York Champion of Change Award, the Crain's New York 2021 Notable Black Leaders and Executives Award, the Notable Women in Healthcare Award, the Vituity ACEP Executive Leadership Award, the SAEM Marcus L. Martin Leadership in Diversity and Inclusion Award, the NMA Excellence in Emergency Medicine Award and the Crain's New York Notable LGBTQ Leaders and Executive Award, to name a few.