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The Icahn School of Medicine at Mount Sinai values maintaining a supportive, collegial environment free from harassment for faculty, students, and trainees, regardless of gender or gender identity. Our Office of Gender Equity in Science and Medicine has been collaboratively working towards a culture where everyone is valued and can succeed. Our engagement in the National Academies of Science, Engineering and Medicine's Action Collaborative has offered our team tremendous opportunities to share our lessons-learned with other leaders across the nation, gather wisdom from our exceptional colleagues, and advance our thinking about the programs, policies, and resources we make available to our school community.

In the past year alone, we hosted a series of facilitated dialogues through an initiative called "Building Gender Equity Together," or "BGET." This participatory program brought people together to imagine a gender equitable future, and name the strategies needed to get there. BGET led to transdisciplinary Gender Equity Action (GREAT) Teams. These teams promote caregiving benefits, celebrate the caregivers amongst us, identify metrics for gender representation that departments can track, and address challenges some caregivers face regarding retention, promotion, and career satisfaction. We also continued our important work on interpersonal communication in the workplace, providing trainings on microaggressions and piloting a research study to enhance mutual respect, to improve ways we communicate in our teams. The metrics we collect through regular surveys show the positive impact of our activities.

Participating in the Action Collaborative encouraged us to think about future prevention initiatives to cultivate an affirming climate and preventing harm. Through the Action Collaborative, we engage with other institutions rigorously engaged and committed to this work, and work together to find and share promising practices and address sexual harassment in higher education.

With our ongoing participation, we commit to sharing information about our robust efforts and innovations around preventing and addressing sexual harassment and gender-based mistreatment. We pledge to use, adapt, implement, and share the resources and practices that the Action Collaborative identifies or publishes. We look forward to all that the Action Collaborative accomplishes together as innovative thinkers, leaders, and agents of change come together to envision an equitable future for people of all genders.

Sincerely,

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  
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A handwritten signature in blue ink that reads "Carol R. Horowitz".

Carol R. Horowitz, MD, MPH  
Dean, Office for Gender Equity