



USG Undergraduate Student Government

Resolution: Reform USC’s Campus Climate

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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

Sponsoring Senator(s): Sabrina Enriquez

Date: October 20, 2015

RE:

WHEREAS, the University of Southern California’s mission is to welcome “outstanding men and women of every race, creed and background” to attend the university¹,

¹ “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>

WHEREAS, the USC Undergraduate Student Government has submitted proposals to improve the diversity, equity, and inclusion climate on campus²,

WHEREAS, students have voiced their frustrations about the diversity, equity, and inclusion climate through letters to the editor, forums, and reports to the administration³,

WHEREAS, universities across the nation, including University of California Los Angeles, University of Missouri, Brown University, are grappling with diversity, equity, and inclusion issues⁴,

WHEREAS, these universities' administrations are proactively addressing these issues on their campuses through action plans⁵,

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

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

² Amofo-Yeboah, Ama, Dunn, Skylar. "The Awujo House/Black House Resolution". USC Undergraduate Student Government.

³ 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>.

⁴ 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>. 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>>

⁵ 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>>.

⁶ 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, 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, etc⁷.

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, 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 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,

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 for each academic division or school at the university who would have involvement and 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,

BE IT FURTHER RESOLVED, undergraduate and graduate students are involved in the hiring process of the Vice President of Diversity, Equity and Inclusion as well as the Vice Deans of Diversity, Equity and Inclusion,

⁷ 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>.

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,

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 as well as include a diversity, equity and inclusion component (e.g., readings or lecture) to the course itself,

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 an 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,

BE IT FURTHER RESOLVED, the University of Southern California develop a strategic plan to measure and analyze diversity, inclusion and equity within a year as well as publically report and significantly increase recruitment, enrollment/hiring/appointment, and retention of students, faculty, staff and trustees of underrepresented populations to reflect national demographics by 2025,⁸

⁸ Currently African Americans and Latinos comprise 13.2% and 17.4% of the U.S. population, respectively, <http://quickfacts.census.gov/qfd/states/00000.html>

BE IT FURTHER RESOLVED, the University of Southern California establish an endowed fund of \$100 million for scholarships, fellowships, programming and mentorships for both graduate and undergraduate students as well as tenured faculty positions from underrepresented backgrounds by 2025,

BE IT FURTHER RESOLVED, the University of Southern California specifically outline its definition of “diversity” and recommit itself to that definition of diversity,⁹

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 hour for student accessibility to administrators,

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,

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 governments (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 training for distance learning students and in-person training for on campus students on diversity, equity, and inclusion during orientation related to issues of race, gender sexuality, etc.

BE IT FURTHER RESOLVED, the University of Southern California re-implement the Diversity Requirement for all incoming students, and students must complete the Diversity

⁹ 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>

Requirement within their first two semesters at USC. All classes must include Critical Race Theory and Queer Theory in its course syllabi in order to fulfill this Diversity Requirement,

BE IT FURTHER RESOLVED, the University of Southern California invest in the expansion of Cultural Resource Centers, which are currently understaffed and underfunded¹⁰,

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.

¹⁰ e.g. the LGBT Resource Center serves thousands of students, but has a fire code of eight; Asian Pacific American Student Services currently has no director