

The Birth and Growth of UF CTSI's Diversity and Cultural Competence Council

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DC3 Origins

UF CTSI is dedicated to ensuring diverse populations are included in clinical research for effective translation of findings to serve broad populations.

- Research professionals who identify as under-represented and who understand issues relevant to these communities are most qualified to conduct culturally-sensitive research and lead in their recruitment efforts.
- There is an increasing need for clinical research professionals to become competent communicators in the intersectional areas of diversity and culture.

To address these needs, the UF CTSI established the Diversity and Cultural Competence Council (DC3) Initiative.

DC3 Advisory Committee



**Tiffany Danielle
Pineda**

Chair | UF CTSI DC3 n| Research
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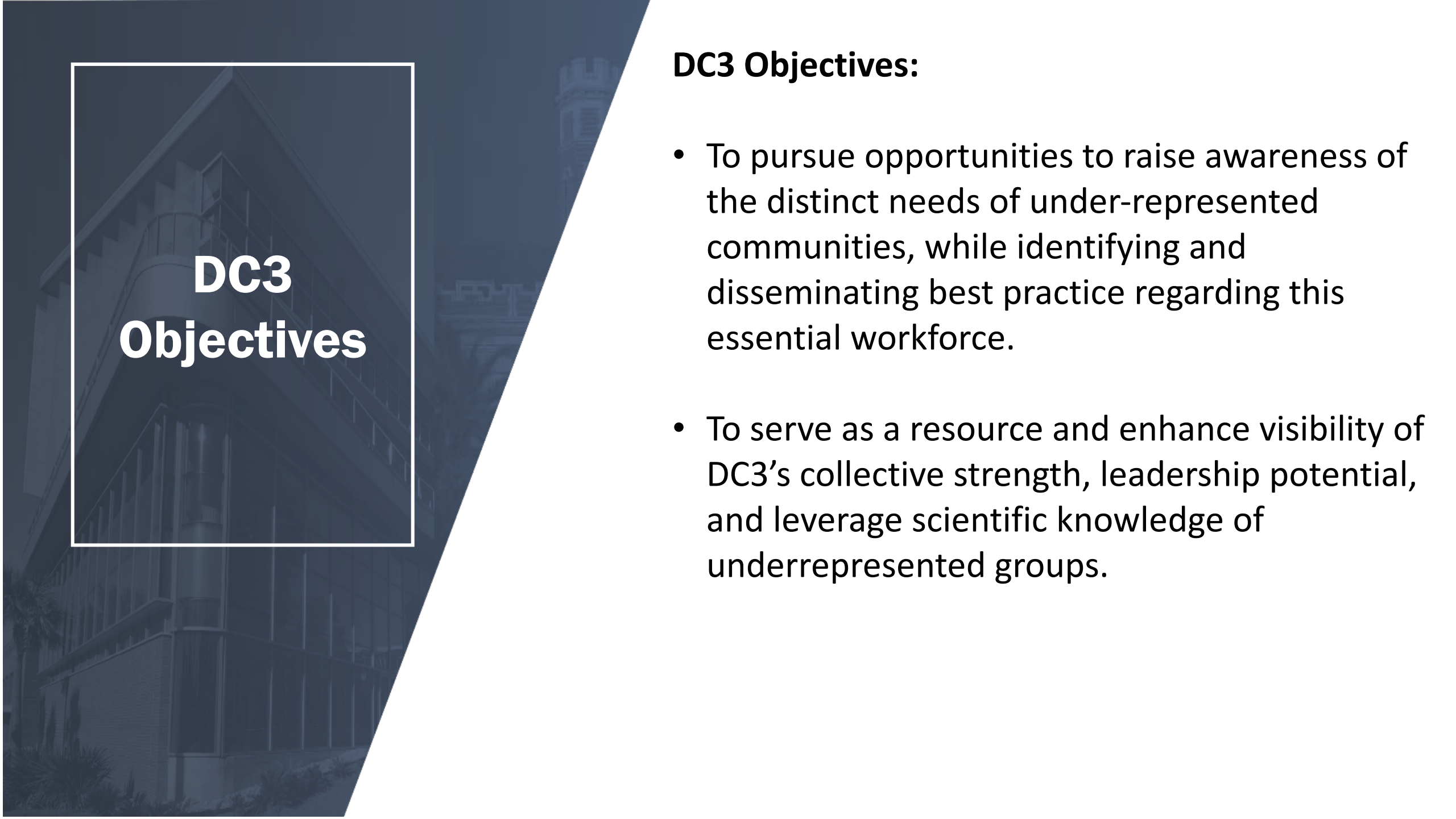
Denise Long

Administrator | Social and
Behavioral IRB (IRB02) Committee



Justine Nicholas, MS

Clinical Research Coordinator II |
Department of Pediatrics | UF
College of Medicine



DC3 Objectives

DC3 Objectives:

- To pursue opportunities to raise awareness of the distinct needs of under-represented communities, while identifying and disseminating best practice regarding this essential workforce.
- To serve as a resource and enhance visibility of DC3's collective strength, leadership potential, and leverage scientific knowledge of underrepresented groups.



DC3 Methods

UF CTSI DC3 established the “Black Voices in Research Storytelling Series”:

- The series serves as a platform to highlight and amplify the experiences of Black Research Professionals at UF.
- This systemic approach to interviewing Black Research Professionals will provide key characteristics, contributing factors, and experiences that shapes black biomedical professional’s identities and their entry into biomedical research profession
- The Inaugural series occurred on 1/14/2021:
 - Featured 5 diverse voices including a Forbes 30 under 30 Awardee
 - The live stream has received over 2900 views
- Second installment in series aired on Juneteenth 2021
 - Funded with competitive funding
 - Multiple abstracts generated
 - Finale planned for Fall 2021



DC3 Methods

UF CTSI DC3 engages the UF Research Community by hosting bi-weekly “DC3 Zoom Rooms”:

- Provides a safe community space to speak openly about race and race relations in the clinical research environment and profession.
- Topics covered:
 - The experiences of Drs. Aysha H. Khoury and Susan Moore
 - The “Culture Iceberg”
 - Vaccine perceptions by communities of color
 - Defining “people of color”
 - How to “Read the Room”
 - Evaluating Hidden Bias in the Workplace
 - Balancing personal beliefs vs. community responsibilities
 - Social media perception of research



DC3 Methods

UF CTSI DC3 utilizes atypical education methods which includes some of the following research opportunities:

- Program goal is to establish a certification-based training program for UF Clinical Research Community in Cultural Competency and Diversity.
- Current Educational methods and activities include:
 - Podcast
 - Research Consent Certificate includes:
 - Mock Consent
 - Culture and Consent trainings



DC3 Methods

UF CTSI DC3 collaboration opportunities:

- MUSC Gullah/Geechee population
- Morehouse IRB
- CTSA Black Voices in Research Storytelling Workshop
- 2021 Georgia CTSA annual meeting
- CLIC Anti-Black Racism Certificate

Conclusion

Through the DC3 Initiative, the UF CTSI has developed a unique program, and a series of educational opportunities for the UF Clinical Research Community around Diversity and Cultural Competency, that can serve as a model for other CTSI organizations.

Conclusion

“Inclusivity means not ‘just we’re allowed to be there,’ but we are valued. I’ve always said: smart teams will do amazing things, but truly diverse teams will do impossible things. ”

-Claudia Brind-Woody

Thank you for your time and attention.

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View the first Black Voice in Research Storytelling Event Here:

<https://youtu.be/aTEMZEgqlsQ>

View the second Black Voices in Research Storytelling Event Here:

<https://youtu.be/e6FtBAU1xZ8>