

# USC Diversity, Equity and Inclusion Week



- ★ After the session, please take the time to provide feedback at [deiweek.usc.edu](http://deiweek.usc.edu)
- ★ Please **RSVP** – Reservations are strongly recommended but are not required for most sessions.
- ★ To access further **DEI Week** information, including RSVP links, go to the **USC Events Calendar** at [calendar.usc.edu/](http://calendar.usc.edu/)
- ★ You can also access our new **DEI Week App** using the QR code available on the **DEI Week website** at [deiweek.usc.edu/](http://deiweek.usc.edu/) to locate schedule updates, find RSVP links, and take part in DEI Week social media.

## MONDAY, MARCH 2

### Diversity is a Number, Inclusion is a Feeling, Let's Focus on Feeling!

Location: Taper Hall (THH 309 H)

Monday, March 2, 2020 | 9-11am | ■ ★ ● ▲

*It is easy to determine if we are Diverse; demographic surveys provide percentages. Inclusion is much harder to achieve and should be 90% of our focus. What are we doing to make everyone feel included? Are we damaging our efforts when events discourage the participation of Students, Faculty, and/or Staff?*

### Eco-Justice and Quality of Life: the Impact of The Environment on Human Welfare

with Ruth White

ONLINE: Zoom classroom: 636-770-8675)

Monday, March 2, 2020 | 9-11am | ■ ★ ● ▲

*This seminar will use the case study method to explore the intersection of social justice, the environment and social welfare, with a focus on developing community-based and policy strategies for social change.*

### Panel Discussion on USC's Past and Future

with Meridith Kruse and USC students

Felante Charlemagne and Annie Nguyen co-presenting

Location: Taper Hall (THH 411)

Monday, March 2, 2020 | 9-11am

*Rufus VonKleinsmid, USC President 1921-1947, was a leading proponent of eugenics and promoted the forced sterilization of people of "inferior birth" who were presumed to have biologically-based mental deficiencies. This panel opens space to consider this troubling history, and how it affects contemporary calls for diversity and inclusion at USC.*

### Who Would You Help With \$100,000?

with Megan Chan and Khalilah Lauderdale

Location: Taper Hall (THH 420)

Monday, March 2, 2020 | 10-11am | ■ ★

*Who would you help with \$100,000? We'll share strategies that the Financial Aid Office has used to increase access to transformative experiences such as study abroad programs and summer internships. Then, we'll take suggestions on what to tackle next!*

### DEI Week Keynote and Luncheon: Strengthening a Culture of Inclusion: Aligning our Actions with our Vision

with Tanya Odom, Ed.M

Location: Scriptorium, University Club

Monday, March 2, 2020

11am -1pm (Lunch provided) | ■ ★ ● ▲

DEI Week Keynote and Luncheon

*This session will focus on looking at Diversity, Equity, Inclusion and Belonging paying particular attention to our individual and community actions. We will hear about the "trends" in Diversity, Equity, and Inclusion globally, and learn more about the importance of "learning vs. difficult conversations." We will think about how lenses and legacies have shaped our awareness and understanding of these topics, and how we can sharpen our skills to be more skillful allies to others.*

- session available for **students** ▲ session available for **alumni**

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# USC Diversity, Equity and Inclusion Week



## USC Libraries LGBTQIA+ Safe Zone Training

Location: DML 240

Monday, March 2, 2020 | 11am-1pm (Lunch provided)

\* Note: Session open only to USC Libraries employees

*This LGBTQIA+ safe zone training is an opportunity for USC Libraries faculty and staff to explore LGBTQIA+ inclusive practices and language to contribute to inclusive library spaces for our LGBTQIA+ co-workers and patrons.*

## Warming Up the Engineering Classroom: Sharing Stories to Build Authentic Communities

with Harlynn Ramsey

Location: Taper Hall (THH 420)

Monday March 2, 2020

11:30am-12:30pm (Lunch provided) | ■ ★ ●

*At USC, about 1 in 4 students is an international student. However, their diverse voices can sometimes be excluded from critical classroom work and discussions. To improve learning experiences, students and faculty from the Viterbi School of Engineering will share ideas for building more inclusive and productive learning communities.*

## Crafting an Inclusive Environment to Support College Students with Learning Differences

with Juliana Calhoun, Rashelle Nagata,  
and Cassandra Pentzien

Location: Taper Hall (THH 309K)

Monday, March 2, 2020 | 12-2pm (Lunch provided) | ■ ★

*Students in greater numbers are coming into higher education with a learning difference or a diagnosed disability. In this session, we will explore the concerns that students experience and potential ways to support the student when they come into your classroom, center or office.*

## Trans Student Inclusiveness

with Kelby Accardi-Harrison and Michael Gorse

Location: Student Union Building (STU) B3

Monday March 2, 2020 | 12-1pm (Lunch provided) | ■ ★

## A Cross Cultural Examination of the Value of Waste

with Princess Blamoh

Location: Taper Hall (THH 120)

Monday March 2, 2020 | 12-2pm (Lunch provided) | ■ ★

■ session available for **faculty**   ★ session available for **staff**  
● session available for **students**   ▲ session available for **alumni**

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*This presentation will set the stage for a facilitated discussion about various waste management processes that are found in different regions of the world and how the cultures of respective places allow waste to be moved through spaces.*

## Culture Change and Institutional Change: Making Our Efforts Count, A Workshop for Diversity and Inclusion Professionals

with Tanya Odom, Ed.M.

Location: Musick Law Building (LAW)

Room 433 Faculty Lounge

Monday, March 2, 2020 | 2:30-4:30pm | ■ ★

*Guided by the Robert Gass model of Culture Change, this session invites diversity and inclusion professionals including Deans, Diversity Liaisons and other faculty and staff to explore the following questions: What might need to change in the hearts and minds of people to effect change and improve diversity? What might need to change in terms of behaviors to effect change and improve inclusion efforts? What might need to change in terms of structures to effect change and create a sense of equity and belonging?*

## Gender-Inclusive Use of Student Names and Pronouns

with Katherine Guevara

Location: Doheny Memorial Library, Room 121

Monday, March 2, 2020 | 2-3:30pm | ■

*Demonstration, discussion, practice, and planning of teaching techniques that help make the student classroom experience more inclusive with regards to student names and pronouns. Participants will explore Title IX policy, choices for syllabi language, and suggestions for reducing assumptions when sharing names and pronouns and addressing students by them.*

## New Inclusive Hiring Practices with Employers

with Gary Painter and Jeffery Wallace

Location: Irani Hall (RRI) 101

Monday March 2, 2020 | 2-4pm | ■ ★ ● ▲

*Nationally, one in three Americans have been arrested and face lifelong barriers to employment and economic mobility. To address this challenge, the Price Center and LeadersUp – a national nonprofit focused on ending the youth unemployment crisis – have partnered to co design new inclusive hiring practices with employers.*



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# USC Diversity, Equity and Inclusion Week



## Diversity and Artificial Intelligence

Location: Amy King Dundon-Berchtold University Club, Scriptorium

Monday, March 2, 2020 | 6–8pm | ■ ★ ● ▲

**Celeste Alleyne**, Director, US Citizenship & Public Affairs at Microsoft, West Region “Motivating & moving communities forward”

**Connie Fan**, Senior Cloud Solution Architect

Celeste will focus on Microsoft US D&I and cultural transformation efforts and Connie will focus on their Ethical AI efforts as it relates to women and diverse customer, community needs.

**John Iino**, USC Board of Governors President Elect, Chief Diversity Officer of Reed Smith, Certified Diversity Professional (CDP) from the Institute of Diversity Certification, Past Global Chair of Reed Smith’s Business & Finance Department

The AI field presents exciting opportunities for the future, as well as challenging problems to overcome. Predominately, the risk of replicating or perpetuating historical biases and power imbalances. Examples include image recognition services making offensive classifications of minorities and technology failing to recognize users of varied skin tones. The biases of systems built by the AI industry can be largely attributed to the lack of diversity within the field itself. Join the USC Alumni Association as we learn how the technology industry is striving towards Diversity in AI.

## **Diversity Week Opening Reception**

Location: University Club Patio

Monday, March 2, 2020 | 4–6pm | ■ ★ ● ▲

(No RSVP Required)

## **Diversity Week Evening Reception**

Monday, March 2, 2020 | 8–9PM

Location: University Club Patio | ■ ★ ● ▲

(No RSVP Required)

## TUESDAY, MARCH 3

### Beyond the Icebreaker: Sharing Positionality as a Way to Build Classroom Community and Teach Intersectionality

with Julie Slayton and Artineh Samkian

Location: Taper Hall (THH 309K)

Tuesday, March 3, 2020 | 9–11am | ■ ★

This session introduces the “I am from…” (Klein, 2019) activity, designed to allow faculty and students to define themselves, demonstrate their intersectional identities, model critical reflection, and highlight inequities that may arise in the classroom. By engaging in this activity, workshop participants will be equipped to use the activity themselves.

### Courageous Stories about Race and Resiliency

with Marsha Riggio, Tony Spann, Alan Green, Don Trahan and Taqueena Quintana

Location: Irani Hall (RRI) 101

Tuesday, March 3, 2020 | 9–11am | ■ ★

Let’s talk about our stories of resilience; how we find strength in our intersections of race, culture, ethnicity, gender, sexual orientation, religious identities; and how a multidimensional lens can help us with those we work with. Session includes a round table narrative discussion with attendees and invited guests.

### Humanizing the “Other” as an Act of Leadership (1)

with Claudia Wiedeman, Amy Carnes, and Marissa Wojcik

Location: Leavey Library (LVL), Room 401

Tuesday, March 3, 2020 | 9–11am | ■ ★

The topic of this program addresses diversity in its broadest form, including in terms of race and ethnicity, immigrants, first-generation, sexuality, and leadership development.

### Moving Away from OK Boomer: Ageism, Diverse Global Elders and Climate Change

with Elise Collins and Murali Nair

Location: Michelson Hall (MCB) 101

Tuesday, March 3, 2020 | 9–11am | ■ ★

Young people often blame older adults for climate change. Since 1900, global life expectancy has more than doubled. Many spiritual, demographic, technological and cultural changes in the past 120 years have led to a collective disconnection with nature.

- session available for **faculty**    ★ session available for **staff**
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## Gender-Inclusive Use of Student Names and Pronouns

with Katherine Guevara

ONLINE: Zoom meeting

<https://uscprovost.zoom.us/j/227321709>

Meeting ID 227 321 709

Tuesday, March 3, 2020 | 10-11:30pm | ■

*Demonstration, discussion, practice, and planning of teaching techniques that help make the student classroom experience more inclusive with regards to student names and pronouns. Participants will explore Title IX policy, choices for syllabi language, and suggestions for reducing assumptions when sharing names and pronouns and addressing students by them.*

## Obesity Stigma & Weight Biases

Location: HSC Campus, 1450 San Pablo, 3rd Floor, Room 3200

Tuesday, March 3, 2020 | 10-11am | ■ ★

*Obese patients experienced a lifetime of prejudice & discrimination. There is substantial evidence of obesity stigma in school, workplace, society, media & healthcare. Negative attitudes and preconceived notion on obesity can influence our interpersonal interactions.*

## Active Allyship: Inclusive Language and Combating Everyday Division

with Marcus Owens, Corissa Sullivan and Jahnessa Palmer

Tuesday, March 3, 2020 11-12:30pm

(Lunch provided) | ■ ★

Location: Montgomery Ross Fisher Building (MRF) 204

*Words hurt more than we admit, so this session is to help people be mindful of the ways they interact with others. We will be exploring ally ship through the lens of discussing common micro aggressions and breaking down their impact.*

## Sustainability and Building Empathy in the Design Process at USC ITS: An Experiential Workshop

Location: Michelson Hall (MCB) 101

Tuesday, March 3, 2020 | 11am-1pm

(Lunch provided) | ■ ★

*As ITS transforms their services, the Design Experience team is building a sustainable and inclusive design workflow. This team will highlight the processes and strategic tools they use to build empathy for users of assistive technologies.*

## Ensuring Participant-Centered Research: Addressing Power and Positionality in Social Behavioral Research

with Julie Slayton

Location: USC Credit Union Building (CUB) 329

Tuesday, March 3, 2020 | 12-2pm (Lunch provided) | ■ ★

*We often don't give attention to the way our race/ethnicity, language, socioeconomic status, gender, and other factors play out in interactions with participants. We'll discuss how ethical research conduct demands that we're conscious of the way our power and positionality affects research and those who we ask to learn from.*

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## Undocumented Student Allyship

with Billy Vela, Vanessa Gomez-Brake and IDEAS

Location: Student Union Building (STU), Room B3

Tuesday, March 3, 2020 | 12-1pm (Lunch provided)

■ ★ ● ▲

*Join student leaders, staff, and faculty in a roundtable discussion on supporting and building allyship for Trojans of all backgrounds. We'll share about the experiences of students on campus, practical moves you can make to support inclusivity, and have an opportunity to ask questions to our panel.*

## Mindfulness in the Classroom: Techniques for Situating Well-being Supports Alongside Academics for Inclusion and Equity in our Diverse Student Body

with Linda Yaron and undergraduate student panelists Jacqueline Berliner, Cristian Garcia, Megan Gates, Sahib Gill, Drew Hodis, and Sudhakar Sood

Location: HHedco Neurosciences Building (HNB) 100

Tuesday, March 3, 2020 | 12:30-2:30pm

(Lunch) | ■ ★ ● ▲

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*description- Student tragedies at USC last semester point to the urgent need to situate well-being alongside academics for mental health support and inclusion. This hands-on talk will explore how classroom mindfulness practices can enhance learning and foster greater inclusion and equity around mental health in our diverse student body.*

## **Campfire: Friendship Circle**

with Rev. Jim Burklo

Location: URC Courtyard

Tuesday, March 3, 2020 1-3pm | ■ ★ ● ▲

*Campfires at USC is an initiative of the Office of Religious and Spiritual Life. The Campfire Friendship Circle welcomes any and all students to gather around a "virtual campfire."*

## **Handling Micro-aggressions and Exclusion in the Classroom**

with Myra Turner, Laura Castaneda, Alison Trope, Sharoni Little, Leander Sales, William Vela and Brittani Morris.

Location: Taper Hall (THH) 309H

Tuesday March 3, 2020 | 1-2pm | ■ ★

*Panelists: Dr. Laura Castaneda, Dr. Sharoni Little, Dr. Marlon Twyman, Dr. Alison Trope, Billy Vela and Leander Sales. We'll discuss the challenges some students of color feel in predominantly white classrooms. The micro-aggressions, the exclusion and taking steps to overcome it all.*

## **How to Build a Diversity and Inclusion Program to Improve Racial and Ethnic Diversity in Medicine: The USC Dermatology Department Experience**

Location: Hastings Auditorium

Tuesday March 3, 2020 | 1-2pm | ■ ★

*Dermatology is the 2nd least diverse specialty with regards to race and ethnicity. To address this, the USC Dermatology department created a Diversity and Inclusion Program, founded and directed by Dr. Elbuluk in 2018. This session will discuss how to build and sustain such a program.*

## **Understanding Students with Neurodiversity, and the Use of Effective Teaching Strategies**

Location: Social Sciences Building (SOS) B50

Tuesday, March 3, 2020 | 1-3pm | ■ ★

*Every year more students with neurodiverse learning needs enter the higher education system. This workshop will introduce participants to some of the major neurodevelopmental disorders and the challenges neurodiverse students often face.*

## **Communicating the Root Cause**

with Matthew Manos and Amber Bradley Ed.D

Location: MCB 101

Tuesday, March 3, 2020 | 2-3:50pm | ■ ★

*In a fast-moving world, it's easy to get caught in a reactionary problem-solving cycle. What if we can step back and more clearly define the problem in a simple way? This workshop aims to teach participants how to communicate the root cause of an issue through a means for innovation.*

## **Trans Student Inclusiveness**

with Kelby Accardi-Harrison and Michael Gorse

Location: Student Union Building (STU) B3

Tuesday, March 3, 2020 | 2-3pm | ■ ★

## **Supporting Military and Veteran Students in the Classroom**

with Katherine Guevara

Location: Doheny Memorial Library 121 (Faculty Hall)

Tuesday March 3, 2020 | 2-3:30pm | ■ ★

*Demonstration, discussion, practice, and planning of effective teaching techniques that benefit all students, but particularly military and veteran students. USC military and veteran students and faculty will also highlight instructor practices they find effective for creating an inclusive environment, engaging in real world discussions, communicating assignments, and providing ongoing support.*

## **Imposter Phenomenon Awareness**

with USC Primary Care PA IP Team

Location: Taper Hall (THH) 214

Tuesday March 3, 2020 | 3-4pm | ■ ★ ● ▲

*Research indicates that Imposter Phenomenon (IP) affects over 30% of healthcare students. To address this need, we propose sharing information about IP, presenting preliminary data, and providing attendees with strategies to combat IP.*

## **Alumni Veterans Network-**

### **Navigating VA Mortgage Loans**

Location: Ronald Tutor Campus Center (TCC) 302

Tuesday, March 3, 2020 | 6:30-9pm | ■ ★ ● ▲

*Join the USC Alumni Veterans Network and American Pacific Mortgage as we delve into the important benefits provided to our Veteran community. We'll discuss VA home loan basics, eligibility, and debunk common myths. Beneficial for veterans of all ages!*

■ session available for **faculty**    ★ session available for **staff**  
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# USC Diversity, Equity and Inclusion Week



## Understanding Implicit Bias

with Bryant Marks

Location: HSC Campus -

Mayer Auditorium (1975 Zonal Avenue)

Tuesday March 3, 2020 | 6-8pm | ■ ★

*Research has revealed that many Americans show a positive implicit bias toward White Americans vs. African Americans, young vs. old and fit vs. obese. Showing a preference for or against any particular group does not mean that a person is prejudiced or will discriminate, but it does suggest that s/he has been repeatedly exposed to certain associations between specific groups and specific traits/characteristics and have stored them in memory. These associations are often very strong and difficult to undue without deliberate effort or ongoing training. It is possible, however, to implement practices or policies that reduce the likelihood that implicitly biased beliefs will lead to biased behaviors. This training will introduce participants to the concept of implicit bias and what it looks like in the real world. Discussions will cover sources and causes of implicit bias, how it is measured, how it affects individuals and how it affects the attitudes and behaviors of the target group. Participants will then be given tools and strategies for considering how can implicit bias be reduced/managed at the individual and institutional levels.*

*The topic of this program addresses diversity in its broadest form, including in terms of race and ethnicity, immigrants, first-generation, sexuality, and leadership development.*

## Understanding Implicit Bias (2)

with Bryant Marks

Location: HSC Campus

Mckibben 149 (1333 San Pablo Avenue)

Wednesday March 4, 2020 | 9-11am | ■ ★

*Research has revealed that many Americans show a positive implicit bias toward White Americans vs. African Americans, young vs. old and fit vs. obese. Showing a preference for or against any particular group does not mean that a person is prejudiced or will discriminate, but it does suggest that s/he has been repeatedly exposed to certain associations between specific groups and specific traits/characteristics and have stored them in memory. These associations are often very strong and difficult to undue without deliberate effort or ongoing training. It is possible, however, to implement practices or policies that reduce the likelihood that implicitly biased beliefs will lead to biased behaviors. This training will introduce participants to the concept of implicit bias and what it looks like in the real world. Discussions will cover sources and causes of implicit bias, how it is measured, how it affects individuals and how it affects the attitudes and behaviors of the target group. Participants will then be given tools and strategies for considering how can implicit bias be reduced/managed at the individual and institutional levels. (repeat session)*

## WEDNESDAY, MARCH 4

### Empathy and Allies: Cornerstones for Authentic DEI Work

with LaVonna Lewis

Location: Taper Hall (THH) 309K

Wednesday March 4, 2020 | 8-10am | ■ ★

*This session will explore the importance of understanding identity as a tool for empathy—putting ourselves in others’ shoes—and allies—those who use their power and privilege to support those who have less of these because of their identities.*

### Humanizing the “Other” as an Act of Leadership (2)

with Claudia Wiedeman, Amy Carnes, and Marissa Wojcik

Location: Leavey Library (LVL) 401

Wednesday March 4, 2020 | 9-11am | ■ ★

- session available for **faculty**    ★ session available for **staff**
- session available for **students**    ▲ session available for **alumni**

### Changing How We See: Love Yourself/ Love Your Body/Love Your Age

with Caroline Cicero and Diana York Blaine

Location: Taper Hall (THH) 309K

Wednesday March 4, 2020 | 10-12 pm

(Lunch provided) | ■ ★ ●

*Presenters will engage participants in open dialogue and exercises in a “Love Your Self/Love Your Body/Love Your Age” Workshop, emphasizing personal acceptance and Empowerment.*

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## California Indians, the Three Genocides and Surviving Today

with Jim Adams

Location: Seeley G. Mudd Building (SGM) 101

Wednesday March 4, 2020 | 10-11:50pm

(Lunch provided) | ■ ★

*This 4 hour presentation will focus on the history of Los Angeles area Indians. Chumash Elders will tell their side of the story.*

## The Color of Leadership: Part II

with Michèle G. Turner

Location: Taper Hall (THH 309 H)

Wednesday March 4, 2020 | 10-12 pm

(Lunch provided) | ■ ★ ● ▲

*This session picks up discussion from last year, which began an exploration of the perceived agency of Blacks as leaders in the private, corporate and political spheres. What are the key findings of this phenomena downward, and what are the experiences and challenges Blacks/Diverse professionals face in today's "inclusive" environments?*

## Introduction to Teaching Practices that Benefit All Students

with Robert Sweeney

Location: Doheny Memorial Library 121 (Faculty Hall)

Wednesday March 4, 2020 | 10-11am | ■ ★

*An introduction to teaching practices that benefit all students, but that particularly support first-generation students, women in STEM fields, and students of color. Participants will work with other attendees and the facilitator to identify opportunities in their own courses to apply the recommended pedagogical practices.*

## Reading Between the Lines: Benefits & Challenges of Diversity Statements

Location: Hedco Neurosciences Building (HNB) 100

Wednesday March 4, 2020 | 10am-12pm

(Lunch provided) | ■ ★

*The Writing Program recently began requiring Diversity Statements, enriching and complicating the hiring process. Effective statements helped frame and deepen interviews, while lackluster statements exhibited common issues.*

## Supporting Military and Veteran Students in the Classroom

with Katherine Guevara

ONLINE: Zoom meeting

<https://uscprovost.zoom.us/j/595057927>

Meeting ID 595 057 92710

Wednesday, March 4, 2020 | 10-11:30am | ■ ★

*Demonstration, discussion, practice, and planning of effective teaching techniques that benefit all students, but particularly military and veteran students. USC military and veteran students and faculty will also highlight instructor practices they find effective for creating an inclusive environment, engaging in real world discussions, communicating assignments, and providing ongoing support.*

## What We Need is Cultural Humility

with Terence Fitzgerald

ONLINE: Zoom Room: <https://zoom.us/j/5566438896>

Thursday, March 4, 2020 | 11am-12pm PST | ■ ★ ● ▲

*In the face of current U.S. political differences, racial tension, religious and sexual marginalization, our society is witnessing an unfamiliar rigidity. The Beatles sang, "What We Need is Love." Realistically, what we need is Cultural Humility. This session will focus on the dynamics of cultural humility and its application on/off of campus.*

## Implicit Bias and the Way Forward

with Jerry Kang

Location: The Saban Research Institute Auditorium,  
4661 Sunset Blvd. Los Angeles, CA 90027

Wednesday, March 4, 2020 | 11:30am-1pm

Brunch served at 11:15am | ■ ★ ● ▲

*Recent findings in experimental social psychology have demonstrated the existence of "implicit biases"—attitudes and stereotypes that we are neither aware of nor necessarily endorse. Social scientists have also discovered "stereotype threat"—that negative stereotypes about us can undermine our performance even when we consciously reject those stereotypes as irrelevant or inaccurate. In this talk, Prof. Jerry Kang will survey the social science of implicit biases and stereotype threat with emphasis on real-world consequences within the firm in terms of hiring, training, performance, retention, and promotion. He will also briefly suggest some potential strategies that can counter these implicit social cognitions by altering individual motivation, changing institutional norms, and increasing structural accountability. The learning objectives include greater awareness of biases and threats, and how to counter them within our institutions.*

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## Disability Awareness and Advocacy:

### The Ruderman TV Challenge

with Tari Hartman Squire

Location: Verna and Peter Dauterive Hall (VPD) 112

Wednesday, March 4, 2020 | 12-2pm

(Lunch provided) | ■ ★

*The challenge: How do we get content creators to include more people with disabilities in popular media; both in front and behind the camera? Tari Hartman Squire of Lights! Camera! Access! and actor Danny Woodburn (Seinfeld and many other credits) worked with the Ruderman Family Foundation to create The Ruderman TV Challenge. In 2017 they asked the creators of more than 150 scripted television pilots to audition and cast more performers with disabilities. What were the results? Has there been an increase in visibility and awareness of people with disabilities who work in media industries? Talk with Hartman Squire and Woodburn, along with disabilities advocate CJ Jones (Avatar II and III) and Evan Hughes (Assistant Dean of Diversity and Inclusion, USC School of Cinematic Arts) about the challenges we face and how to make the entertainment industry more inclusive of people with disabilities.*

## Let's Talk About Health, Baby:

### Improving LGBTQ+ Health Disparities with Inclusive Communication Strategies

with Lindsey Lawrence

Location: HSC Campus, McKibben Addition (MCA) 149

Wednesday, March 4, 2020 | 12-1pm

(Lunch provided) | ■ ★

*Lindsey Lawrence, MHA, will provide a deeper understanding of the social determinants of health that have the biggest impact on health risks and outcomes for the LGBTQ+ community. The session will focus on interpersonal and institutional communication strategies to create welcoming, inclusive healthcare environments for LGBTQ+ patients and their families. Lunch will be provided.*

## Save the Cypher: An Interactive VR Dance Experience

with David Guevara Rosillo

Location: Taper Hall (THH) 309K

Wednesday, March 4, 2020 | 12-2pm

(Lunch provided) | ■ ★ ● ▲

*Save the Cypher is an interactive VR experience developed in collaboration with Kaufman School of Dance Professor d. Sabela Grimes in which the player must save the sacred dance world of Cypher, which is*

*based on hip hop dance culture, through solving puzzles and interacting with a spirit guide hologram.*

## Student Basic Needs

with Ally Hong and Queena Hoang

Location: Student Union Building (STU) B3

Wednesday, March 4, 2020 | 12-1pm

(Lunch provided) | ■ ★

## Zoomers to Boomers-Intergenerational Perspective

Location: Von KleinSmid Center (VKC) 156

Wednesday, March 4, 2020 | 12-2 pm

(Lunch provided) | ■ ★

*USC Zoomers will moderate and discuss perspectives with Millennials and Boomers in this interactive discussion about academic and personal life decisions, campus support opportunities, and promoting an inclusive and supportive campus climate.*

## Sustainable Growth: Women Breaking New Ground in IT, Finance & Construction

Location: Bashor Lounge, Heritage Hall

3501 Watt Way Los Angeles, CA 90089

Wednesday, March 4, 2020 – 1-3pm | ■ ★ ●

*This panel will feature women executives who lead USC efforts in information technology, finance, and construction and facilities. These business areas cover the three functional groups in USC Finance—Information Technology Services, Capital Construction and Facilities Management, and Finance. The panelist will collectively share their experiences climbing the career ladder in non-traditional career paths for women. They will also share their experiences overcoming barriers to entry, advancing in their careers, and their approach to leadership.*

## The Role of Justice in Sampling and Recruiting

Location: HSC NTT 7409

Wednesday, March 4, 2020 | 12-2pm

(Lunch provided) | ■ ★ ● ▲

*There's a fine line between making sure marginalized populations are included in research while making sure they're not overrepresented. Julie Slayton will go over how justice should be central to biomedical researchers' approaches to sampling, recruiting, and enrolling participants in their studies.*

- session available for **faculty**    ★ session available for **staff**
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# USC Diversity, Equity and Inclusion Week



## Equity in Entrepreneurship as a Catalyst for Global Climate Sustainability

with Anthony Maddox & John Slaughter

Location: Montgomery Ross Fisher Building (MRF) 204

Wednesday, March 4, 2020 | 1-2pm | ■ ★ ● ▲

*The growing climate change mitigation economy will require unprecedented levels of social consciousness, educational preparation, and capital investment. The USC Rossier Center for Engineering in Education will report on how our efforts to address equity in science, technology, engineering and mathematics combine with educational technology venturing to support global sustainability.*

## The Diversity Gym

with Gamal Palmer

Location: Von KleinSmid Center (VKC) 100

Wednesday, March 4, 2020 | 2-4 pm | ■

*We are all at different levels of our fitness when it comes to biases and prejudice. In the DiversityGym, we work out the conversation together. Participants explore their identity-stories, increase access to empathy, and decrease negative cultural self-talk.*

## Supporting Transfer Students for Academic Success and Well-Being

with Dana Milstein

Location: Kaprelian Hall (KAP) 445

Wednesday, March 4, 2020 | 2-4pm | ■ ★

*Transfer students comprise 27% of USC's undergraduate population, but faculty often assume that this vulnerable population is equally equipped for academic success as their four-year peers. This workshop will combine facts, role-play, and quick and dirty tips for better supporting transfer students to succeed and integrate into the USC community.*

## Hey What About Me?: Designing Inclusive Online Experiences

with Ingrid Steiner

ONLINE: Zoom meeting

<https://uscprovost.zoom.us/j/668482163>

Meeting ID: 668 482 163

Wednesday, March 4, 2020 | 2:30-3:30pm | ■ ★

*With student populations becoming more diverse, how can we design online learning experiences that are relevant to them? This presentation is a guided reflection in creating engaging, relevant, and inclusive online*

*learning experiences. Inclusive access and participation in an online course is anticipated, acknowledged, and taken into account.*

## Completely Re-imagined Definition of "Business Model"

with Matthew Manos and Amber Bradley Ed.D

Location: MCB 101

Wednesday March 4, 2020 | 3-4:50pm | ■ ★

*Models of Impact is a role playing and ideation game that simulates the process of launching a social enterprise. This workshop will introduce participants to a completely re-imagined definition of "business model" that favors impact and revenue equally. The methodology has been used by thousands of practitioners across 120 countries.*

## Understanding Implicit Bias

with Bryant Marks

Location: USC Davidson Conference Center  
Vineyard Room

Wednesday March 4, 2020 | 4-6pm | ■ ★

*Research has revealed that many Americans show a positive implicit bias toward White Americans vs. African Americans, young vs. old and fit vs. obese. Showing a preference for or against any particular group does not mean that a person is prejudiced or will discriminate, but it does suggest that s/he has been repeatedly exposed to certain associations between specific groups and specific traits/characteristics and have stored them in memory. These associations are often very strong and difficult to undo without deliberate effort or ongoing training. It is possible, however, to implement practices or policies that reduce the likelihood that implicitly biased beliefs will lead to biased behaviors. This training will introduce participants to the concept of implicit bias and what it looks like in the real world. Discussions will cover sources and causes of implicit bias, how it is measured, how it affects individuals and how it affects the attitudes and behaviors of the target group. Participants will then be given tools and strategies for considering how can implicit bias be reduced/managed at the individual and institutional levels. (repeat session)*

- session available for **faculty**    ★ session available for **staff**
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# USC Diversity, Equity and Inclusion Week



## Language Matters

with Camille Gear Rich

Location: Widney Alumni House

635 Childs Way, Los Angeles, CA 90089

Wednesday, March 4, 2020 | 6-9pm | ■ ★ ● ▲

*Seeking Trojan families. This session highlights cross-generational discussions of diversity issues. The panel will feature two family duos - current or recent USC students, and parent-USC alumni. The discussion will explore changing perspectives concerning language (pronouns, etc.), as it has been understood across different generations.*

## THURSDAY, MARCH 5

### Considerations in Caring for the Transgender and Gender Diverse Community

with Krysty Avila and Tam Phan

Location: HSC, McKibben (MCA) 249

Thursday, March 5, 2020 | 9-11am | ■ ★

*Healthcare discrimination against the transgender and gender diverse community is well documented and has a significant impact on health outcomes. This workshop is intended to serve as an introduction to creating an inclusive healthcare environment.*

### Personalize Teaching for Diverse Students in Your Classroom

Location: Waite Phillips Hall (WPH) 204

Thursday, March 5, 2020 | 9-11am | ■ ★

*Knowledge matters in learning. Personalize learning for racially, linguistically, and academically diverse students with the Equitable and Effective Learner Profile Survey protocol that can be adapted across academic settings to assess socio-cultural factors. The purpose of this session is to personalize teaching for diverse students in your classroom using learner profile surveys.*

### Promoting the Learning Journey:

#### Engaging Non-Traditionally Aged Students

with Ingrid Steiner

ONLINE: Zoom meeting

<https://uscprovost.zoom.us/j/194819275>

Meeting ID: 194 819 275

Thursday, March 5, 2020 | 9-10:30am | ■ ★

- session available for **faculty**    ★ session available for **staff**
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*Non-traditionally aged students frequently have valuable work and life experience to contribute to the learning experience. During this presentation, we will discuss practical tips and strategies that enhance the learning experience for these students, while keeping in mind their responsibilities such as employment, family, and other obligations of adult life.*

### “That’s Not My Job:”

#### Supporting Students with Mental Health Conditions

with Olivia Wills and Rachel Goold, M.S.

Location: Irani Hall (RRI) 101

Thursday, March 5, 2020 | 9-10:30am | ■ ★

*If you work at USC, it is likely a student has disclosed a mental health condition to you. Using stories from our work, we will explore the anxieties and challenges of working with students with mental health conditions. Attendees will leave with knowledge and resources to better support this population.*

### Introduction to Teaching Practices that Benefit All Students (online)

with Robert Sweeney

ONLINE: Zoom meeting

<https://uscprovost.zoom.us/j/360896910>

Meeting ID 360 896 910

Thursday, March 5, 2020 | 10-11am | ■ ★

*An introduction to teaching practices that benefit all students, but that particularly support first-generation students, women in STEM fields, and students of color. Participants will work with other attendees and the facilitator to identify opportunities in their own courses to apply the recommended pedagogical practices.*

### Building Racial Justice into a Masters Plan

with Robert Filback, Jenifer Crawford and Emmy Min

Location: Montgomery Ross Fisher Building (MRF), Hamovitch, 102

Thursday, March 5, 2020 | 11am -1pm

(Lunch provided) | ■ ★

*This workshop draws on a four-year equity initiative to transform a professional masters program into one known for nurturing racial justice and equity-minded practices in graduates.*



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# USC Diversity, Equity and Inclusion Week



## The Impact of Financial Burden on Student Wellbeing at USC

with Amanda Vanni, Oliver Tacto, and Lauren Martinez

Location: Kaprelian Hall (KAP) 138

Thursday, March 5, 2020 | 11am-1pm

(Lunch provided) | ■ ★

*Differences in financial status create challenges for students. At USC, paying for food and housing are stressors, and financial stress impacts wellbeing, thriving and sense of belonging. USC student financial burden data will be shared and create vital dialogue.*

## Intergroup Dialogue Workshop (1)

with Anna M. Yeakley, Ph.D, & Teresa Brett, Ph.D

Location: USC Davidson Conference Center, Vineyard Room

Thursday, March 5, 2020 | 11-1pm

(Lunch provided) | ■ ★

*Introduced at the University of Michigan almost 30 years ago, Intergroup Dialogues (IGD) bring together participants of different social identities (e.g., race, ethnicity, gender, sexual orientation, religious identity, ability status, citizenship/immigration status, socio-economic background) to learn about their differences and similarities in social identities and their perspectives on diversity and campus climate issues.*

## Religion & Spirituality in Healthcare

with Rev. Jim Burklo

Location: PSC 200

Thursday, March 5, 2020 | 12-1pm

(Lunch provided) | ■ ★ ● ▲

*Students will listen to a brief talk regarding the relationship between religious beliefs and pharmacy practice. Rev. Burklo will share specific experiences and provide tips on how to handle these. Students will be asked to consider the religious beliefs of their own patient as well as their own*

## Equitable Futures: Unintended Consequences of Conventional Design Methods

with Matthew Manos and Amber Bradley Ed.D

Location: Hedco Neurosciences Building (HNB) 100

Thursday, March 5, 2020 | 11:30am-1pm

(Lunch provided) | ■ ★

*Uncovering the unintended consequences of conventional design methods, and how human-centered design can lead to more equitable futures. In addition, showcasing a range of creative influences from communities that are typically written out of the design history books.*

## Bias, Fairness and Justice:

### Are Algorithms the Solution or the Problem?

with Jonathan Gratch

Location: UPC CUB 329

Thursday, March 5, 2020 | 12-2pm

(Lunch provided) | ■ ★ ● ▲

*AI systems are being used for everything from predicting crime to determining insurance rates — but what happens when human bias creeps in? Jonathan Gratch will discuss how machine learning algorithms can promote fairness and social justice but often serve to institute human biases and stereotypes.*

### How to Host Accessible Student Events

with Christine Street and Gwen Howard (USG)

Location: USC Credit Union Building (CUB) 329

Thursday, March 5, 2020 | 12-2pm

(Lunch provided) | ■ ★

*Basic principles of equity and inclusion require that events are planned so that all students, no matter their diverse abilities, are able to attend. Yet, despite their best intentions, many student groups either do not think about accessibility in the planning process, or are not sure how to best approach the issue. Planning an accessible event is not that difficult, but it does require some planning, attention to detail, and understanding of how individuals with various disabilities interact with your events. Gwen Howard, USG's Director of Accessibility Affairs and Christine Street, Associate Vice Provost for Institutional Accessibility, will offer practical guidance on how to ensure that your student events are accessible to all members of the Trojan Family. Though this session is designed for students, anyone interested in planning accessible campus events is welcome to attend. A light lunch will be served.*

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# USC Diversity, Equity and Inclusion Week



## Recruiting and Supporting Diverse

### Graduate Student Populations

Location: Hedco Neurosciences Building (HNC) 100

Thursday, March 5, 2020 | 1-3pm | ■ ★

Join us for a detailed discussion on USC Viterbi's current Graduate Diversity Recruitment efforts and the unique support enrolled students receive from Viterbi's Center for Engineering Diversity.

### Diversifying our Graduate Student Body

with Emmy Min, Jenifer Crawford and Robert Filback

Location: Montgomery Ross Fisher Building (MRF) 218

Thursday, March 5, 2020 | 3-5pm | ■ ★ ●

The purpose of this session is to discuss how a dual degree can attract new pools of talented and racially, linguistically diverse students.

### Supporting New Voices in Cinematic Arts:

#### SCA First Generation Initiative

with Evan Hughes, Vicki Higgins and Michael Turcios

Location: School of Cinematic Arts (SCA) 255

Thursday, March 5, 2020 | 1-3pm | ■ ★ ● ▲

RSVP: <http://scacommunity.usc.edu/reservation/?id=54812>  
USC has many programs aimed at first generation college students, but what makes the needs of SCA students unique? How do we support first generation SCA students and what will help ensure their success in media industries after graduation? Join first generation faculty, students and their allies to discuss the SCA First Gen Initiative. Topics include academic success; preparing for professional careers; overcoming challenges in the classroom; how film and media might be useful in the endeavor of helping first generation students succeed; and ways that faculty, staff and fellow allies can support first-gen students. The session is part of USC's Diversity Equity and Inclusion Week. It is open and all are welcome.

### Exploring Barriers to Diversity, Equity & Inclusion at USC

with Jake Anderson and Alejandra Barreto

(USC Office of Health Promotion Strategy)

Location: Kaufman Dance Center (KDC) 241

Thursday, March 5, 2020 | 3-5pm | ■ ★

A group model building workshop understanding barriers to DEI will allow participants to thoroughly think through personal experiences as well as witnessed experiences to make connections between factors on campus that may help or hurt USC's DEI initiative.

- session available for **faculty**    ★ session available for **staff**  
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### Intergroup Dialogue Workshop (2)

with Anna M. Yeakley, Ph.D and Teresa Brett, Ph.D

Location: USC Davidson Conference Center,  
Vineyard Room

Thursday, March 5, 2020 | 3-5pm | ■ ★

Introduced at the University of Michigan almost 30 years ago, Intergroup Dialogues (IGD) bring together participants of different social identities (e.g., race, ethnicity, gender, sexual orientation, religious identity, ability status, citizenship/immigration status, socio-economic background) to learn about their differences and similarities in social identities and their perspectives on diversity and campus climate issues.

### Film Screening:

#### Walkout

Post film discussion with producer Moctesuma Esparza

Location: Widney Alumni House

Thursday, March 5, 2020 | 6-9pm | ■ ★ ● ▲

Based on a true story, student activist and Mexican-American Paula Crisostomo (Vega), tired of being treated unequally, decides to take action and stage a walkout at five East Los Angeles high schools in 1968, to protest educational conditions and complain of anti-Mexican educational bias along with some 10,000 students.



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# USC Diversity, Equity and Inclusion Week



## FRIDAY, MARCH 6

### Why are so Few Education Entrepreneurs Women or People of Color?

with Tonika Cheek Clayton, Debbie Holzkamp, Doug Lynch, Tess Manning and Aaron McCloud

ONLINE: Zoom meeting  
<https://zoom.us/j/111351075>

Meeting ID: 111 351 075

Friday, March 6, 2020 | 8-10am | ■ ★ ● ▲

*In a knowledge economy, the most important asset is people and education is the key to unlocking people's potential. However, for many, access to high quality learning doesn't happen. To address this challenge, there has been a growing movement toward educational entrepreneurship and there have been many successes. However, despite human capital endeavors/careers having an over-representation of women and people of color, the vast majority of education entrepreneurs are white men. Join a panel of investors and entrepreneurs to discuss this issue and also learn what USC has been doing to address the gap.*

### Climbing Conflict Mountain: Changing Climate with Successful Conversations

with Stephanie A. Westmyer

Location: Hedco Neurosciences Building (HNB) 100

Friday, March 6, 2020 | 10am-12pm

(Lunch provided) | ■ ★

*Description: The two hour training session introduces participants to Mediation Training Institute's Conflict Mountain model and the four step process to engage in a successful conflict conversation with employees.*

### Pacific Islander Community Engagement

with USC Pacific Islander Student Association (PISA)

Location: Ronald Tutor Campus Center (TCC) 320A

Friday, March 6, 2020 | 10-11am

(Refreshments served) | ■ ★

*This session explores Pacific Islander (PI) representation on USC's campus with the Pacific Islander Student Association (PISA) and how we work to engage our small community in a higher education space. Student leaders from PISA will lead a discussion about what community work can look like, the cultural values that affect PI leadership, and what needs to be done for the progression of Pacific Islanders overall.*

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### Dialoguing Across Differences

with Anita Dashiell-Sparks and Renee Smith-Maddox

Location: Montgomery Ross Fisher Building (MRF) 303

Friday, March 6, 2020 | 11am-12:30pm

(Lunch provided) | ■ ★ ●

*This interactive session introduces participants to The National SEED (Seeking Educational Equity and Diversity) Project's pedagogical techniques (including creating safe and brave spaces, reflection, listening, testimony, and learning experientially). These techniques are designed to help faculty, staff, and students build an inclusive environment by using real-world scenarios and case studies.*

### Student Engagement Data Walk: A Deep Dive into Findings from the 2019 AAU Campus Climate Survey

with Diane Medsker and Ally Hong

Location: Taper Hall (THH 420)

Friday, March 6, 2020 | 1-3pm | ■ ★ ●

*This session will offer a deep dive into findings from the 2019 AAU Campus Climate survey to highlight how disproportionately affected student populations are impacted.*

### Ability Ally: Changing the Climate of Ableism

with Stacey Hearn (DSP), Ingrid Steiner (DSP) and Center for Excellence in Teaching (CET)

Location: Doheny Memorial Library (DML 121)

Friday, March 6, 2020 | 12-2pm

(Lunch provided) | ■ ★

*A joint presentation by CET, Disability Services & Programs, and Graduate Student Government. This session will explore social justice as it relates to equal access in higher education. We will learn how to be an Ally to students with disabilities through interactive activities and group discussion around ableist thinking. The session will culminate in best practices for teaching with a UDL mindset.*

### AAMC Chronicles: Developing EDI Competencies+Curriculum

with Lawrence Rolle

Location: DML 121

Friday, March 6, 2020 | 12-1:50pm (Lunch provided) | ■ ★

*A joint presentation by CET, Disability Services & Programs, and Graduate Student Government How is the AAMC tackling competencies in diversity, equity, and inclusion across the medical education continuum (Undergraduate Medical Education (UME), Graduate Medical Ed-*



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ucation (GME), and Continuing Medical Education (CME))? How should they go about it?

## Changing the Climate of Clinical Trial Diversity

Location: Taper Hall (THH) 420

Friday, March 6, 2020 | 12-2pm

(Lunch provided) | ■ ★ ● ▲

*Clinical Trials (CTs) have not been diverse; commonly over-represented by middle-age white males. RegSC club members have conducted research to evaluate the inclusion of women, geriatrics, ethnic minorities, and lower-educated individuals in CTs and will host faculty-moderated round-table on ways to facilitate change to make medicine more representative.*

## Confronting Racial and Environmental Injustice in South LA

with Kyle Konis

Location: Kaprelian Hall (KAP) 445

Friday, March 6, 2020 | 12-2pm

(Lunch provided) | ■ ★

*A presentation by SCOPE on the legacy of racial and environmental injustice in South LA followed by a facilitated discussion focusing on implications for contemporary approaches to sustainable development (locally and globally).*

## First Gen Student Allyship

with Gina Ibrahim and Jessica Nielsen, and students

Location: Student Union Building (STU) B3

Friday, March 6, 2020 | 12-1pm

(Lunch provided) | ■ ★ ● ▲

*Join student leaders, staff, and faculty in a roundtable discussion on supporting and building allyship for Trojans of all backgrounds. We'll share about the experiences of students on campus, practical moves you can make to support inclusivity, and have an opportunity to ask questions to our panel.*

## Imposter Syndrome and Diversity: Microaggressions and Biases from Within

with Shawna Hudson

Location: Taper Hall (THH) 113

Friday, March 6, 2020 | 12-1:30pm

(Lunch provided) | ■ ★ ● ▲

*90 minutes, interactive in person session on how imposter syndrome impacts women, people of color, veterans, economically disadvantaged youth, and first-generation individuals. Participants will learn how it manifests, how to identify it in their lives, and how to combat it.*

## Global Digital Equity: Making Educator Professional Development More Accessible and Inclusive with Mobile Teacher

with Katherine Guevara

Location: Social Sciences Building WPH 403

Friday, March 6, 2020 | 1-2:30pm | ■ ★ ●

*The Mobile Teacher app works without Internet to localize and democratize access to more representative professional development content for educators in emerging markets via their own phones. Participants will identify effective teaching practices demonstrated by international colleagues, and script and record a short video describing their own effective teaching practice.*

## Success in the Diversity of Age

with Jessica Haddad and Sarah Sabih

Location: Taper Hall (THH) 108

Friday, March 6, 2020 | 2-3:30pm | ■ ★

*The climate of our society is ever-changing. The topic of diversity in age will be discussed and the analysis of current myths and workplace barriers will be highlighted.*

## Advocacy for Cultural Centers

with Jeffrey Cho

Location: Kaprelian Hall (KAP) 445

Friday, March 6, 2020 | 2-4pm | ■ ★

*The DEI Council of Undergraduate Student Government will be hosting a space to talk about concerns regarding the current status of cultural centers on campus. We will also consider groups on campus who have been advocating for their own cultural centers.*

■ session available for **faculty**   ★ session available for **staff**  
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