

Racism and Bias Initiative

A Statement on our Change Management Approach

A change management approach is needed to undo racism and bias in our learning and teaching environments to ensure successful and sustainable outcomes that will enable transformational change in how we train and educate current and future physicians. The Department of Medical Education, in partnership with the Center for Multicultural and Community Affairs, has committed to implementing a change management strategy to ensure that we touch all areas of our learning environment. Our strategy aims to develop a clear statement of our vision related to undoing racism and bias, identifying a set of goals and objectives, and formulating key strategies that are essential to our success. The plan lays the foundation for our efforts to foster an antiracist and anti-biased educational and training environment. We acknowledge that the scope of these issues is broader and deeper than what can be addressed by the functional domains within Medical Education or even Mount Sinai as a whole. Our initial approaches will fall under the following four areas:

- Recruitment and admission of medical students and house staff
- Curricular affairs
- Student affairs
- Clinical learning environment

To transform the Department of Medical Education into an environment that actively identifies and eliminates racism and bias by changing systems, organizational structures, policies, practices, and attitudes, we commit to the following:

- Maintaining a commitment to conscious leadership to guide our work, outcomes, and products
- Being proactive in naming racism and bias when we see it, and asking “How is racism and bias operating” in any given sphere?
- Creating a culture and climate of transparency and inclusion that values and supports antiracist practices
 - Privilege the voices of faculty, staff, trainees, and students most impacted by racism and bias in informing our work
- Implementing an antiracist curriculum for the medical school leaders, educators, administrators, and mentors.
- Serving as a model for other medical schools committed to undoing racism and bias.
- Creating a learning environment and student-faculty partnership that fosters collaboration, cherishes diversity, and respects differences.

We have engaged external consultants to help guide us in this process and are committed to identifying experts in this work to ensure the quality and integrity of the process. We look forward to working with you in partnership towards long-lasting sustainable change.