



**Icahn School
of Medicine at
Mount
Sinai**

Dennis S. Charney, MD
*Anne and Joel Ehrenkranz Dean,
Icahn School of Medicine at Mount Sinai
President for Academic Affairs,
Mount Sinai Health System
Professor, Departments of Psychiatry,
Neuroscience, and Pharmacological Sciences*

Mount Sinai Health System
One Gustave L. Levy Place, Box 1217
New York, NY 10029-6574
T 212-241-5674
F 212-824-2302
dennis.charney@mssm.edu

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At the Icahn School of Medicine at Mount Sinai, we believe diversity, inclusion and equity are imperative to achieving excellence in our mission. We continue to create an environment of respect and affirmation, and support our community of learners, educators, providers and investigators to use medicine, science, and policy as platforms for advocacy and social justice. Our goal is to be a health system that is free from bias and racism. We have the obligation to be agents of change and are committed to providing an authentic and intentionally diverse, inclusive, and equitable environment for all patients, trainees, staff and faculty. To this end, we, pledge our commitment to the Time's Up Healthcare core statements:

1. Sexual harassment and gender inequity have no place in the healthcare workplace. We are committed to preventing sexual harassment and gender inequity and protecting and aiding those who are targets of harassment and discrimination;
2. We believe every employee should have equitable opportunity, support, and compensation.
3. We cannot address a problem without understanding its scope and impact. We will measure and track sexual harassment and gender-based inequities occurring in our institution.

With our signature, we commit our alignment with these outlined core principles of Time's Up Healthcare. We will continue to strengthen our structures, processes, and outcomes as we work toward the goal of a safe, respectful, and equitable workplace.

Signed,

A handwritten signature in blue ink that reads "Dennis S. Charney MD".

Dennis S. Charney, MD
Anne and Joel Ehrenkranz Dean
Icahn School of Medicine at Mount Sinai
President for Academic Affairs
Mount Sinai Health System

A handwritten signature in black ink that reads "Carol R. Horowitz MD, MPH".

Carol R. Horowitz, MD, MPH
Dean for Gender Equity in Science and Medicine
Professor of Population Health Science and Policy
Professor of Medicine