

# USC Diversity, Equity and Inclusion Week



- ★ Reservations are strongly recommended but are not required for most sessions.
- ★ For theatrical productions, reservations are required.
- ★ For lunchtime sessions, lunch will only be provided to persons that have previously reserved a seat.
- ★ To RSVP, click on event title, unless otherwise noted.
- ★ Questions should be directed to [diversityinclusionweek@usc.edu](mailto:diversityinclusionweek@usc.edu) | <https://diversity.usc.edu/>

## MONDAY, JANUARY 14

### Intergroup Dialog Workshop

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

**8:30am – 11:30am** ■

Location: MRF, Hamovitch, Capacity: 36

*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, etc.) to learn about their differences and similarities in social identities and their perspectives on diversity and campus climate issues.*

### Embracing and Engaging the Older Student: Overcoming Aging Stereotypes in the Classroom

Paul Nash, Instructional Associate Professor of Gerontology & Susan Enguidanos, Associate Professor  
USC Leonard Davis School of Gerontology

**9am – 10am** ■

Location: RTH 526, Capacity: 30

*As we experience greater diversity in student age, tools are needed to better understand the challenges and benefits of integrating older students in the classroom. The objective of this session is to present experiences of older students and provide strategies for challenging societal stereotypes and methods for engaging older students.*

### How Can We Cast A Wide Net if We Don't Know How to Fish?: Search Committees, Pedagogy and Professional Development

Sharoni Little, Professor, Clinical Business Communication

**10am 11am**, ■

Location: JFF 328, Capacity: 35

*This session will discuss the faculty search committee process in relationship to the "Cast the Net Widely," charge abounding in higher education. While centering the understanding of diversity, equity, and inclusion to this process, DEI considerations are often positioned tangentially, and search committees have little to no professional development.*

### System Approach to Work Place Diversity and Inclusion

Arsames Qajar, Adjunct Professor of Data Sciences and Operations; Abbass Sharif, Assistant Professor of Assistant Professor of Clinical Data Sciences and Operations; Hope Taitz, Joe Bosch & Sonya Sepahban / USC Marshall School of Business

**10am – 11am** ■ ● ▲

Location: HNB 100, Capacity: 55

*The session focuses on solutions and the transformative opportunity for achieving Diversity and Inclusion in organizations with the right mix of data, technology and leadership. The imperative building blocks of commitment, alignment, and engagement will be also discussed.*

- session available for faculty and staff ● session available for students
- ▲ session available for alumni

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## **First-Generation Students and Food and Housing Insecurity at USC**

Sarah Portnoy, Associate Professor (teaching); Ivonne Rodriguez, Project Specialist USC Leslie and William McMorro Neighborhood Academic Initiative; Jose Richard Aviles, NAI Alumni, Graduate Student, Masters in Social Work; & Nathalye Lopez, Undergraduate, NAI student / USC Dornsife College of Letters, Arts and Sciences / Neighborhood Academic Initiative / USC Suzanne Dworak-Peck School of Social Work

**11am – 12pm ■ ●**

Location: THH 309K, Capacity: 40

(Note: THH 309K is inside the Language Center)

*This panel will explore issues surrounding food and housing insecurity that confront USC students as well as discuss solutions from the perspective of a faculty member, a project specialist at Neighborhood Academic Initiative, a Social Work graduate student and NAI alumni, and current USC NAI undergraduate from the surrounding community.*

## **Opening Luncheon & Keynote:**

### **Empowering Generation Z: Higher Education, Equity Design, and Tomorrow's Student**

Vijay Pendakur, Ph.D., Robert W. and Elizabeth C. Staley Dean of Students, Cornell University

**11:30am – 1:30pm ■**

Location: Davidson Conference Center, Capacity: 120

### **Including and Accommodating Age and Ability Diversity with Alumni, Retired Employees, Family Members and Donors Who Visit and Volunteer on Campus**

Caroline Cicero, Instructional Assoc. Prof and Director, USC Age-Friendly University Initiative; & Janette Brown, Assistant Vice Provost, Director, USC Emeriti Center USC Age-Friendly University Initiative / USC Emeriti Center / USC Leonard Davis School of Gerontology

**1pm – 3pm ■ ●**

Location: THH 420, Capacity: 30

*How do retirees contribute on campus and why? Committees, programs, experiential learning, mentoring, research, teaching,*

*interdisciplinary/intergenerational/multicultural grants, and civic engagement? With discussions on the needs of semi-retired or transitioning faculty. What do alumni and families face experience at orientations, commencements, athletic events? How can we respond and support them all?*

### **Unconscious Bias Workshop - Blind Spots**

USC Finance Division, Pricewaterhouse Coopers

**1pm – 2pm ■**

Location: TCC 350, Capacity: 75

*Unconscious bias – or implicit bias – happens without us even knowing it. Experts believe that approximately 90% of our decisions are made by our unconscious minds. We make snap judgements, which can sometimes be wrong and might not be aligned with our conscious values and beliefs.*

### **Critical Conversation: Creating Dissertation Support Groups that Support Degree Completion**

Rosalind Conerly, Director, USC Center for Black Cultural and Student Affairs and Adjunct Assistant Professor; Airies Davis, Executive In Residence/Adjunct Professor; & Mercedes Butler, Faculty

**1:30pm - 2:30pm, ●**

Location: TCC 232, Capacity: 30

*The facilitators will conduct a discussion on how they created an Afro-centric dissertation support group (DSG) comprised of eight University of Southern California (USC) African American female doctoral students. The initial purpose of the DSG was to create a safe forum to share best practices on how to persist to graduation. An unintentional consequence was the creation of an USC cultural organization grounded in the founders Adinkra symbols. The organization, JENGA developed into the first Afro-centric recognized student organization at Rossier School of Education. Attendees will understand, apply, and create strategies towards implementation of culturally diverse dissertation support groups and inclusive strategies that support degree completion.*

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▲ session available for alumni

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## Intergroup Dialog Workshop

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

**2pm – 5pm** ■

Location: HSC Hoffman Bldg./Hastings Auditorium

Capacity: 40, Light refreshments 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, etc.) to learn about their differences and similarities in social identities and their perspectives on diversity and campus climate issues.*

## Challenging Discussions

Dr. Robert Sweeney & Dr. Katherine Guevara

Center for Excellence in Teaching

**2pm – 3pm** ■

Location: KAP 445, Capacity: 45

*This session employs an online resource consisting of 5 video modules. The session focuses on handling discussions can easily veer off course, sometimes crossing the line from being appropriately uncomfortable (which can enhance growth) to unproductive or damaging. It is an active workshop that facilitates review, and possibly revision, of participants' existing class discussion practices through the lens of diversity and inclusion. Participants will engage in pre, during, and post-viewing activities using portions of the series. By the end of this session, participants will be able to identify at least one discussion topic in their field that may upset students during a discussion. Also, they will be able to apply steps to disarm upset students in given scenarios. While this session is intended for faculty, staff and students who plan on teaching are welcome.*

## Unconscious Bias in the Classroom/Workplace

Samantha Broitman, Assistant Professor of the Practice of Psychology / USC Dornsife College of Letters, Arts and Sciences

**2pm – 3pm** ■ ▲

Location: THH 309K, Capacity: 30

(Note: THH 309K is inside the Language Center)

## LGBTQ Health: Without Equality, There is No Quality Lindsey Lawrence, Performance Improvement Analyst

USC Keck School of Medicine

**2:30pm – 3:30pm** ■ ●

Location: HSC Hoffman Bldg./Hastings Auditorium

Capacity: 50

*Training session for participants to learn about how to create an inclusive, welcoming healthcare environment for lesbian, gay, bisexual, transgender, and queer communities. Participants will learn about terms and definitions, LGBTQ health issues, and best practices for cultural competency/cultural humility.*

## Applying and Adjusting to Medical School as LGBTQ+

Ronan Hallowell, Assistant Professor of Clinical Medical Education; Bill Hines, Second Year Medical Student; Ellice Wang, Second Year Medical Student; Raquel Arias, MD, MPH, Associate Dean of Admissions, Keck School of Medicine; Marissa Valenzuela, First Year Medical Student; Rodrigo Sandoval, First Year Medical Student; & Jon Hanson, Second Year Medical Student  
USC Keck School of Medicine

**3:30pm – 4:30pm** ●

Location: KAP 445, Capacity: 30

*LGBTQ+ identifying medical students will discuss their experiences applying to medical school as queer applicants, how to come out in a professional setting and what it's like adjusting to medical school. Keck faculty and the Associate Dean of Admissions will join the panel to discuss the journey to medical school.*

## The Importance of Recruiting from HBCUs and Its Impact on Our Cultural Diversity

Miki Turner, Assistant Professor of Journalism

USC Annenberg School for Communication and Journalism

**4pm – 5pm** ■ ● ▲

Location: ANN 106, Capacity: 25

*This panel will explore the importance of recruiting graduate students and faculty from HBCUs and the enlightening and empowering impact on the PWI cultural community.*

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## Resident and Fellows Diversity Mixer

USC Keck School of Medicine

5pm – 7pm ■ ● ▲

Location: HSC Edmondson Faculty Center, Capacity: 75

## An Equity Minded Approach to Program and Course Development

Brandi Blessett Ph.D. & Tia Sharee Gaynor, Ph.D.

Praxis Matters

6:30pm – 9:30pm ■

Location: WAH 1, Capacity: 55

*This 3-hour workshop is geared toward faculty, program directors, department heads and unit administrators and will focus solely on the meaningful incorporation of equity and inclusion in program development and course curricula. Participants will learn about resources to facilitate the incorporation of equity and inclusion in programs and curricula and be guided through ways to develop and assess programmatic-level equity and inclusion plans. Additionally, discussions will focus on the consequences of being ill-prepared for and/or inauthentic in addressing issues related to inclusion and cultural competence. Collectively, these approaches will help departments and programs comprehensively prioritize and effectively manage the process of incorporating equity and inclusion.*

## TUESDAY, JANUARY 15, 2019

### Double Minoritization:

#### PhDing with Multiple Marginality

Monique Holguin, Ph.D Student; & Chyna Hill, Ph.D Student

USC Suzanne Dworak-Peck School of Social Work

8:30am – 10am ■ ● ▲

Location: THH 420, Capacity: 30

*The session will include a panel discussion centered on: perspectives and insight of doctoral students experiencing multiple marginality, a discussion on “White Fragility”, an dialogue on the historical context and trauma experienced by marginalized and minoritized communities, and will conclude with recommendations to enhance support for multiple minoritized PhD students.*

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## Doing the Work: Institutionalizing Equity and Inclusion in the Workplace

Brandi Blessett Ph.D. & Tia Sharee Gaynor, Ph.D.

Praxis Matters

9am – 12pm ■

Location: MCB 102, Capacity: 39

*This 3-hour workshop is designed for USC faculty and staff and offers participants knowledge and approaches to institutionalize equity and inclusion in their work. Strategies will link to policies, personal interactions, and decision-making processes that lead to meaningful engagement with diverse constituents across and beyond the campus community.*

## What We Have Learned: The Ramifications of Not Having Difficult Conversations

John Jividen, Director, Office of Equity & Diversity

Office of Equity & Diversity

10am – 11am ■

Location: VKC 300, Capacity: 15

*The Office of Equity & Diversity investigates complaints of harassment and discrimination involving staff and faculty. In this role, OED has seen firsthand the ramifications of people and departments that have been unwilling or unable to have difficult conversations. Learn from those mistakes rather than repeating them.*

## Fertility Wellness

Sara Jensen, Senior Director of Development

USC Marshall School of Business

10am – 11am ■ ● ▲

Location: KAP 445, Capacity: 45

*People are waiting longer to start families to pursue education and financial security, and many people don't realize that age has a large impact on fertility. This session is led by the first USC employee to use a surrogate, and will discuss fertility options, benefits and proactive fertility solutions.*



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## **Muslim College Students at the Intersection of Laws, Politics and Religion**

Shafiqah Ahmadi, Associate Professor of Clinical Education  
USC Rossier Center for Education, Identity and Social Justice

**11am – 12pm** ■ ● ▲

Location: VKC 329, Capacity: 15

*The issuance of the Travel Ban by the Trump Administration, and the Supreme Court affirming parts of the Muslim Ban, it's evident intersection of law, politics, and religion are inextricably intertwined. This presentation gives an overview of Islamophobia and how it's institutionalized by laws and policies on campuses.*

## **Building a Trauma-Informed Learning Community**

Melissa Singh, Clinical Associate Professor; Susan Hess, Clinical Assistant Professor; Danielle Brown, Clinical Assistant Professor; Tania Morales, 2U; & Heidi De Leon, Suzanne Dworak-Peck School of Social Work Alumn  
USC Suzanne Dworak-Peck School of Social Work

**11am – 12pm** ■ ● ▲

Online, Capacity: 30

*This workshop presents a trauma-informed approach to designing learning environments including both virtual and in-person classrooms. Implementing trauma-informed learning and teaching via an intersectional and anti-oppressive lens creates spaces that empower students and faculty, promote trustworthiness and transparency, and foster safety and collaboration in the service of inclusion and equity.*

## **Closing the Gaps: A Wikipedia Edit-a-thon for Diversity and Inclusion**

Elizabeth Galoozis, Head of Information Literacy; Katherine Kapsidelis, Special Collection Reference & Instruction Librarian; Marje Schuetze-Coburn, Associate Dean of Faculty Affairs; Karen Howell, Head of Levey Library; & Ruth Wallach, Associate Dean for Public Services, USC Libraries / USC Libraries

**11am – 2pm**

Location: DML 241, Capacity: 10 per hour, drop-in session  
*Wikipedia's content and contributors remain sorely unrepresentative of the world's diversity. Drop in throughout this event to contribute information to fill this gap. Speakers will frame our activities by*

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*talking about historical and algorithmic biases in information systems. All skill levels welcome! We'll provide editing tutorials, reference materials, and topics.*

## **ALLYSHIP SERIES:**

### **Building Allyship with MLK Jr. and Racial Solidarity**

Student Services & the Center for Black Cultural and Student Affairs / USC Student Affairs

**12pm – 1pm** ■ ●

Location: Tommy's Place, Capacity: 50, Snacks provided

### **Leadership with Impact: Preparing Students in the Age of Innovation and Diversity**

Juan Araque, Clinical Associate Professor & Eugenia Weiss, Clinical Associate Professor, USC Suzanne Dworak-Peck School of Social Work

**12pm – 1pm** ■ ●

Location: THH 420, Capacity: 30

*This presentation summarizes the content of the Araque & Weiss co-authored book: "Leadership with Impact: Preparing Human Service Professionals in the Age of Innovation", which targets students, at either the undergraduate or graduate levels, and faculty to understand and discuss real-world applications and examine leadership in complex diverse settings.*

### **Conducting Culturally Competent Research with Diverse Populations**

Lourdes Baezconde-Garbanati, Associate Dean for Community Initiatives, Keck, USC Keck School of Medicine

**12pm – 2pm** ■

Location: HSC NTT 7409, Capacity: 30

*The demographics of the United States are rapidly changing, and researchers are increasingly being required to understand cultural differences, how they impact research, and how to engage diverse populations. This workshop will describe the benefits and challenges of conducting community-based tobacco research in five diverse populations: American Indian, Hispanic, African American, Korean and Non-Hispanic White. We'll also describe the potential for engagement in community-based research through the Community Scholars Collaborative on Health Equity (CHES).*



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## The Unique Challenges & Opportunities of Academic Parenthood

Cleopatra Abdou, Assistant Professor  
USC Suzanne Dworak-Peck School of Social Work

**12:30pm – 2pm** ■

Location: THH 309K, Capacity: 40

(Note: THH 309K is inside the Language Center)

*Finding balance between academic life and family life can feel daunting at times. In this session, we will discuss challenges faced by academics with children and evidence-based strategies for managing them. We will also discuss how academic parenthood intersects with other identities, including race/ethnicity, in shaping academic experiences and outcomes.*

## Critical “GUYnecology” Examining the Role of Men in Women’s Health

Dr. Brian Nguyen, Assistant Professor of Obstetrics & Gynecology, USC Keck School of Medicine

**12:30pm – 1:30pm** ■

Location: HSC McKibben 249, Capacity: 10

*Given the sensitive nature of sexual and reproductive health, women need to be able to trust their gynecologist. Yet persevering narratives where male providers of women’s health (in)directly or (un)consciously hurt women raise questions about the real and perceived contributions of men in women’s health.*

## Intersectionality in the Academy: African American Women in Science Navigating the Postdoctoral Fellowship

Sabrina Smiley, Postdoctoral Scholar-Research Associate;  
Roshonda Jones, Postdoctoral Scholar-Research Associate; Kacie Blackman, Assistant Professor USC Keck School of Medicine

**12:30pm – 1:30pm** ■ ●

Location: HSC NRT/ 503/504, Capacity: 100, Lunch provided  
*The panelists will freely share their ideas, challenges, strategies, and inspiration on how to successfully navigate a postdoctoral fellowship program amidst the sometimes-daunting world of academe.*

## Providing Culturally Responsive Care to Our Patients (Workshop)

Drs. Jeffrey Ring, Principal Consultant; Health Management Associates, Inc.; Joyce Richey, Associate Dean, Diversity & Inclusion; & Cathy Jalali, Director, Faculty Development  
USC Keck School of Medicine

**1pm – 2:30pm** ■ ●

Location: HSC Norris Hospital Tower LG/503/504, Capacity: 50  
*The participants will discuss what it is to deliver culturally responsive care to our patients and how implicit bias (with a specific focus on patients’ gender, race/ethnicity, immigration status, and religion) might affect the care physicians provide their patients.*

## An Educational Technology Ecosystem Promoting Educational Equity and Inclusion

Anthony Maddox, Professor of Clinical Education and Engineering; & John Brooks Slaughter, Professor of Education and Engineering, USC Rossier School of Education

**2pm – 3pm** ■ ● ▲

Location: MRF Hamovitch, Capacity: 36  
*Educational Technologies hold the potential to transform education in the digital age. We will discuss how EdTech venturing in a school of education may alter the landscape of global learning by mixing education, engineering, and business to nurture startup companies founded by and serving historically marginalized individuals and groups.*

## USC bffs - an Academic Matching and Mentoring Program – student perspective

Zsuzsa Londe, Assistant Professor of Teaching English Language  
USC Dornsife College of Letters, Arts and Sciences

**2pm – 3pm** ●

Location: THH 309H, Capacity: 11

(Note: THH 309H is inside the Language Center)

*The first of two round table discussions: students will be asked to explore the advantages of being matched with another student before they come to USC to help each other at school. With the results, admissions officers will be asked to consider the administrative consequences of the idea. (Session II).*

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## Diversity Syllabus Checklist

Dr. Robert Sweeney & Dr. Katherine Guevara  
Center for Excellence in Teaching

**2:30pm – 3:30pm** ■

Location: KAP 445, Capacity: 45

*This is an active workshop facilitating course review. Participants will use the CET syllabus checklist to discuss, collaborate on, and produce items they could immediately apply to update their courses or curriculum review procedures. While this session is intended for faculty, staff and students who plan on teaching are welcome.*

## USC Cultural Centers Presents...

### Faculty and Student Meet and Greet

USC Cultural Centers

**3pm – 5pm** ■ ● ▲

Location: University Club Scriptorium, Capacity: 50

Refreshments provided.

*Faculty and Student Meet and Greet hosted by Project Remix, a collaborative sponsored by APASS, CBCSA, El Centro and the LGBT Resource Center. Join us for dialogue and refreshments with Faculty & Students affiliated with our centers; and learn about their areas of expertise and programs.*

## Traditional Chumash Indian Medicine

James Adams, Associate Professor / USC School of Pharmacy

**3:30pm – 4:30pm** ■ ● ▲

Location: HSC NRT/LG 503/504, Capacity: 30

*The history of the three genocides against the Chumash Indians will be presented in the context of traditional healing practices of the Chumash people. The racism that continues to make the Chumash religion a crime in the State of California will be discussed.*

## Money Matters for 1st Gen & Students of Color

Khalilah Lauderdale, Associate Director,  
Fiscal & Program Integrity / Financial Aid

**4pm – 5pm** ●

Location: KAP 445, Capacity: 30

*Topic: Introduction to financial literacy – Sub Topic 1: Budgeting Workshop for college students. Often, students who come from marginalized backgrounds did not learn about money before being admitted to college.*

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## The Struggle for LGBTQI Rights around the Globe

John Heilman, Lecturer in Law; Jessica Stern, Executive Director of OutRight International; Jenny Pizer, Lambda Legal; Darrell Cummings, Chief of Staff, Los Angeles LGBT Center  
USC Gould School of Law

**4pm – 5pm** ■ ●

Location: THH 420, Capacity: 30

*The session will be a moderated panel discussion about the efforts to advance LGBTQI equality around the world, including efforts with international bodies like the United Nations. Speakers would focus on work being done in China, Indonesia, and the Middle East.*

## “And They They Came for Us”

### Film Screening and Discussion

*Join us for a film screening and discussion of this award-winning documentary. The panel discussion with Abby Ginzberg, Director and Producer, and Donald Tamaki, Attorney, Korematsu v USA, will be moderated by Curtis Jung, USCAA Board of Governors Diversity and Inclusion Committee.*

**4pm – 5pm** ■ ● ▲

Location: LAW 3, Capacity: 120

## Cross-Generational Conversations:

### Understanding the #MeToo Movement

Hosted by the USC Alumni Association

**6pm – 8pm** ■ ● ▲

Location: TCC 302, Capacity: 40

*Intergenerational Conversations About the MeToo Movement – Hosted By: Camille Gear Rich, Professor of Law and Sociology, Gould School of Law and Associate Provost of Student and Faculty Initiatives in the Social Sciences & Tanya Moran-Adolph, Director of Intergenerational Programs, USC Alumni Center and USC Student Services. This session marks the first of our cross-generational discussions of diversity issues. The panel will feature two family duos – a current or recent USC student, and parent-USC alumnus, and will explore changing perspectives and shared challenges concerning sexual harassment, as it has been understood across different generations. Participants will be encouraged to explore progress made on diversity issues, differences in generational understandings, and possibilities for further conversation.*



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## WEDNESDAY, JANUARY 16, 2019

### The Color of Leadership

Michele Turner, Executive Director USC Black Alumni Association, Alumni Relations

9am – 10am ■ ● ▲

Location: THH 420, Capacity: 30

*This presentation uses storytelling to describe the evolution of my personal leadership development. I describe my life as a biracial youth born prior to Loving vs. Virginia, and lessons of healing and transformation learned through observation of social justice endeavors, alongside the growth of relationships between my parents and grandparents.*

### Diversity and Inclusion in Course Materials: A Practical Approach

Elizabeth Galoozis, Head of Information Literacy; Karen Howell, Head, Leavey Library; Karin Saric, Information Services Librarian, USC Libraries

9:30am – 10:30am ■

Location: DML 241, Capacity: 30

*How do retirees contribute on campus and why? Committees, programs, experiential learning, mentoring, research, teaching, interdisciplinary/intergenerational/multicultural grants, and civic engagement? With discussions on the needs of semi-retired or transitioning faculty. What do alumni and families face experience at orientations, commencements, athletic events? How can we respond and support them all?*

### Becoming Comfortable with Discomfort: Addressing White Fragility in the Classroom

Lily Ross, Faculty  
USC Suzanne Dworak-Peck School of Social Work

10am – 12pm ■

Location: MCB 102, Capacity: 30

*As faculty, it is critical to identify the impact of our discomfort when discussing race related topics. In this guided discussion, faculty will use concepts from Robin DiAngelo's article, White Fragility, to deepen self-awareness and brainstorm practical methods for using this knowledge to further DEI efforts in the classroom.*

### Navigating Cultural Biases in Disaster Settings and Beyond

Elyse Fritschel, Infection Prevention Specialist  
USC Keck School of Medicine

10am – 11am ■ ●

Location: HSC McKibben 156, Capacity: 30

*This presentation will cover the role that cultural biases played nationwide during the Dallas Ebola incident in 2014, lessons learned, and what we can do to psychologically prepare for the next high-profile emerging infectious disease.*

### How Health Organizations Address Issues of Diversity, Equity, and Inclusion

Prateek Bhatia / USC Keck School of Medicine

11am – 12pm ■

Location: HSC Aresty Auditorium, Capacity: 30

### Diversity Among Academic OB/GYN Institutions: Present and Future Direction

Evelyn Mitchell, Resident Physician; Brian Nguyen, Assistant Professor of Medicine; Robert Israel, Professor Obstetrics & Gynecology / USC Keck School of Medicine

11:30am – 12:30pm ■ ●

Location: HSC Hoffman Building/

Hastings Auditorium, Capacity: 30, Lunch provided.

*How diversity impacts patient care within the OB/GYN specialty and the provider experience and wellness. Review the present status on racial & ethnic health disparities & tools to combat. Review the harsh reality of harassment and discrimination that exists among academic OB/GYN programs; provide ways to address.*

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## Addressing Racial and Ethnic Health Disparities through Diversifying Clinical Research Participation: Strategies from the Southern California Clinical and Translational Science Institute (SC CTSI)

Katrina Kubicek, Associate Director, Community Engagement  
USC Keck School of Medicine

**11:30am – 12:30pm** ■ ●

Location: HSC McKibben 249

Capacity 15, Lunch provided

*Despite making up a substantial part of the U.S. population, racial and ethnic minorities constitute less than 18% of clinical trial participants. Low accrual rates for clinical trials among racial minorities may contribute to disparities in treatment outcomes. This workshop will discuss various approaches to engaging diverse communities in research.*

## Conducting Community-Based Participatory Research to Promote Health Equity in Diverse Populations

Joyce Javier, Assistant Professor of Clinical Pediatrics, CHLA;  
Dean Coffey, Assistant Professor of Clinical Pediatrics, CHLA;  
Aviril Sepulveda, Occupational Therapist, CHLA; Jed David,  
Occupational Therapist, CHLA; Horacio Lopez, Pediatrician,  
CHLA; Kamil Bantol, Research Assistant, CHLA; Ana Jayme,  
AMFT, Asian Pacific Counseling Treatment Center; Joel Jacinto,  
Commissioner to the Board of Public Works, City of Los Angeles

**12pm – 2pm** ■

Location: CHLA Dale Melbourne Herklotz, Conference Room,  
Capacity: 50

*Understanding how to conduct culturally competent research is only the beginning, as researchers and communities must also learn to work together as a team. We'll show you how to partner with communities to develop, conduct, and evaluate community-based participatory research by sharing how we've harnessed the strengths of the Filipino community to prevent adolescent mental health disparities. This workshop will include a panel discussion with our multidisciplinary team that's funded by the Robert Wood Johnson Foundation Clinical Scholar Program.*

## ALLYSHIP SERIES: Building Allyship with Undocumented Immigrant Students

Student Services & El Centro Chicano  
USC Student Affairs

**12pm – 1pm** ■ ●

Location: TCC 410, Capacity: 30

(Note: in front conference space), Snacks provided

## Strategies for the Successful Inclusion and Teaching of Students with Autism Spectrum Disorder

Debra Waters-Roman, Clinical Associate Professor;  
Tina Paddock, Clinical Assistant Professor  
USC Suzanne Dworak-Peck School of Social Work

**12pm – 1pm** ■

Location: VKC 300, Capacity: 30

*The goal of this training session will be to provide faculty with specific strategies for including students with autism spectrum disorder (ASD) in both the classroom and university environments. In addition, staff will be provided with teaching techniques to increase the likelihood that students with ASD will be successful learners.*

## TARGETing Diversity in the Workplace

Gina Ibrahim, Internship and Diversity Programs Advisor  
USC Career Center

**12pm – 2pm** ●

Location: STU B3, Capacity: 30, Lunch provided

*We continue last year's TARGETing Diversity in the Workplace 3-part series with new conversation around additional professional development topics. Who you are matters in and out of the workplace, so attend to discuss how your identity fits into your professional journey.*

## Diversity as a Dimension of Wellness

Malissa Barnwell-Scott, Director of Student Support and First-Generation Professionals; Yasmine McMorrin, Associate Director of Student Support; LaVonna B. Lewis, Director of Diversity and Inclusion Initiatives; Darin Gray, Director, Viterbi STEM Educational Outreach Programs  
USC Gould School of Law / USC Viterbi School of Engineering

**12pm – 1:30pm** ■ ●

Location: THH 420, Capacity: 35

■ session available for faculty and staff ● session available for students

▲ session available for alumni

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*The Student Support Office of USC Gould will facilitate a round-table discussion about the benefits and challenges of our First-Generation Professionals Program, which is the first administratively run support program in the nation. We will also discuss how we have begun to frame diversity as a dimension of wellness.*

## **When You See Numbers, We See Faces: Creating a Movement for Change**

Heather Jue Northover, MPH, Director, Center for Health Equity Los Angeles County of Public Health

**1pm – 2:30pm** ■ ● ▲

Location: HSC McKibben 149, Capacity: 150

## **Exploring Unconscious Bias - A Virtual Reality Exercise**

Gita Govahi, Assistant Dean; Sharoni Little;  
Miles Suleman; Rob McCarty

**1pm – 1:30pm** ■ ● ▲

Location: THH 309H, Capacity: 10

(Note: THH 309H is inside the Language Center)

*In order to explore the concept of unconscious bias, we have created an interactive Virtual Reality activity that immerses the learner and provide them with opportunities to make decisions. These are later examined in the discussion as each learner gets to examine their own biases.*

## **Navigating Difference Through Critical Media Literacy**

Alison Trope, Clinical Professor; DJ Johnson, Assistant Professor of Practice; Briana Ellerbe, Doctoral student; Olivia Gonzalez, Doctoral Student / USC Annenberg School for Communication and Journalism / USC School of Cinematic Arts

**1:30pm – 3pm** ■

Location: THH 309K, Capacity: 30

(Note: THH 309K is inside the Language Center)

*This workshop will explore the value of critical media literacy in the classroom as a vehicle to understand across difference, teach about diversity and inclusion, and bridge theory and practice through DIY media production.*

## **Town Hall Meeting: Where is Social Justice in the 21st Century? Social Work, Oppression, Abandonment, & the Lack of Fight Today**

Terence Fitzgerald, Clinical Associate Professor  
USC Suzanne Dworak-Peck School of Social Work

**2pm – 2:30pm** ■ ● ▲

Location: Online, Capacity: 50

*This session will gather participants to hear and discuss views on the current assault on diversity and inclusion. It will also cover thoughts and strategies related to combating the newly energized hate (which is a byproduct of political discourse) directed at the physical and psychological well-being of marginalized peoples.*

## **Postcards from Around the World**

Wan-Ju Lee, Student; Shenishe Kelly, Student  
USC Rossier School of Education

**2:30pm – 3pm** ■ ● ▲

Location: THH 309H, Capacity: 11

(Note: THH 309H is inside the Language Center)

*In this training session, the presenters will use postcards as prompts to facilitate in-depth discussion on how participants' beliefs and their own social location (e.g. race, class, gender, religion, etc.) translate to their interpretations of the postcards.*

## **The MBV Program: An Example of Diversity, Equity, and Inclusiveness**

Robert Turrill, Academic Director, MBV Program; James Bogle,  
Program Director, MBV Program / USC Marshall School  
of Business

**3pm – 4pm** ■

Location: VKC 329, Capacity: 20

*The MBV Program is an example of how a graduate program for transitioning military veterans can integrate the values of diversity, equity, and inclusiveness through the educational and operational design of the program and through its student membership.*

■ session available for faculty and staff ● session available for students  
▲ session available for alumni

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## **Intersections of Health and Educational Disparities: Achieving Health Equity on Campus**

Sarah Van Orman, USC Keck School of Medicine

**3pm – 4pm** ■

Location: HSC McKibben 149, Capacity: 50

## **Being LGBT and Away From Home**

Eliane Fersan, Director, Immigrants and Global Migration Initiative; Kelby Harrison, Director, LGBT Resource Center  
USC Gould School of Law / Student Affairs

**4pm – 5:30pm** ■ ●

Location: MCB 102, Capacity: 64

*Navigating the closet as an immigrant or international student in a liberal environment, challenges and opportunities for LGBT students at USC. The workshop is open to all, but will also target Chinese and Indian LGBT Students who often struggle navigating their identity without exposing themselves upon their return home.*

## **R.A.P. Lessons: Bridging Race, Arts and Placemaking. A Visions and Voices Special Event**

Taj Frazier, Associate professor Communication, Director of Institute for Diversity and Empowerment; Annette Kim, Associate Professor, Director of Spatial Analysis Lab; Suzanne Lacy, Professor; Chris Johnson, Artist and Educator; Hank Willis Thomas, Artist; Unique Holland, Educator/Cultural Strategist  
USC Annenberg School for Communication and Journalism/  
USC Sol Price School of Public Policy/  
USC Roski School of Art and Design

**6pm – 9pm** ■ ● ▲

Location: ANN Forum, Capacity: 200

*Join us for the opening night of R.A.P. Lessons: Bridging Race, Arts, and Placemaking, a six-week video exhibition throughout Wallis Annenberg Hall, with performative and curricular interventions between schools and with community partners. A conversation with artists Chris Johnson and Hank Willis Thomas and Annenberg associate professor Taj Frazier will explore the links between art, pedagogy, and social change. The event will also be live streamed on Facebook. The public exhibition is inspired by Question Bridge: Black Males, an innovative transmedia project that uses video to facilitate a conversation among Black men from diverse backgrounds. Question Bridge will be reinvented for the USC community through R.A.P. Lessons,*

■ session available for faculty and staff ● session available for students  
▲ session available for alumni

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*which will provide a platform for community partners, faculty, and students to create their own “Question Bridges” as live or social media engagements exploring issues of race and identity.*

## **“Half the Picture” - Film Screening and Discussion**

USC School of Cinematic Arts

**7pm- 10pm** ■ ● ▲

Location: Ray Stark Family Theatre, SCA 108,

George Lucas Building, Capacity: TBD

*The SCA Council on Diversity & Inclusion, USC Levan Institute for Humanities and Ethics, Kanopy, and Gravitas Ventures, invite you and a guest to attend a special screening of Half the Picture, Followed by a Q&A with Director Amy Adrion.*

## **THURSDAY, JANUARY 17, 2019**

## **‘Rainbow’ is the New Black: A 101 Inclusive Guide to the ABCs of Gender and Sexuality for all Bodies**

Shane’a Thomas, Senior Lecturer

USC Suzanne Dworak-Peck School of Social Work

**8am – 9:30am** ■ ● ▲

Location: Online, Capacity: 30

*With the increasing presence and visibility of LGBTQI folks in society, this workshop will provide and support a safe space for a challenging and enlightening discussion that addresses the intersections of gender, sex and sexual orientation. The participants will leave with terminology and strategies in order to become better advocates.*

## **What Journalism Can Teach Us About Diversity: How to Use Our Privilege to Empower Others and Confront Injustice**

Channing Joseph, Adjunct Professor

USC Annenberg School for Communication and Journalism

**10am – 11:30am** ■ ●

Location: THH 420, Capacity: 30

*Tradition holds that being an “objective” journalist means putting one’s personal identity aside. But as newsrooms strive to cover an increasingly diverse America, a new generation of journalists is*



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*embracing the idea that acknowledging our differences actually helps us fulfill our credo: "to comfort the afflicted and afflict the comfortable."*

## **Identifying and Supporting Gifted Students with Learning Disabilities: Individualized Education is Key**

Rebecca Gotlieb, PhD Candidate; Rose Fajans, Student; Alecia Steiner, Student / USC Rossier School of Education

**10am – 11am ■ ●**

Location: VKC 300, Capacity: 15

*Twice exceptional (2E) students—students with exceptional talents and exceptional learning differences—have been understudied and underserved. This session will draw on research and personal narratives to review challenges associated with identifying 2E students, discuss ways to support 2E students, and call for individualized, supportive education.*

## **Creating a Culture of Affirmative Consent**

Renee Smith-Maddox, Anita Dashiell-Sparks, Melissa Singh, Motoko Maegawa, and Loren Moye  
Office of Diversity, Equity, and Inclusion/  
USC Suzanne Dworak-Peck School of Social Work

**11am – 1pm ■ ●**

Location: MRF Hamovitch, Capacity: 36, Lunch provided

*Recent advances in diversity education stress the importance of creating healthy conversations around sexuality and sexual interaction to avoid the risk of sexual harassment and assault. Leading theorists agree that the key intervention is to shift from the prevailing sexual assault paradigm of "No means No" to one that educates people about the importance of securing consent. This session explores communication strategies that will be effective with faculty, staff, and students as well as the challenges of transitioning to a sexual education approach focused on securing full sexual consent from partners. Based on the National SEED Project's methodology, it is designed to equip us with the skills to acknowledge systems of oppression, power, and privilege.*

## **The State of Women in Academic Medicine**

Amparo Villablanca, Director and Founder, UC Davis Women's Cardiovascular Medicine Program

**11am – 12pm ■**

Location: HSC NTT 7409, Capacity: 15

*Amparo Villablanca will showcase accomplishments of women in medicine and highlight national data of women entering academic medicine in leadership roles, including history, national data and tools to help open the door of communication on this topic. Participants will have a better understanding of the national representation of women in academic medicine, mentorship, sponsorship and support for advancement of someone who has untapped leadership potential.*

## **Recruiting and Retaining a Diverse Student Body**

Smrity Randhawa, Assistant Professor of Clinical Accounting  
USC Leventhal School of Accounting

**11:30am – 12pm ■ ●**

Location: VKC 300, Capacity: 10

*This session will describe the initiatives taken by Leventhal School of Accounting in order to recruit a diverse student body both in undergraduate and graduate programs, the issues faced by these students during their time at USC, and the steps taken by the school in order to mitigate these issues.*

## **Applying Common Sense Interventions in Residency Applicant Screening To Mitigate Bias and Increase Diversity: Report on the LAC+USC Emergency Medicine UIM Applicant Screening Process**

Taku Taira, Associate Clerkship Director; Mariana Martinez, MD, Emergency Medicine Resident  
USC Keck School of Medicine

**12pm – 1pm ■**

Location: HSC McKibben 249, Capacity: 50, Lunch provided  
*We will describe the DEM Residency Applicant Screening Process and how we implemented simple changes to the residency application review process to address bias and increase diversity in our residency interview pool. We will introduce processes that can be easily implemented for any residency.*

■ session available for faculty and staff ● session available for students  
▲ session available for alumni

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## ALLYSHIP SERIES

### Building Allyship with Transgender and Gender Non-Conforming Students

Student Services & the LGBT Resource Center  
USC Student Affairs

**12pm – 1pm** ■ ●

Location: TCC 410, Capacity: 30

(Note: in front conference space), Snacks provided

### Understanding the Language: Religious, Secular and Spiritual Identities

Vanessa Gomez Brake, Associate Dean of Religious Life; J. Cody Nielsen, Executive Director, Convergence; Nora Bond, Director of Training & Facilitation, Convergence

USC Office of Religious Life

**12pm - 1:30pm**, ■ ●

Location: Harris Senior Commons Conference Room,  
North Residential College, Capacity: 20

*Convergence aims to enhance university campus climates for religious, secular and spiritual identities through policy & practice. Participants will learn the distinctions and common characteristics of each of these identities. Specifically, professionals will learn the difference between a religious tradition, an inner experience, & philosophical orientation. (75-minute training)*

### Mindfully Engaging with College Students That Have Learning Differences

Juliana Calhoun, Assistant Director; Rashelle Nagata, Learning Specialist; Ryan Terao, Post-Doctoral Fellow  
USC Kortschak Center for Learning and Creativity/  
USC Leonard Davis School of Gerontology

**12pm – 1pm**, Location: THH 420, Capacity: 30

*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.*

### Understanding the Psychological Effects Students, Faculty, & Staff Face from being Bullied at Institutions of Higher Learning

Tensie Taylor, Assistant Director, USC Black Alumni Association  
USC Alumni Relations

**1pm – 2pm** ■ ● ▲

Location: MCB 102, Capacity: 64

*Students, faculty, and staff will learn how bullying affects individuals psychologically; what signs one should look for in bullying behavior; how to cope with bullying; and how people can be an ally to those bullied. I will share resources, data, and statistics on bullying and have attendees examine case studies.*

### The Historical and Contemporary Factors That Have Contributed to the Decline in Black Male Enrollment in Medical School

Donovan Roy

**2pm – 3pm** ■ ●

Location: HSC McKibben 249, Capacity: 100

### Acknowledging Christian Hegemony on an Inclusive Campus

Vanessa Gomez Brake, Associate Dean of Religious Life; J. Cody Nielsen, Executive Director, Convergence; Nora Bond, Director of Training & Facilitation, Convergence  
USC Office of Religious Life

**2pm - 3:30pm**, ■ ● ▲

Location: Harris Senior Commons Conference Room,  
North Residential College, Capacity: 20

*Convergence aims to enhance university campus climates for religious, secular and spiritual identities through policy and practice. Participants will learn about Christian hegemony and history on university campuses. In particular, professionals will learn who this affects on campus, and how to better navigate its influence on their work. (90 min)*

■ session available for faculty and staff ● session available for students  
▲ session available for alumni

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## **“He/She/They said....He/She/They meant...”: Gendered Communication Practices and Why What We Say, Matters for Diversity and Inclusion**

Sabrina Pasztor, Faculty / USC Marshall School of Business

**2pm – 4pm** ■ ● ▲

Location: THH 420, Capacity: 30

*When we think of interpersonal communication, we may not consider how gender influences our communication decisions, language, and practices. By understanding how everyone uses “gendered communication” processes, we can improve communication skills. We use case studies, examples, discussions, models and in-class activities to develop more effective, inclusive, and tolerant communicators.*

## **Addressing Sexual Harassment in the Workplace**

Samantha Broitman, Assistant Professor of the Practice of Psychology / USC Dornsife College of Letters, Arts and Sciences

**3pm – 4pm** ■ ▲

Location: VKC 300, Capacity: 30

*News stories show that sexual harassment and abuse can be found in all types of workplaces. With this increased focus on sexual harassment in the workplace, including evidence of companies with “toxic” cultures, I-O psychologists predict more organizations will focus on addressing and preventing sexual harassment in the coming year.*

## **Showcasing Our Diversity: Post-Doctoral Fellows Research Forum**

Keck UIM Post-Doctoral Scholars

USC Keck School of Medicine

**3pm – 5pm** ■ ●

Location: HSC Hoyt Gallery, Capacity: 30

## **Film Screening of *Hailing Cesar***

**4pm – 5:30pm**

SCI 106, Capacity: 160

(Note: room located in lobby of IMGD building)

*El Centro Chicano and the USC DEI (Diversity Equity & Inclusion Week) is hosting a screening of *Hailing Cesar*, a film about the journey of Cesar Chavez’s grandson in understanding the legacy of Cesar Chavez, his grandfather. For more information about the film, [click here](#).*

■ session available for faculty and staff ● session available for students

▲ session available for alumni

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## **USC bffs - An Academic Matching and Mentoring Program**

Zsuzsa Londe, Assistant Professor of Teaching English Language  
USC Dornsife College of Letters, Arts and Sciences

**4pm – 5pm** ■

Location: THH 309H, Capacity: 10

(Note: THH 309H is inside the Language Center)

*The second of two round table discussions. In the first, students were asked to explore the advantages of being matched with another student (foreign?) before they come to USC to help each other at school. In this session, with the results, Admissions officers will be asked to consider the administrative consequences of the idea.*

## **“I LEARN AMERICA”**

### **A Centennial Screening and Panel presented by the USC Rossier School of Education**

Margo Pensavalle, Professor; Jean-Michel Dissard, Director, I  
LEARN AMERICA; Anthony Nittle, Teacher, Los Angeles  
Unified School District / USC Rossier School of Education

**4pm – 6:30pm** ■ ● ▲

Location: Bovard Auditorium

*This presentation is a movie screening, with the Director present and students from the film participating in a panel following the movie. Local high school students, and USC students continue the film’s work in Los Angeles, and will be present to share their stories of being new to America.*

## **Who We Are Now: Inclusion On and Off the Stage**

Performance with Dr. Oliver Mayer

**5pm – 8pm** ■ ● ▲

Location: University Village, UVN 1200

Capacity: 50, Dinner provided.



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## FRIDAY, JANUARY 18, 2019

### The Value of Neurodiversity - Corporate Jobs for people with Autism

Herag Haleblian, Founder (Part Time Lecturer and USC Alumnus); Jessica Lee, Co-Founder (USC Alumna)  
The Spectrum Works / USC Viterbi School of Engineering  
**9am – 10am** ■ ▲

Location: THH 411, Capacity: 10

*Herag Haleblian is a Part Time lecturer at the ISE Department (also an alumnus). He is also the Founder of The Spectrum Works – a non-profit organization dedicated to transitioning gifted individuals on the Autism spectrum into valuable talent for corporations. The Workshop will focus on discussing the values of Neurodiversity in the workplace. The Spectrum Works is specifically focused on white collar, corporate jobs, but the presentation is focused on educating people of the skills and values people with autism bring to any workplace.*

### Understanding Implicit Bias with Bryant Marks 10am – 1pm

Location: Vineyard Room at the Davidson Conference Center,  
Capacity: 100, Lunch provided

*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.*

*Guests should take the Implicit Association Test (IAT) no more than a couple of days prior to the event. The quiz is optional and should take no more than ten minutes to complete.*

■ session available for faculty and staff ● session available for students  
▲ session available for alumni

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### Instructions: Taking the Implicit Associations Test (IAT)

- Go to this website:  
<https://implicit.harvard.edu/implicit/selectatest.html>
- Select the “take a test” link at the bottom of the page (usually on the left side)
- When provided with the list of tests, please select the Race (Black – White’ IAT).
- Print out results page and bring it to the training
- We will use polling software that will allow attendees to anonymously submit their results; participants will not have to submit their results page
- We will discuss the group’s results as a whole
- Evaluation ([here](#))

### Challenging Discussions

Drs. Robert Sweeney & Katherine Guevara  
Center for Excellence in Teaching

**10am – 11am** ■ ●

Location: THH 420, Capacity: 35

*This session employs an online resource consisting of 5 video modules. The session focuses on handling discussions can easily veer off course, sometimes crossing the line from being appropriately uncomfortable (which can enhance growth) to unproductive or damaging. It is an active workshop that facilitates review, and possibly revision, of participants’ existing class discussion practices through the lens of diversity and inclusion. Participants will engage in pre, during, and post-viewing activities using portions of the series. By the end of this session, participants will be able to identify at least one discussion topic in their field that may upset students during a discussion. Also, they will be able to apply steps to disarm upset students in given scenarios. While this session is intended for faculty, staff and students who plan on teaching are welcome. (repeat session)*

### Diversity Syllabus Checklist

Drs. Katherine C Guevara & Robert Sweeney  
Center for Excellence in Teaching

**11am – 12pm** ■ ●

Location: THH 420, Capacity: 35

*This is an active workshop facilitating course review. Participants will use the CET syllabus checklist to discuss, collaborate on, and produce items they could immediately apply to update their courses or curriculum review procedures. While this session is intended for faculty, staff and students who plan on teaching are welcome. (repeat session)*



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## ALLYSHIP SERIES

### Building Allyship with Student Military Veterans

Student Services & Veterans Resource Center  
USC Student Affairs

12pm – 1pm ■ ●

Location: TCC 410, Capacity: 30

(Note: in front conference space), Snacks provided

### We All See & Need Green -

### A Conversation On How Diversity and Inclusion in Entrepreneurship Should Look in 21st Century

Daniel Kawah, Director of Diversity and Inclusion at Incubate USC; James Bottom, Director – Blackstone LaunchPad USC / IncubateUSC / USC Marshall School of Business

12pm – 1pm ■ ● ▲

Location: KAP 445, Capacity: 45

*This conversation with our Incubator ecosystem builders discusses the importance of access to capital, diversity, equity, and inclusion and how we all benefit when businesses are diverse and inclusive from creation verses later in the company's life.*

### Engaging Equity: Culturally-Competent Training in Higher Education

Martin Jauregui, Learning Specialist / USC Athletics

12pm – 1pm ■ ● ▲

Location: VKC 300, Capacity: 15

*As our campus, classrooms, and departments become increasingly diverse, whether we as a University can truly develop well-rounded and global citizens will rest on our ability to incorporate equitable and inclusive training practices and approaches that reflect the diversity of the world our students will soon enter.*

### The State of Women in Academic Medicine

Amparo Villablanca, Director and Founder, UC Davis Women's Cardiovascular Medicine Program

12pm – 1pm ■

Location: CHLA Saban Research Building Auditorium, Capacity: 15

*Amparo Villablanca will showcase accomplishments of women in medicine and highlight national data of women entering academic*

*medicine in leadership roles, including history, national data and tools to help open the door of communication on this topic. Participants will have a better understanding of the national representation of women in academic medicine, mentorship, sponsorship and support for advancement of someone who has untapped leadership potential.*

### Emerging as an Equity-Minded Academic Medical Institution Through Inclusion Excellence: The Implications for Medical Education

David Acosta, Chief Diversity Officer and Inclusion Officer, AAMC

12pm – 1pm ■ ● ▲

Location: Keith Administration Building/

Mayer Auditorium, Capacity: 220, Lunch provided

### Religious, Secular, and Spiritual Identities in Academic Calendars

Vanessa Gomez Brake, Associate Dean of Religious Life; J. Cody Nielsen, Executive Director, Convergence; Nora Bond, Director of Training & Facilitation, Convergence  
USC Office of Religious Life

1pm – 2:30pm ■ ● ▲

Location: Harris Senior Commons

Conference Room, North Residential College, Capacity: 10  
*Convergence aims to enhance university campus climates for religious, secular and spiritual identities through policy and practice. Participants will learn the history of academic calendars, gain insights on religious holidays and observances. Data from university campuses will be shared, as well as best and worst practices. (75 minutes)*

### Diversity by Design: Intersectionality of Cultural Competence & Tech Workforce Preparedness

Kristina Williams, Graduate Student, Alumna  
USC Iovine Young Academy

2pm – 4pm ■ ● ▲

Location: RRI 101, Capacity: 65

*Using the Iovine Young Academy as a case study, Williams will share a report of the quantitative and qualitative research she conducted regarding the cultural competence gaps and recommendations within a program preparing students to join a design, technology, and business workforce and who will be engineering our future.*

■ session available for faculty and staff ● session available for students  
▲ session available for alumni

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## Understanding Implicit Bias with Bryant Marks

2pm – 5pm ■ ▲

Location: Vineyard Room at the Davidson Conference Center  
Capacity: 100, Lunch provided

*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)*

## Creating a USC K-12 Ecosystem to Advance Diversity, Equity, and Inclusion

2:30 – 4:00pm ■

Brandi Jones, Vice Dean for Diversity & Strategic Initiatives,  
Associate Professor of Engineering Education Practice;  
Katherine Mills; Darin Michael Gray; Ben Shun Louie /  
USC Viterbi School of Engineering

Date:  
Location: VKC 300, Capacity: 30

*Roundtable discussion to leverage resources and maximize impact in the K-12 community*

## Open House with Artist-In-Residence Bo Thai

3 - 5 PM,

Location: VPD 214, Capacity: TBD

## Courageous Stories about Race and Resiliency

Marsha Riggio, Associate Professor and Program Lead; R. Tony Spann, Assistant Professor; Alan Green, Associate Professor; Dr. Don Trahan, Course Developer, School Counseling, Education

■ session available for faculty and staff ● session available for students  
▲ session available for alumni

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USC Rossier School of Education

4pm – 7pm ■ ● ▲

Location: KAP 445, Capacity: 45

*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 our students, colleagues, alumni, and community partners. Session includes a narrative discussion with attendees and invited graduate students.*

## Closing Diversity Equity and Inclusion Week Reception

Hosted by Joyce Richey, Associate Dean for Diversity Equity and Inclusion and Keck School of Medicine

4pm – 6pm ■ ● ▲

Location: HSC Hoyt Gallery, Capacity: 75



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