

Climate Gathering Notes

5/1/17

USC Campus Climate Committee Panel & Luncheon Hosted by USC Academic Senate and USC Shoah Foundation – Program –

Goal

To host a collaborative planning meeting on campus climate by bringing together the Diversity Council, the Climate Committee, and the Diversity Liaisons to discuss our collective efforts over this past year, and to assess University-wide outcomes, key strategies and challenges, and an organizational plan moving forward.

When

May 1, 2017
11:00 AM – 1:00 PM

Where

USC University Club
705 W 34th Street
Los Angeles, CA 90089

Program

Opening Remarks

Stephen D. Smith, Executive Director USC Shoah Foundation

- Lunch
 - Thanks to USC Shoah Foundation and Paula Cannon / Academic Senate
 - Thanks to Lara Bradshaw for organizing and logistics
 - Panelists – Ginger Clark, our Co-leader of Campus Climate, Rob Park, Darline Robles, and LaVonna Lewis
 - Thank you to Campus Climate Committee member Ruth Chung for moderating our discussion
- Introduction / purpose of event
 - Goals / priorities
 - Lessons learned
 - Discuss what has been accomplished, and what is left?
 - Best practices
- Questions for panelists
 - What is it you do (with respect to the diversity group you are apart of) and how do you go about it?
 - What is a major climate / diversity challenge at USC you see as outstanding?
 - What solution would you propose?
 - What question that you still have about diversity at USC?

Panel Discussion

Ginger Clark

Ginger Clark, Assistant Vice Provost for Academic and Faculty Affairs

- Diversity and Inclusion Council created in order to address recommendations from Academic senate; resolutions from Campus climate

Task Force recommendations

- Made recommendation to Provost about survey and process
- Shaun Harper was hired
- Community advisory board to consult with DPS; integrating into community; profiling issues; process
- Reviewed 18 of 20 of Diversity and Inclusion 5 year plans; 5 page document that has general and specific feedback with resources; meeting Deans and DL to give feedback on Ind. Plans/ what has emerged.
- Plans to meet with Provost's cabinet

Something to work on?

- Expertise of cultural centers; International studies; have so many different offices; utilize inclusive climate; support teaching; help school's identify resources; comprehensive opportunities to interact
- Using UClub to host labs; invite Diversity Liaisons and Vice Deans to attend

Rob Parke

Robert Parke, Co-Chair Campus Climate Committee, Senior Lecturer of Information Technology, USC Viterbi School of Engineering

Campus Climate Committee

- Report from previous Senate retreat; large body of recommendations
- Prioritize and assign; delegate; what priorities should be
- Summer research position- terminology around access and opportunity
- Faculty training – bias training
- This event was a chance to get all involved for larger discussion
- Something you feel that hasn't been done:
- Hiring/retention of underrepresented faculty/students a major issue
- Overworking of underrepresented faculty
- Looking at faculty training – bias training
- Questions: How to get more involved? How do we connect these groups that are involved? How do we invite people that we disagree with and have a dialogue?

Diversity Liaison Summary

Darline Robles

Darline Robles, Professor of Clinical Education, USC Rossier School of Education

- See role as facilitator around issues of Diversity

- Began task force; people applied; developed 5 year plan
- Accomplished a lot in 10 weeks
- 4 key areas
 - Community and communication
 - Opportunity and access – staff hiring
 - Knowledge process
 - Accountability
- Each key section with guiding principle, review; point of contact with Shaun Harper; great opportunity with students
- Goal - to implement process; what is our role of task force members?
- Challenges?
 - Don't find opportunities to have dialogue
 - There are personal issues of equity and access
 - Must have opportunities
 - How do we come to point of being more alike, finding respect, finding creative ways to have honest dialogue
- Solutions?
 - Example: Graduate online program
 - Shaun Harper – Town Hall summarizing results of climate survey
 - Ability to participate in something that was part of Rossier- left feeling inspired by being apart of community
- Questions?
 - Competing initiatives – must make sure upfront all of the time
 - How do we make priority all of the time?
 - Diversity, equity, access are all part of that

LaVonna Lewis

LaVonna Lewis, Teaching Professor at the USC Sol Price School of Public Policy

- Chair of Diversity of Task force at Price – response to community, students
- Sol Price name – champion of social issues
- Role:
 - First responder; an urgency to this work; get the good and bad news; help students and community think through issues
 - Take on leadership to implement strategic plan; hold accountable to hard targets
- Issues
 - We have to stop giving people a pass; can't be voluntary; must be mandatory
 - Must work through discomfort
 - Master's program to give people space to explore issues
 - Online platform- Moving Forward – Share Your Stories
 - Give people a chance to talk about issues
 - Face to face conversation that came up on Forum
 - Classroom conversations and improvements
 - Obligation to make sure everyone is a part of Trojan family.
 - Are we talking about compliance or Transformation?
 - Very different goals

Q&A

- How can we compel folks to engage in difficult conversations? How to avoid the backfire problem?
 - Making apart of faculty evaluations Doesn't dictate entire assessment; additional category and points
 - System: recognize people who have done those things
 - Conversation around the small things
 - When submitting program for approval, if we are serious about it, must acknowledge diverse authors
 - Feedback from Councils—need to infuse curriculum review; address faculty/women serving on committees; mentoring; how does that play out for merit? Load for research and teaching; what are you doing to help level the playing field?
 - Online training builds resentment; in person conversations engenders empathy
- Resources – what are some of the strategies for accessing resources?
 - Bring support home to schools; cultural centers serve purpose for creating cultural home; consult with schools about housing cultural centers; events dialogue; utilize expertise; infusing knowledge
- What are the steps to make sure undergraduate voices are actually included in conversation?
 - Action/Compliance – which story do we want to tell as a University? Must make it easier as possible for top level to see transformation that builds university environment
 - Initiating change
 - Funding issues/Donor relations – how this connects to issues of diversity and inclusion
 - Must answer why Question – master all those audiences, stakeholders, balancing act
 - Urgency – current climate at the global level
 - Reviewing plans, different schools and different stages
 - If no stretch goals, what does this get us?
 - Question for all schools – what are your goals in the next five years?
- Accountability vs. goals? Goals that have fallen short? Defining terms like "Diversity" causes some people tune out. How do we work on having specific language to help with transformation?
 - Senate Retreat – alternative reading list with works/authors that reflect more diverse audience
 - All plans will be public and linked to Diversity.edu
 - Measureable goals; start with mission and values; give leverage and bring into mission
 - Looked at what was needed in the field (ie. Diversity in Pharmacy different than in Communications).

- Recruitment goals based on who you are as a discipline; value and leverage with key Targets set for yourself and made public
- Climate survey: Went through results of outside vendor; will this future climate survey include all of the schools?
- Question for Task force
- University wide campus survey- still to be determined

Working Group Session

Moderated by Ruth Chung, Associate professor of Clinical Education, USC Rossier School of Education

Purpose for session: To think through ideas; to hear from each other; groups that are most involved around equity and inclusion; where do we want to go in the future; go back to committees and plan ahead for next year; coordinated effort

- 1) What do we want the university priorities around diversity and inclusion to be?
- 2) How do we connect with/collaborate with other climate groups to work towards common goals?

Group Reporting

Purple Group:

- Allyship; honest conversations about why invite others to the table; why inclusion (coming from place of exclusion); lift burden – help those from dominant groups that this can be talked about; approach from grassroots level
- How to work within system that USC has – different siloed departments and programs; lack of communication – cohesion of goals want to accomplish; professional development all levels; for everyone to be streamlined; what message would that send?
- Goals from Quick's memo from a year ago?
 - Have they been measured? Should be public
 - Climate survey?
 - Who is being held accountable?
- Staff Involvement as part of community

Green Group:

- Celebrating approach to university; reframe conversation?
- Prize, incentive?
- Celebrating and widening community
- Priority – move from meeting expectations to exceeding expectations; how do you know when you exceeding?
- Communication strategies?

Red Group:

- Multi-perspective approach
- Potential collaboration because of 19 schools; Collaboration credits?
- Mandatory attendance to workshops and seminars; balance between academic units
 - Zones of genius
 - What is narrative ?
 - Collective prosperity?
 - What could we lose if we don't have diversity and inclusion?
 - Facilitating – Question about how amplifying diversity plans

Blue Group:

- How priorities are being determined?
- Bring students into conversations; student experience goes beyond classroom; involvement as leaders and in neighborhood
- Siloed communication
- Training – shortcomings of online training
- Understanding best practices and how to approach from multiple perspectives?
- Taping advisors, Board of Councilors
- Online student experiences; disparity in how experiencing USC
- Training – invest in diversifying talent pool
- Staff participation in diversity plans
- There are different processes and how diversity liaisons are supported

Gold Group:

- Transformative power of human experience, beyond checking off boxes
- Conversation; how to get more white men involved; all involved
- Retention and training is critical
- How do we acknowledge good of university; not us vs. them; we are the university; everyone's responsibility

General Discussion

- Provost's' memo
 - Measurable goals and to publicize
- Leadership at USC
 - How do we support and increase diversity among the leadership across the university? Also at the Trustee level?
 - How do schools hear from deans on this? Keeping leadership, talking about diversity to create culture;
- How easy it is to say 'no' – don't realize it is as a priority; to what extent do we have systemic structure
- Diversity and Inclusion week, opportunity for discussion
- Valuable spaces as an undergraduate student; spaces inside and outside the classroom
- Conference: Race, Arts, Placemaking - no other place in this country – have level of scholars, activists, and performing arts – no place can complete; diversity, inclusion, equity- define ways interdisciplinary boundaries; take advantage of synergy; quality

of interactions over course of two days.

Discuss & Next Steps: Where do we go from here?

- We need to facilitate and support conversations; for both faculty, students, and staff
- Celebrate - to build upon assets; we have a lot of resources; affirmative and powerful approaches; recognize that there is a lot of work to be done.
 - Dialogue that also includes staff
 - They are critical; residential college experience
 - Staff assembly will take more active role in this
- How do we capture successes?
 - Learning organization; documenting connections, where fit
 - How do we help people understand this movement?
 - Student, staff, faculty – how can we capture, keep moments alive
- Answering the “Why?”
 - Focus more so on what but we must come together around Why; really transformational; must approach from an honest place; if you pretend if nothing is wrong; why is the narrative that we want to promote
- Tension - to what extent do we want to make some activities mandatory? Vs. making something people want to participate in?
 - How diversity dealt with on search committees? What are they doing?
- Three committees – overlapping Venn diagrams; in moving forward, how do we build; what do we hand off to the committee next year?
- Process – how can these three bodies cooperate and work together for next year? Ask diversity council to coordinate a regular meeting between these three groups

Attendees

Jody Armour, *Professor*

Lara Bradshaw, *Program Specialist*

Paula Cannon, *Professor and President, Academic Senate*

Ainsley Carry, *Vice President for Student Affairs*

William Celis, *Associate Dean*

Sandra Chrystal, *Vice Dean*

Ruth Chung, *Clinical Professor – RTPC*

Ginger Clark, *Assistant Vice Provost for Academic and Faculty Affairs*

Kris Coombs, Jr, *Graduate Student Government Vice-President (2016-2017) and President-Elect (2017-2018)*

Jeffrey de Caen, *Associate Dean for Operations, Thornton School; President, USC Staff Assembly*

Kenneth Foster, *Director, Arts Leadership at USC*

Ivana Giang, *Co-Chief Diversity Officer, Undergraduate Student Government*

Rebecca Hagerty, *Associate Professor of Professional Practice of Journalism*

Karen Howell, *Head, Leavey Library, USC Libraries and Faculty Diversity Recruitment Liaison,*

UPC Libraries

LaVonna Lewis, *Teaching Professor at the USC Sol Price School of Public Policy*

Sharoni Little, *Associate Professor, Clinical Business Communication*

Amy Murphy, *Associate Professor, Diversity Liaison*

Mahvash Navazesh, *Executive Associate Dean of Academic, Faculty & Student Affairs*

Darline P. Robles, *Professor and Diversity Liaison for Rossier*

Rob Parke, *Campus Climate Co-Chair, Senior Lecturer*

Tracy Poon Tambascia, *Associate Professor of Clinical Education*

Robin Romans, *Associate Vice Provost*

Edwin Saucedo, *USG President*

Erik Schott, *Clinical Associate Professor*

Stephen Smith, *Campus Climate Co-Chair, Executive Director, USC Shoah Foundation*

Renee Smith-Maddox, *Clinical Associate Professor & Vice Chair*

Christine Street, *Executive Director, ADA/504 Coordinator*

Alison Trope, *Clinical Professor, Director of Undergraduate Studies*

Jonathan Wang, *Director of Asian Pacific American Student Services*

Leslie Wind, *MSW Chair and Associate Dean, Learning Excellence*