



ICAHN SCHOOL OF MEDICINE AT MOUNT SINAI
STATEMENT ON DIVERSITY, INCLUSION, AND EQUITY
Revised Draft and Supported by consensus by the MedEd Strategic Leadership Collaborative, April 2019

At the Icahn School of Medicine at Mount Sinai (ISMMS) we center our approach to education, research, clinical care and service to society on the values of diversity, inclusion, and equity.

At ISMMS:

- Diversity embodies inclusiveness and values multiple perspectives. Diversity embraces and celebrates intersectional social identities including but not limited to race, ethnicity, gender, gender identity, sexual orientation, socioeconomic status, language, nationality, religion, geographic location, disability status, and age.
- Inclusion fosters belonging, “connectedness,” respect and value for all. Inclusion considers differences in ideas, thoughts, opinions, experiences, beliefs and practices in all discussions and decision-making.
- Equity is the experience of freedom from bias or favoritism, where everyone has the opportunity to attain their full potential and no one is disadvantaged or favored due to social position or other socially-determined circumstances.

We believe diversity, inclusion and equity

- are imperative to achieving excellence in all our missions
- create an environment of respect and affirmation of intersecting social identities and lived experiences
- allow our community of learners, educators, providers and investigators to use medicine, science, and policy as platforms for advocacy and social justice

We are committed to increasing and sustaining the representation of individuals underrepresented in medicine and science. We will focus our recruitment and retention efforts on students, residents and trainees, faculty, and staff who identify as Black, Latino/a, educationally and economically disadvantaged, and women. We will also be intentional in our efforts to create an inclusive and welcoming environment for all LGBTQ identified students, faculty, residents and trainees, staff, and patients.

As individuals pursuing careers, or working in, medicine and science, we have the obligation to be agents of change. We are committed to providing an authentic and intentionally diverse, inclusive, and equitable environment for all patients, students, residents and trainees, staff and faculty. Our goal is to be a health system that is free from racism and bias, in which health care is a human right and is accessible to all.