
2023-2024: THE YEAR OF IMPLEMENTATION

INCLUSION AND DIVERSITY



USC University of
Southern California





VISION AND MISSION

By aligning a comprehensive diversity, equity, inclusion, and belonging strategy with goals articulated by faculty, members of the health system, staff, and students, USC will empower individuals to thrive, succeed, and contribute to our excellence as one of the world's leading universities and academic medical centers and will act as a collaborative and considerate neighbor to its surrounding communities.

We will do so by innovating and expanding our DEIB capacity, synergizing our existing strengths, and harnessing our new capacities to advance existing and collaboratively created DEIB goals.

OID LEADERSHIP TEAM

Christopher Manning



University Chief
Inclusion and
Diversity Officer

Karrie Kingsley



Associate CIDO for
Faculty & Staff Success

Maria Romero Morales



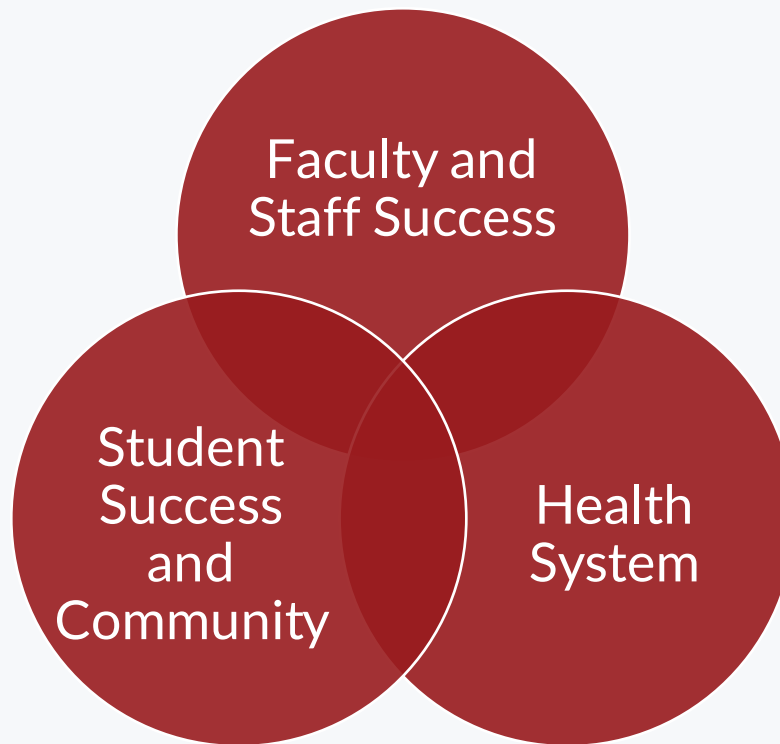
Assistant CIDO for
Communication,
Community, and
Student Engagement

Shannon Bradley



Chief Diversity
Officer
Keck Medicine of
USC

OID PORTFOLIO AREAS



KEY CONTEXT

- [The Department of Public Safety Community Advisory Board Report](#)
- [The REDI Report](#)
- [The Student Wellbeing Index Survey](#)
- [USC's Unifying Values](#)



DIVERSITY DASHBOARDS

- Interactive Longitudinal Data:
 - Institutional research
 - Faculty administration
 - Human Resources
 - Keck Health System
 - Student Affairs
- Areas Covered Include:
 - Federal race and ethnic classification
 - Gender identity
 - Generation membership
 - International status
 - Sex
- Currently Under Review
- *Aligns with the REDI Report*



USC DIVERSITY DASHBOARDS

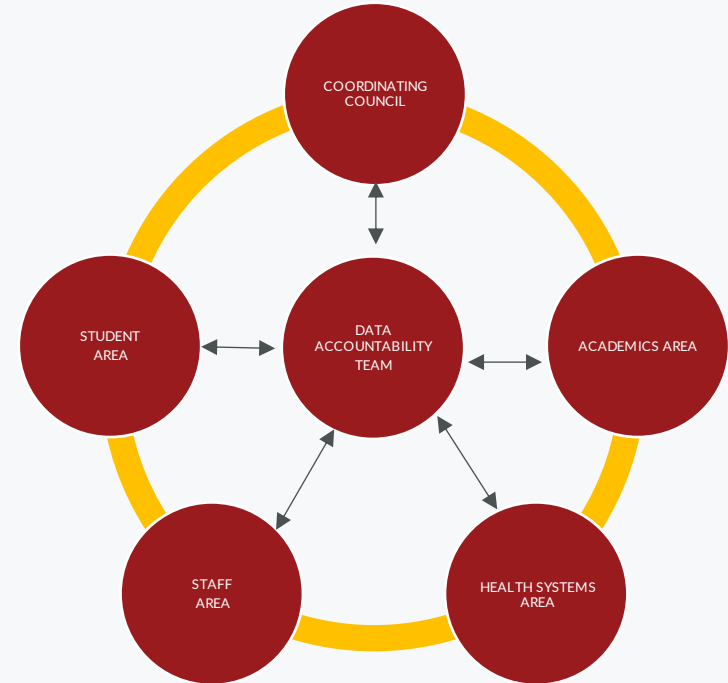
In 2021, the President's [Race, Equity, Diversity, and Inclusion Task Force](#) report called on USC to "increase transparency" through "easy-to-access data on a variety of issues, including the composition of the students, faculty, and staff by various demographic and other characteristics" and to facilitate learning best practices by creating a data hub for analyzing and distributing data to University equity partners. The University Data Accountability Team, a grouping of data specialists from across the University, was formed to meet this request. As a part of the University Diversity and Inclusion Council, the Data Accountability Team (DAT) has created the University's DEI Dashboards to provide annual demographic reporting as requested by REDI and facilitate sharing data with the campus community.



DIVERSITY AND INCLUSION COUNCIL

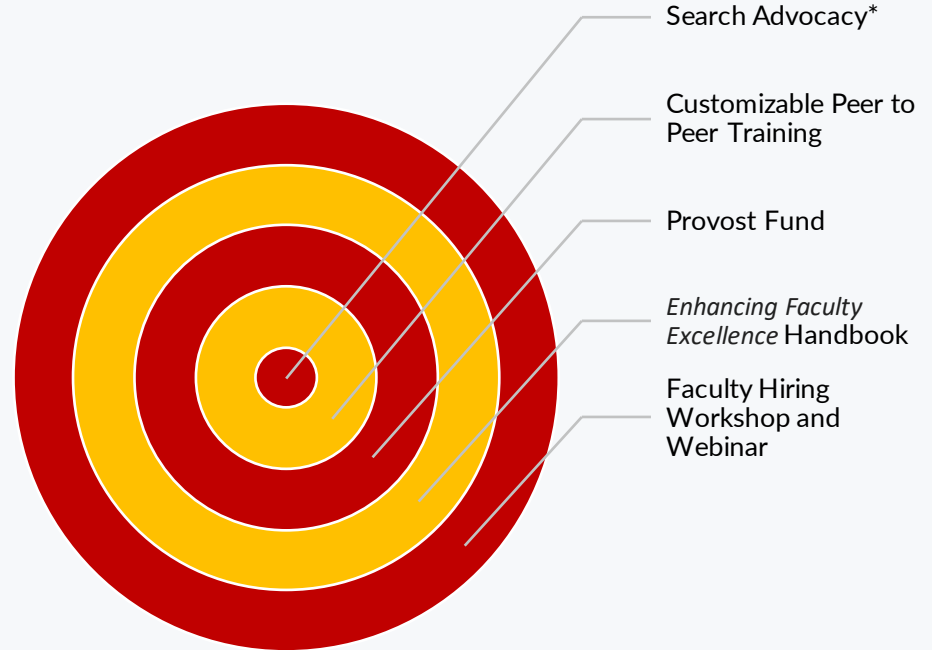
The University Diversity and Inclusion Council:

- Synergize existing and new DEIB efforts
- Provide advice unto itself
- Create diversity dashboards
- Provide strategic DEI advice
- *Aligns with the **REDI** Report*



FACULTY HIRING SUPPORT-PILOT

- Common tools
- Shared expectations
- Customizable assistance
- *Aligns with the **REDI** Report*



COMMUNITY HEALERS



Community Healers

- 50 hours training and certification
- 15 faculty and staff facilitators
 - Proactive: community building
 - Responsive: addressing of harm
- Available upon request
- Aligns with the **REDI** Report

TROJANS FOR EXCELLENCE



Trojans For Excellence

- Peer-to-peer DEI trainers
- Composed of faculty and staff
- Customizable training modules and series
- Seven modules and growing
- *Aligns with the **REDI** Report*

USC DEIB NETWORK

- ~40 academic diversity officers
- Monthly small group meetings
- Workshops to support DEI roles
- Invited collaborations



DIVERSE GRADUATE AND PROFESSIONAL SCHOOL RECRUITMENT CONFERENCE

- Aligns with the **REDI** report
- Fall 2022:
 - 150+ prospective students
 - 60+ MSI Institutions
- Fall 2023 Goals:
 - Outreach to Tribal Colleges
 - Higher yield among participants



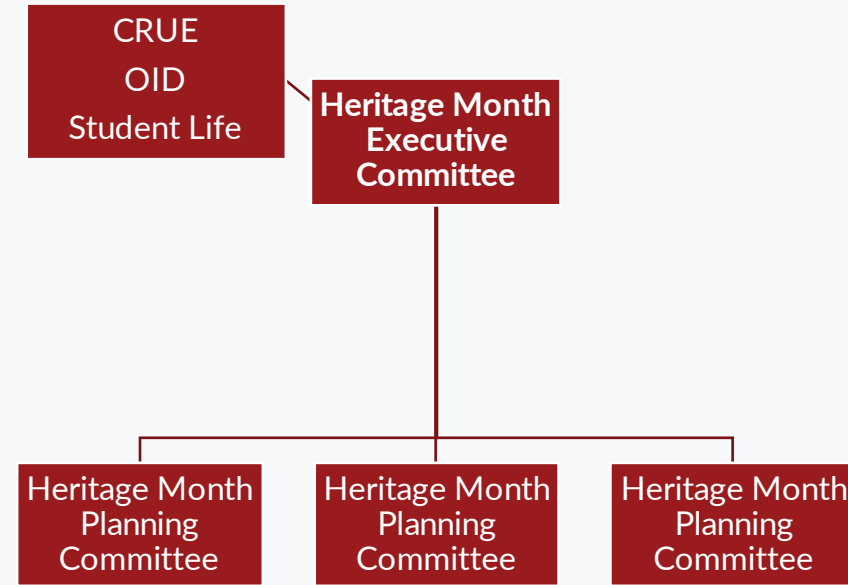
HERITAGE MONTH CELEBRATIONS:

Collaboration with **CRUE & Student Life:**

- Synergize and schedule events
- Create opportunities for
 - Cultural learning
 - Celebrating contributions
 - Enhancing belonging

Structure:

- Heritage Month executive Committee
 - Catalyzes planning committee strategic & budgetary parameters
- Heritage Months planning committees
 - Provides implementation support



STRATEGIC COMMUNITY MICROGRANTS

AY 2022-2023 C.A.R.E. Challenge
Awardees

Peace Garden:

promotes environmental sustainability,
environmental justice, wellness, and
community safety

ASCESS Summit:

promote sustainability for diverse
businesses.

Be the Revolution Workshop:

highlights intersectional activism and
community engagement



KECK MEDICINE: DEI PILLARS

Health Equity		Health Equity Infrastructure Transparency Excellence
Employees		Recruitment Employee Engagement Career Development
Supplier Diversity		Supplier Diversity Infrastructure Supplier Diversity Plan Visibility
Community		Community Voice Organizational Impact Community Impact

Culture
Enhance Culture of Inclusion
Harness Data
Leverage Best Practices

KECK MEDICINE: DEI IN-PROGRESS

Programmatic Support, Resources and Tools

Keck Medicine of USC celebrates Juneteenth

Keck Medicine of USC Office of Diversity, Equity & Inclusion

LA VOZ y UNIDAD FERIA DE SALUD COMUNITARIA

Viernes 29 de Septiembre 1 p.m. - 3 p.m. Plaza De La Raza, 3540 Mission Road, Los Angeles, CA 90031

Unase a LA VOZ, el grupo de recursos para empleados hispanos y latinos con Keck Medicine de USC, para un evento de salud comunitario gratuito abierto a todos.

Keck Medicine of USC

Employee Resource Groups

ARMENIAN HEALTH PROFESSIONALS OF USC

LA VOZ

BLACK Med AT KECK MEDICINE OF USC

KECK APIFSA ASIAN PACIFIC ISLANDER FACULTY & STAFF ASSOCIATION

KECK COMPASS

KECK PRIDE

WIN Women's Initiative Network

Health Equity

Social Determinants of Health

- Economic Stability
- Education Access and Quality
- Health Care Access and Quality
- Neighborhood and Built Environment
- Social and Community Context

HEALTHCARE EQUALITY INDEX

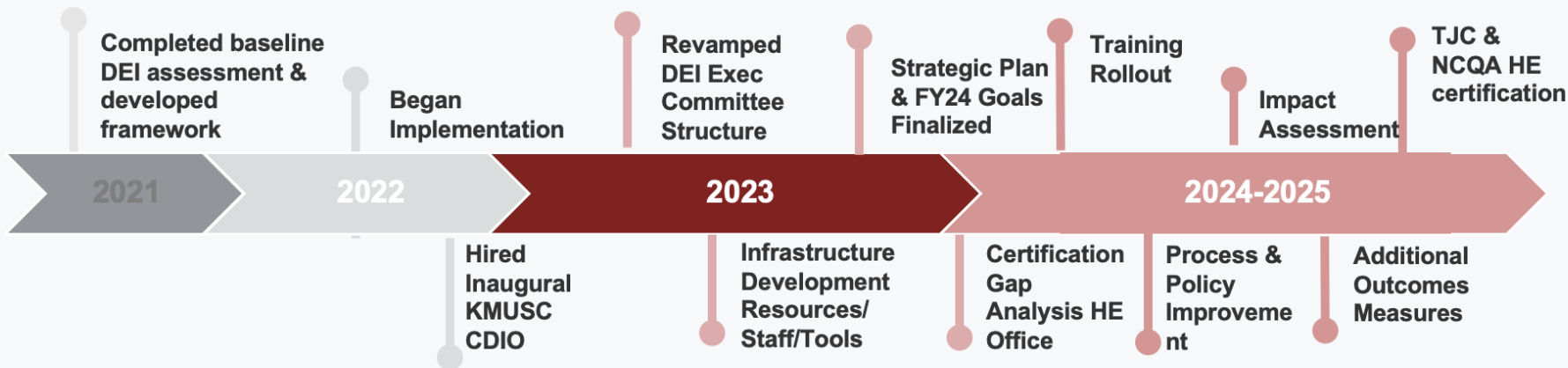
LGBTQ+ HEALTHCARE EQUALITY LEADER

40% Increase in ERG Participation

NCQA The Joint Commission

Measuring quality. Improving health care.

KECK MEDICINE: PATH FORWARD



WAYS TO ENGAGE/FEEDBACK

To request DEIB facilitation, work with our Community Healers, or submit a general consultation regarding a diversity, equity, and inclusion matter, please get in touch with us at:

- cido@usc.edu

To learn more regarding our Health Systems DEIB efforts, please write us at:

- inclusion@med.USC.edu

