



**Resolution:** The Establishment of Campus Climate Initiatives

**Author(s):** Undergraduate Student Government President Rini Sampath, Undergraduate Student Government Director of Diversity Affairs Moira Turner, Director of the Asian Pacific American Student Assembly Lorna Xu, Asian Pacific American Student Assembly USG Delegate Sophia Li, Graduate Student Government President Nikita Hamilton, Graduate Student Government Vice President Christina Gutierrez, Minority Engineering Graduate Student Association President Joshua Gray, Director of Queer and Ally Student Assembly Alyssa Coffey, Director of Women’s Student Assembly Shyann Murphy, Director of Latina/o Student Krystal Chavez, Director of Black Student Assembly Mykaila Williams, Director of International Student Assembly Gisella Tan

**Supporter(s):** Black Alumni Association, Latino Alumni Association, Taiwanese American Organization, Asian American Business Association, Asian Pacific American Medical Student Association, Southern California Indo Americans, Student Coalition for Asian Pacific Empowerment, USC Hawai’i Club, USC Delta Phi Kappa, HapaSC, Korean International Student Association, Chinese American Student Association, USC Troy Philippines, Association of Indonesian Students, Chinese Student Association, Circle K International, Korean Business Student Organization, Malaysian Student Association, Russian Culture Club, SC Students for Israel, Singaporean Student Association, Thai SA, Trojan Global Network

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WHEREAS, the University of Southern California’s mission is to welcome “outstanding men and women of every race, creed and background” to attend the university<sup>1</sup>,

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<sup>1</sup> “The Role and Mission of the University of Southern California,” Adopted by USC Board of Trustees February 1993. <[https://about.usc.edu/files/2011/07/USCRole\\_and\\_Mission\\_Statement\\_1993.pdf](https://about.usc.edu/files/2011/07/USCRole_and_Mission_Statement_1993.pdf)>

WHEREAS, the USC Graduate Student Government has submitted proposals to improve the diversity, equity, and inclusion climate on campus<sup>2</sup>,

WHEREAS, students have voiced their frustrations about the diversity, equity, and inclusion climate through letters to the editor, forums, and reports to the administration<sup>3</sup>,

WHEREAS, universities across the nation, including University of California Los Angeles, University of California Berkeley, University of Missouri, Brown University, are grappling with diversity, equity, and inclusion issues<sup>4</sup>,

WHEREAS, these universities' administrations are proactively addressing these issues on their campuses through action plans,<sup>5</sup>

WHEREAS, our university has failed to produce action plans to address issues of bias and discrimination (xenophobia, homophobia, transphobia, racism, sexism, etc.),<sup>6</sup>

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<sup>2</sup> Hamilton, Nikita, Le, Andy, & Gutierrez, Christina. "The Awujo House/Black House Resolution". USC Graduate Student Government.

<sup>3</sup> I, Too, Am USC. 14 October 2015. <<https://www.facebook.com/itooamusc?fref=ts>>. Lindsey Bever, "The Shocking Racial Epithet Hurlled at USC's Student Body President." *Washington Post*, September 21, 2015. Accessed September 22, 2015.

<https://www.washingtonpost.com/news/grade-point/wp/2015/09/21/the-shockingly-racist-campus-salute-for-uscs-student-body-president/>. Teresa Watanabe, "One in Four Female Undergraduates Report Sexual Misconduct, Survey Finds." *Los Angeles Times*, September 21, 2015.

<http://www.latimes.com/local/lanow/la-me-ln-sexual-assault-survey-20150920-story.html>.

<sup>4</sup> Rocha, Veronica. "Kanye West-themed Frat Party at UCLA Sparks Protests, Claims of Racism," *Los Angeles Times*. 9 October 2015.

<<http://www.latimes.com/local/lanow/la-me-ln-ucla-blackface-kanye-party-20151008-story.html>>. Addo, Koran. "Mizzou will require diversity training after racist incident on campus," *St. Louis Post-Dispatch*. 8 October 2015.

<[http://www.stltoday.com/news/local/education/mizzou-will-require-diversity-training-after-racist-incident-on-campus/article\\_814f0292-36d9-5184-aabb-e99541b09aed.html](http://www.stltoday.com/news/local/education/mizzou-will-require-diversity-training-after-racist-incident-on-campus/article_814f0292-36d9-5184-aabb-e99541b09aed.html)>. Smith, Gregory. "Brown University: School leaders react to offensive columns in Daily Herald," *Providence Journal*. 12 October 2015.

<<http://www.providencejournal.com/article/20151012/NEWS/151019781>>

<sup>5</sup> Hampton, Phil. "Law Professor named UCLA's first vice chancellor for equity, diversity and inclusion," *UCLA Newsroom*. 31 March 2015.

<<http://newsroom.ucla.edu/releases/law-professor-named-uclas-first-vice-chancellor-for-equity-diversity-and-inclusion>>. UC Berkeley Strategic Plan for Equity, Inclusion, and Diversity. Berkeley Diversity.

<<http://diversity.berkeley.edu/uc-berkeley-strategic-plan-equity-inclusion-and-diversity>>. Diversity and Inclusion Resources. Harvard College Office of Student Life. Harvard University.

<<http://osl.fas.harvard.edu/diversity-inclusion-resources>>. Mizzou Diversity, University of Missouri, Accessed on 13 October 2015 <<https://diversity.missouri.edu/about/climate/>>

<sup>6</sup> Daily Trojan Editorial Board, "Recent racial attack highlights the need for VP of Diversity spot." *The Daily Trojan*. 24 September 2015.

<<http://dailytrojan.com/2015/09/24/recent-racial-attack-highlights-the-need-for-vp-of-diversity-spot/>>

WHEREAS, current systems in place at the university including the Bias Assessment Reporting form are not enough to address the problems marginalized students face on campus,

WHEREAS, students have reported not being taken seriously or dismissed when reporting their incidents of bias and discrimination,

WHEREAS, students have provided live testimony of discrimination on campus, including, but not limited to, instances of xenophobia, transphobia, homophobia, racism, sexism, etc.,<sup>7</sup>

BE IT RESOLVED, the University of Southern California adopt the following policies to effectively measure and improve the diversity, equity, and inclusion climate on USC's campus relevant to ethnicity, race, religion, national origin, gender and sexuality,

BE IT FURTHER RESOLVED, the University of Southern California hire a Vice President of Diversity, Equity and Inclusion with experience and expertise in diversity and equity as well as inclusion who will be responsible for developing a strategic plan to improve the campus climate and have oversight of student, faculty and administration in regards to diversity, equity and inclusion,

BE IT FURTHER RESOLVED, the University of Southern California Vice President of Diversity, Equity and Inclusion will report to the USC President and have oversight of multicultural and minority affairs, international affairs, student support services, cultural centers, ethnic and gender centers, retention and pipeline offices, community outreach initiatives, training and development operations, equity and compliance offices, and research units,<sup>8</sup>

BE IT FURTHER RESOLVED, the University of Southern California Vice President of Diversity, Equity and Inclusion and Academic Deans hire a Vice Dean of Diversity, Equity and Inclusion or Diversity and Equity Officer for each academic division or school at the university who would report directly to the Academic Deans and have involvement as well as influence in the hiring and promotion of faculty and staff, and the recruitment, enrollment and retention of both undergraduate and graduate students within their academic division or school,

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<sup>7</sup> I, Too, Am USC. 14 October 2015. <<https://www.facebook.com/itooamusc?fref=ts>>. Lindsey Bever, "The Shocking Racial Epithet Hurlled at USC's Student Body President." *Washington Post*, September 21, 2015. Accessed September 22, 2015.

<https://www.washingtonpost.com/news/grade-point/wp/2015/09/21/the-shockingly-racist-campus-salute-for-uscs-student-body-president/>. Teresa Watanabe, "One in Four Female Undergraduates Report Sexual Misconduct, Survey Finds." *Los Angeles Times*, September 21, 2015.

<http://www.latimes.com/local/lanow/la-me-ln-sexual-assault-survey-20150920-story.html>.

<sup>8</sup> Reporting structure and recommended oversight base on National Association of Diversity Officers in Higher Education <http://www.nadohe.org/>

BE IT FURTHER RESOLVED, undergraduate and graduate students as well as faculty, staff and alumni representing the various multicultural groups affiliated with USC are involved in the selection process for the Vice President of Diversity, Equity and Inclusion as well as the Vice Deans of Diversity, Equity and Inclusion,

BE IT FURTHER RESOLVED, the University of Southern California Academic Division or School Vice Dean of Diversity, Equity and Inclusion employ graduate and undergraduate students in the form of graduate assistants and student workers, respectively, to advocate for diversity support and coordinate for inclusion programming,<sup>9</sup>

BE IT FURTHER RESOLVED, the University of Southern California Vice President of Diversity, Equity and Inclusion and the Vice Deans of Diversity, Equity and Inclusion require and ensure that each syllabus within an academic division or school at the university include information on the resources available to students for reporting bias, discrimination and Title IX violations and that they work with departments to incorporate diversity, equity and inclusion components in course curricula,

BE IT FURTHER RESOLVED, the University of Southern California increase transparency, accountability and accessibility of demographic metrics (race, ethnicity, gender, nationality, etc.) of students (undergraduate and graduate), faculty (tenured, non-tenured, clinical and adjunct) and staff (university officers, academic administrator and support staff),

BE IT FURTHER RESOLVED, the University of Southern California increase transparency (e.g. provide easily understood flowcharts or infographics of the process for reporting incidences of bias), accountability (e.g. provide students who have filed a timeline for follow up), and accessibility (e.g., place the information or links to the information on the main pages of all USC websites for or referencing bias and discrimination), of metrics from the Bias Assessment Response and Support Bias Reporting forms and general information (total number of reports each year, type of complaint [race, gender, etc.], incident location [school, department, fraternity and sorority row, etc.]) from Title IX/Discrimination Complaints reported to the Office of Diversity and Equity,

BE IT FURTHER RESOLVED, the University of Southern California hire an additional Title IX investigator,

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<sup>9</sup> USC Dornsife College of Letters, Arts and Sciences Office of Diversity & Strategic Initiatives Best Practice <http://dornsife.usc.edu/diversity-staff/>

BE IT FURTHER RESOLVED, the University of Southern California develop a Diversity Strategic Plan endorsed by the Trustee Board Chair<sup>10</sup>, championed by the University President and lead by the Vice President of Diversity, Equity and Inclusion to measure and analyze diversity, inclusion and equity within a year as well as publicly report annual progress towards increasing recruitment, enrollment/hiring/appointment, and retention of students, faculty, staff and trustees of underrepresented populations so as to be competitive with our peer institutions by 2025,

BE IT FURTHER RESOLVED, the University of Southern California establish an endowed fund of \$100 million or more as determined within the Vice President of Diversity, Equity and Inclusion to support a Diversity Strategic Plan for scholarships, fellowships, programming and mentorships for both graduate and undergraduate students as well as tenured faculty positions from underrepresented backgrounds within by 2025,<sup>11</sup>

BE IT FURTHER RESOLVED, the University of Southern California specifically outline its definition of “diversity” and recommit itself to that definition of diversity,<sup>12</sup>

BE IT FURTHER RESOLVED, the University of Southern California create a space where students, faculty and administration can intermingle and intermittently have directed dialogues regarding issues on campus, in the community and within the nation and world at large,

BE IT FURTHER RESOLVED, the University of Southern California have all administrators hold public office hours for the purposes of accessibility and transparency towards students,

BE IT FURTHER RESOLVED, the University of Southern California create an international resource center to foster community, education and provide resources beyond paperwork for international students,

BE IT FURTHER RESOLVED, the University of Southern California implement mandatory, recurring online diversity and cultural competency training of faculty on campus with an additional mandatory in-person workshop for questions and dialogue,

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<sup>10</sup> Recommendation based on Princeton University Best Practice that lead to 13% Minority Graduate Enrollment <http://www.princeton.edu/reports/2013/diversity/report/>

<sup>11</sup> UC Berkeley Diversity African American Initiative includes raising \$20 Million endowment in 12 months <http://diversity.berkeley.edu/african-american-initiative>

<sup>12</sup> The University’s claim to diversity rests on the national origins of its students. However, diversity includes race, ethnicity, gender, religion, disability, sexual orientation and much more as outlined by the University of California, Berkley, <http://diversity.berkeley.edu/glossary-terms>

BE IT FURTHER RESOLVED, the University of Southern California implement mandatory, yearly, in-person diversity and cultural competency training of student leaders on campus, including, but not limited to, all student government (Undergraduate Student Government, Graduate Student Government, Residential Student Government, etc.), Greek Councils, all university-recognized student groups,

BE IT FURTHER RESOLVED, the University of Southern California implement mandatory first semester online diversity and cultural competency training for all graduate students and a follow-up, in-person workshop for first-year on-campus students to allow for questions and dialogue,

BE IT FURTHER RESOLVED, the University of Southern California invest in the expansion of Cultural Resource Centers, which are currently understaffed and underfunded<sup>13</sup>,

BE IT FURTHER RESOLVED, the University of Southern California allot multi-cultural specific spaces at the new University Village to be opened for use in 2017 in order to promote students to learn about the various identities at our university. These spaces will maintain the cultural specific model of Center for Black Cultural Student Affairs, LGBT Resource Center, El Centro Chicano, and Asian Pacific American Student Services,

BE IT FURTHER RESOLVED, the University of Southern California hire an outside vendor by 2016 to conduct a Campus Climate Diversity, Equity and Inclusion survey annually, and upon the completion of the survey provide recommendations based on annual trends that will be disseminated with the data publicly and accessibly,

BE IT FURTHER RESOLVED, that this resolution be delivered to Trustee Board Chair John Mork, President C.L. Max Nikias, Provost and Senior Vice President of Academic Affairs Michael Quick, Vice President of Student Affairs Ainsley Carry, Vice President of Admissions Katharine Harrington, Vice Provost for Graduate Programs Sally Pratt, Assistant Provost for Student Engagement Monique Allard, GSG President Nikita Hamilton and USG President Rini Sampath by Secretary Amy Perez within 2 weeks of being passed by the Undergraduate Student Government Senate,

BE IT FURTHER RESOLVED, that a meeting with the recipients of this resolution and other pertinent administrators and students take place within 2 weeks of its delivery.

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<sup>13</sup> e.g. the LGBT Resource Center serves thousands of students, but has a fire code of eight