



# ICTS Black Thriving Initiative

Annual Report of the ICTS BTI Strategic Plan  
September 2022

Prepared by the ICTS BTI Planning Committee

# 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

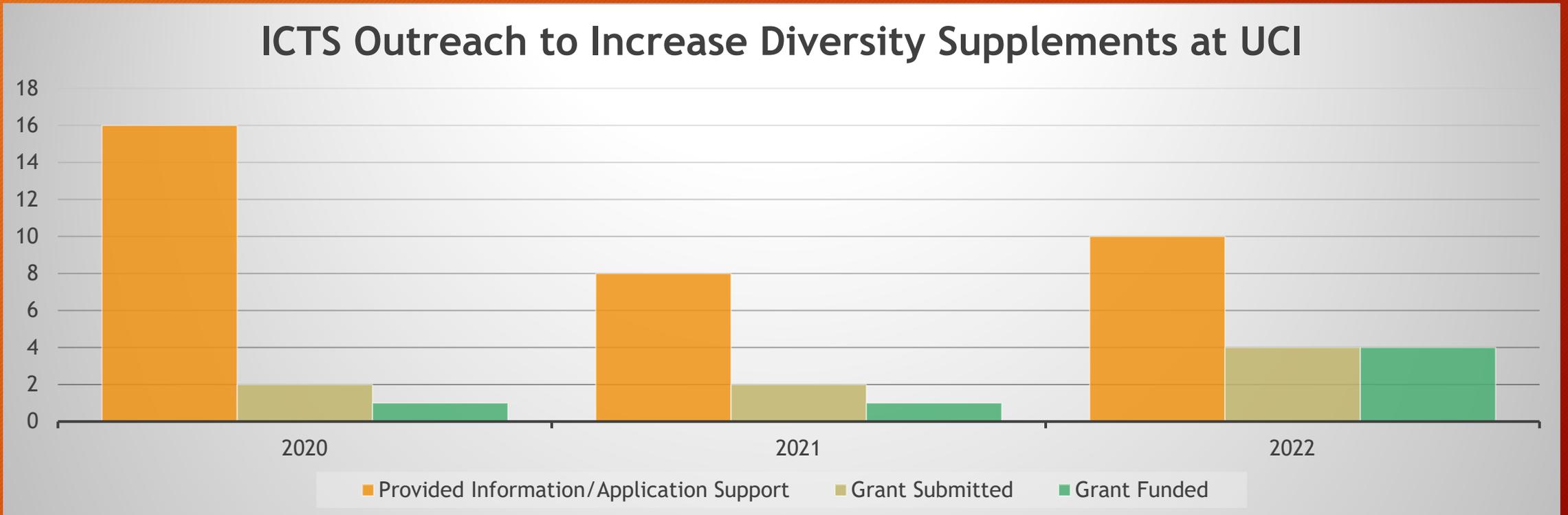
Engage Black Communities: Linking the Future of UCI to the Success of Black People and Communities

## **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

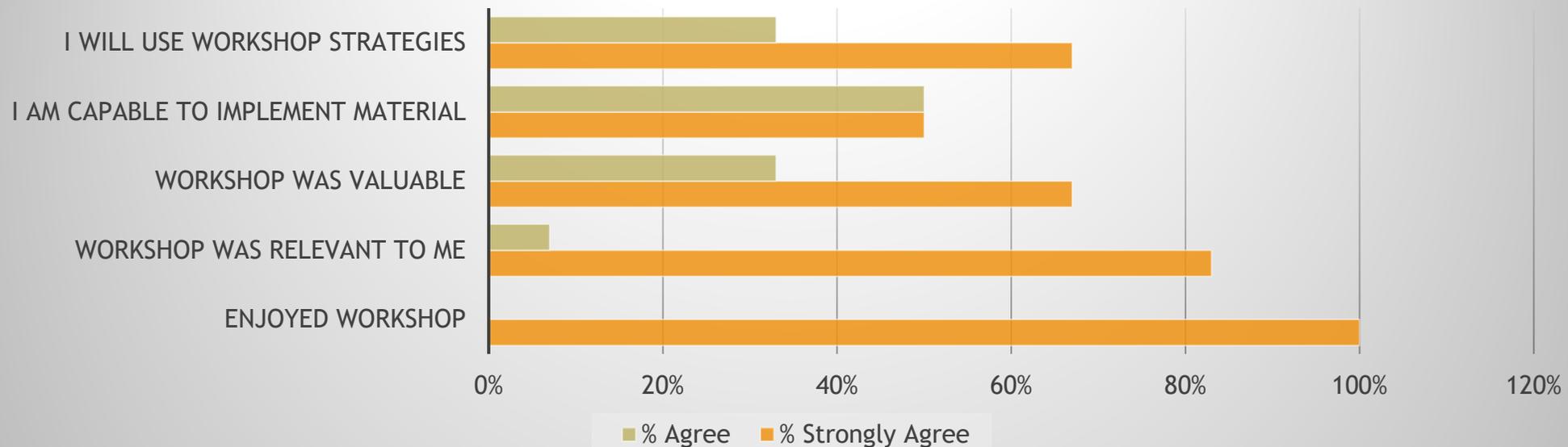
- Quarterly BTI speaker series:
  - Keith Norris, MD; UCLA Co-Director of CTSI Community Engagement Program
    - September 2021- *Race and Ethnicity as a Biological Construct*
  - Consuelo Wilkins, MD, MSCI; Senior VP/Senior Associate Dean for Health Equity and Inclusive Excellence; Associate Director 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*



# 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](#)

