

1. On March 27, 2023, the Mount Sinai Health System announced the Growth in Operations, Administrations, and Leadership Society (GOALS), a Black-male-only initiative to increase the representation of \*\*\*Black men\*\*\* at the middle and upper levels of management by creating pathways for career advancement through networking, mentorship, and advancement opportunities.

See the attached Mt. Sinai full press release that is also available here:

<https://www.mountsinai.org/about/newsroom/2023/mount-sinai-launches-program-to-increase-career-advancement-opportunities-for-black-men>

From the excerpts below, there is clear evidence that this program operates exclusively for Black males while illegally excluding all females on the basis of their sex and all non-Black males on the basis of their race, color, or national origin (including males who are White, Hispanic, Native American, Pacific Islander, Asian and Middle Eastern/North African.

“I had the pleasure of being a member of the first cohort of the Black Executive Acceleration Program (BEAP), and now I have the pleasure of ushering in the first cohort of the new GOALS initiative,” said Leroy Francis, MPH, Administrative Director of Cardiovascular Services at Mount Sinai Queens. “The BEAP is aimed at assisting African American men and women at the executive levels, and the GOALS initiative is focused on helping \*\*\*Black men\*\*\*, specifically, advance from lower and entry-level positions.”

GOALS will provide a safe space for discussions on structural racism and tools to overcome challenges to encourage and empower \*\*\*Black professionals\*\*\* in the program. It will also leverage existing programs and opportunities within Mount Sinai to provide networking opportunities and professional development offered by Talent, Development, and Learning.

“We hope this program will grow the numbers of \*\*\*Black men\*\*\* in mid- and upper-level positions in our Health System and will encourage other health care organizations to initiate programs of this kind that address the need for change in the workplace and eliminate the classification of underrepresented groups,” Mr. Smalls said.



2. Additional evidence of Mt. Sinai's sex-based and race-based discrimination is provided at the GOALS website <https://icahn.mssm.edu/about/diversity/friends-of-odysseus/goals> which is also attached to this complaint.

GOALS is an elite Black male Initiative at Mount Sinai Health System that advocates for career advancement opportunities and equitable resources for its members. Our Board Representation comprises Deans, Directors, Physicians, and Associate Directors dedicated to change and results. Our members consist of the rising Black Males throughout Mount Sinai's institution. Our core values are networking, fellowship, and mentorship.

Mission Statement: To encourage and empower \*\*\*Black males\*\*\* within the Mount Sinai Health System via connections and networking.

Vision Statement" To increase the representation of \*\*\*Black males\*\*\* at the mid and upper levels of management and create career conduits by accelerating (career) paths, providing mentorships, and creating opportunities for those seeking to maximize their full potential.

Our Charge: To unite \*\*\*Black males\*\*\* throughout the institution to create a safe space for open dialogue around the topics of racism, lack of representation in leadership positions, and equity in resources to support growth within the institution.

To partner with executive leadership to leverage new or existing programs that foster mentorships, education/training, and community outreach that can expand the connections of \*\*\*black males\*\*\* who strive to make an impact.

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In violation of New York City Human Rights Law that prohibits discrimination in employment, housing, and public accommodations based on race, color, religion/creed, age, national origin, gender (including sexual harassment), gender identity, sexual orientation, etc. the Mt. Sinai Health System's Growth in Operations, Administrations & Leadership Society (GOALS) is a Black-male-only program that illegally excludes all females on the basis of their sex and gender and all non-Black males on the basis of their race, color, or national origin. Please investigate Mt. Sinai Health System for illegal discrimination.