

UCI ICTS Black Thriving Initiative Strategic Plan

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

Objective 1: Leverage the NIH Diversity Supplement Mechanism to increase the diversity of UCI post-graduate trainees

Milestones	Metrics	Timeline
Establish system for identifying eligible grants, matching projects with potential awardees, and assisting PIs with applications	# Eligible projects identified # Applications submitted # Funded supplements	Protocol finalized 3/1/2021 Fully operational 6/1/2021

Objective 2: Increase the diversity of ICTS trainees—Ts, Ks and MSRP (specific focus on recruiting and promoting those who identify as Black)

Milestones	Metrics	Timeline
Annual review of ICTS policies and practices for trainee selection	% of trainees from under-represented groups % of trainees who identify as Black	1st Annual review to be held in Spring of 2021
Process established for disseminating information about mentor training opportunities to ICTS mentors	% of ICTS mentors who report participating in mentor training events	Mentor training information plan finalized by Spring 2022

Objective 3: Increase the number of Black Trainees who apply for the Presidential Postdoctoral Fellowship Program

Milestones	Metrics	Timeline
Contribute to U grant application to support diverse faculty recruitment	##/% Black applicants	2023

Objective 4: Expand the diversity of the pool of available ICTS mentors

Milestones	Metrics	Timeline
Make available a list of potential mentors from under-represented groups (esp. those who identify as Black) to all ICTS mentees—recruit from outside UCI	% ICTS Mentees with a mentor from an under-represented group % of ICTS Mentees with a mentor who identifies as Black	List to be created by Fall 2021

Second Pillar: Culture Change through Personal, Professional and Institutional Accountability

Objective 1: Engage the ICTS Steering Committee in a process of culture change

Milestones	Metrics	Timeline
Quarterly speaker series embedded within the weekly Steering Committee Meetings	# speakers List of Topics	First speaker to be scheduled in Spring of 2021

Objective 2: Engage ICTS Trainees in a process of culture change

Milestones	Metrics	Timeline
Integrate a quarterly speaker re supporting diversity into the T/K Brown Bag	# speakers List of Topics	2021-2022 academic year

Objective 3: Engage clinical and translational scientists across UCI in a process of culture change

Milestones	Metrics	Timeline
ICTS Translational Science Day to address how race has been incorrectly used in science and medicine as a biological construct to infer causality of disease	List of speakers # attendees	Spring/Summer of 2022

Third Pillar: Engage Black Communities: Linking the Future of UCI to the Success of Black People and Communities

Objective 1: Incorporate evaluation of ICTS progress with BLI into ongoing ICTS review

Milestones	Metrics	Timeline
Prepare and disseminate annual report of progress re BLI milestones	# Annual reports generated # of reports to ICTS Steering Committee	First annual report to be completed in March, 2022

Objective 2: Publicly align the ICTS with the Black Thriving Initiative

Milestones	Metrics	Timeline
Statement released to UCI Community; posted on ICTS website	# clicks on statement	Statement to be posted by March 1, 2022

Objective 3: Link ICTS activities to the leadership of the Black Thriving Initiative

Milestones	Metrics	Timeline
Host Doug Haynes at ICTS Steering to review the ICTS BLI plan	# times Dr. Haynes attends the ICTS Steering Committee Meeting	First visit March, 2021

Objective 4: Increasing the pipeline of Black translational scientists

Milestones	Metrics	Timeline
Establish outreach program to increase COSMOS applications from and CSU faculty BRDGES Connections to Black students.	# Black COSMOS students admitted # CSU Faculty –Student Mentor connections	Outreach implemented for 2022 applications Assess Connections in 2023