



**GARY C BUTTS, MD**

**Executive Vice President for Diversity, Equity and Inclusion, Mount Sinai Health System**

Dr. Butts is currently **Executive Vice President for Diversity, Equity and Inclusion**. He is a visionary leader with more than 20 years' experience in designing, developing and managing DEI programs and strategies in executive level academic healthcare. Since 2014, he has been Chief Diversity and Inclusion Officer for the Mount Sinai Health System and Dean for Diversity Programs, Policy and Community Affairs for the Icahn School of Medicine at Mount Sinai. These roles and responsibilities have evolved substantially since he was recruited to design, develop and lead D&I organizational structure and programs for the medical school in 1998. Dr. Butts has overseen the development of one of the nation's (if not world's) most comprehensive, full thickness and impactful DEI programs for a health care system. In these roles, Dr. Butts is responsible for oversight, management and integration of all aspects of diversity programs and policies for the Mount Sinai Health System to ensure diversity and inclusion as an integral core institutional value and resource across the health system, including the medical and graduate schools (over 3,800 faculty and 650 students), graduate medical education (nearly 3,000 trainees) and the Mount Sinai Health System hospitals (42,000+ employees). The 5 domains of work include: advancing demographic diversity; learner, employee and faculty inclusion; health disparities research; education and training; and community engagement. In 2019, he co-founded the Diversity Innovation Hub (DIH): A Mount Sinai Venture, which he directs. A first for a health care system, the DIH intentionally intersects priorities of diversity and inclusion with innovation and technology, addressing the lack of inclusion of women and people of color in the health innovation and technology space by expanding the diversity and capacity of entrepreneurs with tech and innovation pipelines targeting high school, college and medical students and resident trainees. Dr. Butts is currently leading a Task Force to Address Racism across the health system.

Under his tenure, the medical school and health system have been recognized annually by Higher Education Excellence in Diversity (HEED), the Human Rights Campaign for LGBTQ inclusion and quality care and by DiversityInc for the Top 10 Hospitals and Health Systems for 4 consecutive years, achieving #1 ranking in 2017 and 2018. In addition, MSHS has achieved status as Forbes Top 20 employers for Diversity in the nation in 2018 and 2019 and the Diversity Innovation Hub was awarded the Rock Health Diversity Innovations award in 2020.

Dr. Butts has been the leading senior representative and voice for diversity deans and leads in New York through Associated Medical Schools of New York, chairing the Committee on Diversity and Multicultural Affairs since 2006 and has mentored dozens of DEI leaders for medical schools and health systems.

Dr. Butts holds joint appointments as Professor with tenure in the Departments of Pediatrics, Medical Education, and Environmental Medicine/Public Health.