



Profiles in Pride 2020

Mount Sinai Health System salutes and thanks these employees for their leadership and dedication to LGBTQ+ health equity.

Michael Cruz, MS (they/theirs/he/his)

Program Manager, Institute for Advanced Medicine



Bringing HIV Prevention and Health Education to Diverse Communities

Michael is a first-generation Latin American, born and raised in Miami, Florida. They joined the HIV Outreach team of Mount Sinai's Institute for Advanced Medicine in 2014 and as Program Manager have used their role to expand Mount Sinai's outreach to underserved, transgender, and non-binary, racialized, and immigrant communities. As an active leader in Mount Sinai's LGBTQ+ Employee Resource Group, Michael coordinates the MSM45 outreach team every year of Pridefest, the annual Pride month event for Mount Sinai this year due to COVID-19.



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Patti Cuartas, PA-C, MBA, PMP (she, her, hers)

Executive Director, Information Technology, Precision Health and/or Care Teams



Mentoring and Supporting LGBTQ+ Employees and Allies

Patti Cuartas is passionate for helping the development and advancement of business-savvy IT services to support Precision Health activities for all populations, including commercially insured, Medicare, and Medicaid services. She has been a fervent advocate for the inclusion of sexual orientation and gender identity data across all of Mount Sinai's patient data collection, and a member of the corporate Employee Resource Group, who helped to establish and lead a "safe" role model in Mount Sinai's corporate employee mentoring program. In her spare time, Patti and her wife volunteer for Super Hero Rescue, a 501(c)(3) organization and have supported organizations in Pennsylvania.



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Leona Hess, PhD (she, her, hers)

Director of Strategy and Equity Education Programs



Transforming Medical Education to Undo Racism and Bias

Leona brought her leadership and experience as an LGBT and anti-racism educator and a lifetime activist for social justice to the Icahn School of Medicine at Mount Sinai as the first Director of Strategy and Equity Education Programs, where she is leading a multi-institutional effort to create transformative change with a focus on the people side of change related to the Society's racism and bias initiative.



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Ellis Luka Katz, RN, MSN, CCRN, CMC

(they, them, theirs)

RN, Neurological ICU, Mount Sinai West



Mentoring and Supporting LGBTQ+ Employees and Allies

Ellis has been instrumental in advocating for utilizing educational resources to providers and staff within a patient's setting at Mount Sinai West on best practices in LGBTQ+ sensitive and culturally competent care. Their years allow the support of networks to actively reflect each patient's name and pronouns, which has become a model for the rest of the Health System. Their courage in coming out to colleagues and family has also inspired efforts to increase dialogue to collaborate on equality and research.



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John Henry Pang, MD (he, him, his)

Chairman and Director, Division of Plastic Surgery, Icahn School of Medicine at Mount Sinai



Leading Research in Transgender Medicine and Surgery

John completed Mount Sinai's Plastic Surgery, Transgender Surgery Fellowship two years ago, and today, he specializes in the care of transgender and gender nonconforming people. As a leader of research and ongoing LGBTQ+ work, he has a special interest in ensuring that medical and public education of the needs of his community. He has published and lectured broadly on both plastic surgery and transgender cases. He is the Research Group Leader for the Center for Transgender Medicine and Surgery at the Icahn School of Medicine at Mount Sinai, an active member of the World Professional Association of Transgender Health, and has received multiple awards for his leadership and research in this area.



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Julio C. Ramos (he, him, his)

MD Student, Class of 2021
Icahn School of Medicine at Mount Sinai



Engaging Student Activism for LGBTQ+ Equity and Inclusion

Julio is an active member of the community and an active part of the LGBTQ+ student organizations of the Icahn School of Medicine. He participated in raising over \$70000 during the Second Annual Mount Sinai Charity Drag Race and appeared in the content of his blog posts. "Thankful" during the pandemic, he led the PPE distribution team of the Mount Sinai Hospital and Mount Sinai West.