Strategic Pillars of the ICTS Black Thriving Initiative

1. Leveraging the Mission: Harness Research and Teaching to Accelerate the Understanding of the Black Experience and Drivers of Well-Being

2. Culture Change through Personal, Professional and Institutional Accountability

3. Engage Black Communities: Linking the Future of UCI to the Success of Black People and Communities
Objective - Leverage the diversity supplement mechanism to increase the diversity of post-graduate trainees

- Annually email UCI investigators eligible to apply for Diversity Supplements (2020: 243; 2021: 219; 2022: 284)

- Provide information & outreach to training programs:
  - Dr. Luis Mota-Bravo - BRIDGES Program in the Biological Sciences
  - Dr. Ursula Worsham - Medical Education in the School of Medicine
  - Drs. Al Goldin/Ed Monuki - Medical Scientist Training Program
ICTS support led to 4 diversity supplements in 2022
Objective: Increase the diversity of ICTS trainees—Ts, Ks, and MSRP (specific focus on recruiting and promoting those who identify as Black)

- The ASAP Program (The Affiliated Scholars Advancement Program)
  In 2022, 5 of the 6 scholars meet the NIH criteria for URM

- Action Item: ICTS Education Team will review language in the KL2/TL1 call for applications to encourage URM applicants
Objective - Engage the ICTS Steering Committee in a process of culture change

• Quarterly BTI speaker series:

  • **Keith Norris**, MD; UCLA Co-Director of CTSI Community Engagement Program
    • September 2021- *Race and Ethnicity as a Biological Construct*

  • **Consuelo Wilkins**, MD, MSCI; Senior VP/Senior Associate Dean for Health Equity and Inclusive Excellence; Associate Director Vanderbilt ICTS
    • December 2021- *The distinction between health equity and diversity in the workforce*

  • **Jennifer Danek**, MD; Clinical Instructor, Medicine, University of Washington
    • May 2022- *Increasing diversity in the bio-medical workforce*
Objective- Engage the ICTS Trainees in a process of culture change

- A KL2/TL1 brown bag session with Michael Yassa, PhD focusing on Diversity, Equity and Inclusion was held July 2022 (13 attendees)

Satisfaction with the Yassa presentation was high (N=6)

Please Note- No respondents reported neutral, disagree or strongly disagree

- I WILL USE WORKSHOP STRATEGIES
- I AM CAPABLE TO IMPLEMENT MATERIAL
- WORKSHOP WAS VALUABLE
- WORKSHOP WAS RELEVANT TO ME
- ENJOYED WORKSHOP

% Agree % Strongly Agree
Objective - Publicly align the ICTS with the Black Thriving Initiative

- A DEI page has been added to the ICTS website and includes:
  - The ICTS BTI Strategic Plan
  - Video presentations from the BTI Quarterly Speaker Series
  - A link to the UCI Office of Inclusive Excellence