



June 8, 2023

Mount Sinai's Growth in Operations, Administrations, and Leadership Society (GOALS) Program

Happy Thursday, Mount Sinai Community –

Last week, we had the opportunity to learn more about the adolescent health initiatives that *Bulletin* co-author **Angela Diaz, MD, PhD, MPH**, has been dedicated to throughout her career.



Today, we're passing the mic to *Bulletin* co-author **Shawn Lee, Associate Director of Operations, Central Billing Office for Faculty Practice Associates Administration**, who, along with colleagues across the Health System, is championing diversity and mentorship

programs and expanding career pathways at Mount Sinai for staff from under-represented groups. Most recently, Shawn helped launch [Growth in Operations, Administrations, and Leadership Society \(GOALS\)](#), and was kind enough to tell us more about the program.

Q: GOALS launched earlier this year. Can you tell us a little bit about this program and what you hope to achieve?

GOALS is an initiative to create a network of Black male executives that foster mentorship, career advancement, and overall well-being for Black males within Mount Sinai. We will also have an extension of volunteer efforts to support the communities we serve.

Q: What is your role in the GOALS program? How are you and members of the leadership team utilizing your own experience to mentor and advance opportunities for other Black men at Mount Sinai?

As one of the GOALS committee members, my role is to leverage my existing relationships with key stakeholders, as well as my involvement in diversity, equity, and inclusion (DEI) initiatives like the Road Map to Address Racism, to gain support and spread awareness of our mission: to enhance career pathway opportunities for our members.

Before launching GOALS, the founding members—**Anthony Smalls**, Program Manager, Research Operations and Infrastructure, Icahn School of Medicine at Mount Sinai; **Leroy Francis**, Administrative Director, Cardiology, Mount Sinai Queens; **Jacobie Ricard**, Senior Director, Construction, Mount Sinai Morningside, and myself—met with **Reginald Miller**, DVM, DACLAM, Dean for Research Operations and Infrastructure and a cohort of Black male executives at The Mount Sinai Hospital. Our discussions centered on the challenges we have and continue to experience, and how we can use our shared experiences to support each other. That became the blueprint for GOALS. After several months of tough conversations and strategizing, we became an official employee resource group (ERG).



Anthony Smalls
Program Manager



Leroy Francis
Administrative Director



Jacobie Ricard
Sr. Director Construction



Reginald Miller
Dean for Research Ops
and Infrastructure

Q: How is this program working with other initiatives across the Health System to increase diversity and equity?

Several of our committee members lead ERGs and participate in DEI-driven programs, so a lot of the information we share from those resources helps to guide our decision-making. We're very proud that our collaboration has already produced one promotion and led to partnerships with Talent Development and Learning, the Office for Diversity and Inclusion, and more.

Q: How will you be measuring success? Do you envision this program expanding in the future?

We know this work is more about the journey than reaching a specific destination. One of the things that will be very helpful in measuring our impact is enhancing how we capture and categorize our data. The ability to know our employee demographics and measure member growth and impact will let us know where we are making progress or need to improve.

Our quarterly outings and Zoom sessions have provided a platform for our members to fellowship. The presence of Mount Sinai leadership at these events allows our members to create connections and have access to people they probably would never have the chance to meet.

An expansion of GOALS starts with our ability to connect with, and positively impact, our member base. These efforts must then be amplified by Mount Sinai's commitment to support our mission.



Q: What do you want readers to take away from this *Bulletin*?

Although GOALS is committed to advancing our member base of Black males, we have already begun collaborating with several other ERGs. We understand the importance of intersectionality and how we can truly be BETTER TOGETHER.

The last thing I'll add is a call to action for all those who may not know about us, have heard about us, or are current members. WE NEED YOU! Get involved, spread the word, attend events, etc. If you really want to see change, you must be a part of the change.

Readers interested in learning more about GOALS can read more on their [website](#) or reach out to the team at GOALS@mssm.edu.

To suggest a topic, highlight a coworker, or provide feedback on the Bulletins, send us an email at RoadMap@mountsinai.org.

All the best,

Shawn and Angela

Join Us for an Upcoming Event

Join Us for Pride Month, including the NYC Pride March, educational tabling, panel discussions, and more. Full list of events on [Mount Sinai Daily](#).

Juneteenth Events: Keep an eye out for upcoming events in recognition of Juneteenth as well as other events hosted by our ERGs on the [United in Solidarity website](#).

Chats for Change: In the News: Join us on **Tuesday, June 20, at noon**, as we deconstruct a current newsworthy topic related to racism and bias. We will use the “What? So What? Now What?” critical reflection model to explore what happened, what we learned from the event or topic, how we can apply this learning to our day-to-day work and learning, and what follow-up is needed. One week prior to the session, we will share the newsworthy topic on ChangeNow. [RSVP on Zoom](#).

[Road Map for Action](#)

[Past Bulletins](#)