

USC Joint Provost/Academic Senate Retreat

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Background

In November of 2015, resolutions from students (undergraduate and graduate programs) and faculty, included the request for a dedicated diversity officer. The University created a model to have a representative – Diversity Liaison - in each of the 19 schools, accountable to the Dean and with a reporting relationship to one of three Associate Provosts for Faculty and Student Initiatives. In Spring 2016, the Provost Task Force developed job descriptions for these Diversity Liaisons positions.

Several schools chose to name additional individuals for their D&I efforts and currently there are 35 people engaged in dedicated diversity efforts within the 19 schools.

Diversity Liaisons were charged with helping guide their school through a required 5-year Diversity plan, which were submitted at the end of 2016 to the Provost. These plans are currently under review.

We reached out to the Diversity Liaisons and received 70 developments and chose one best-practice from 14 schools, which are on the following pages.

Diversity Liaisons

Highlights and Best Practices

- **Dornsife** – Invited and hosted Dereca Blackmon, Associate Dean, Diversity and First Gen Office, Stanford University who presented “The Practice of Inclusion: First Generation College Students” for two sessions, (USC Diversity Liaisons and general audience) and a lunch discussion.
- **Leventhal** – Created the LSA Leadership Program (LLP) designed to identify, mentor, retain, empower and graduate high potential underrepresented minority (URM) students from community colleges with an interest and propensity for pursuing a career as accounting or financial services professional; currently 7 students from Cerritos College are participating.
- **School of Architecture** - Created a project with School Admissions staff to recruit and give scholarships to minority high school students to attend our summer high school program, and to work to recruit minority students to apply for admission to the School in the fall.
- **Marshall** – Presented D&I importance to Dean’s Corporate Advisory Board, which created several engagement outcomes and the strong recommendation to hire an outside D& I firm to consult/assess implicit bias. Cook Ross was the firm that came highly recommended. Marshall hired CR for a day of five D&I sessions (Dean, Dean’s Cabinet, faculty, students and a mandatory staff session) for a total of 325 participants and recommended CR participate in the USC D&I faculty week.

Diversity Liaisons

Highlights and Best Practices

- **School of Cinematic Arts** - The School has organized and funded the Diversity and Inclusion Council, which consists of faculty members and staff. The Diversity Council meets monthly and sponsors events, provides a forum for students, and has been active in curricular development. Its objective is to produce, in consultation with faculty, staff, and students, a series of recommendations for improving diversity in SCA, particularly in its curricula and in the classroom.
- **Annenberg** – Created a ‘Community Desk’ where the student reporting projects are in underserved urban neighborhoods and the majority of students participating are URM. Produced material is uploaded to the USC AnnenbergMedia.com site.
- **School of Dramatic Arts** - SEED SEMINARS (Seeking Educational Equity and Diversity) 2016-2017-Anita Dashiell-Sparks, Associate Professor of Theatre Practice and National SEED Leader facilitates monthly equity, diversity, and inclusion workshops for USC faculty, staff, administrators, and diversity liaisons. SEED training was also a series within the Diversity and Inclusion Training Week January 2017.

Diversity Liaisons

Highlights and Best Practices

- **Rossier** - The Mentoring Committee held monthly sessions on “Transformative Teaching in Troubled Times” that focused on specific teaching practices to engage in crucial conversation around diversity. The next session, jointly sponsored with our Equity and Inclusion Committee, is focused on “Strategic Listening and Questioning: An Approach to Personal and Social Transformation.” All faculty, staff and students are invited to attend the sessions.
- **Viterbi** - A senior level position, the Vice Dean for Diversity and Strategic Initiatives, was created, to work across the lines of undergraduate, graduate and faculty affairs
- **Gould** - 10 First Generation Professional (FGP) events that have reached 107 students, including a Speed Networking Event where FGP’s learned the art of breaking the ice and creating a lasting professional connection. Legal professionals, including law firm partners, state officials and associates encouraged them to develop proficiency in building networking relationships with ease.
- **Keck** – Developed “Culturally-Responsive Healthcare” a 4- Hour Workshop for Faculty that covered: Rationale for Culturally Responsive Care; Stereotypes and Implicit Associations; Health Disparities: Dimensions and Etiology; Health Impacts of Micro-Aggressions; Working with Difficult Learning Encounters

Diversity Liaisons

Highlights and Best Practices

- **Libraries** - Created Visions and Voices programs that emphasize diversity, one such example is “See yourself in the library”
- **Thornton** – Increased diverse faculty as Paul Jackson Jr. was the named new artist-in-residence of the Contemporary Music Division <https://music.usc.edu/paul-jackson-jr-named-artist-in-residence-at-usc-thornton/>
- **Dworak-Peck (Social Work)** - The NASW-USC Unit in collaboration with the Committee on Diversity and Inclusion presented a Social Worker Community Forum to engage in healthy dialogue regarding racial profiling, oppression, police use of force and peaceful solutions. The goal of the forum was to create a space to process the recent and ongoing tragic events disproportionately impacting Black and Brown communities, to heal ourselves and to stand in solidarity with those requesting policy change and justice.