

Racial Justice + Social Equity + Wellbeing Series



If you see something that is not right,
not fair, not just, you have a moral
obligation to do something about it.

John Lewis

Presented by

- Campus Wellbeing and Education
- Center for Work and Family Life
- University Human Resources

August 11, 2020

The Impacts of Racism, White Supremacy, and Microaggressions on Wellbeing



Host

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Moderator

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Resiliency + Racial Justice



Panelist
Dr. Shaun Harper
Executive Director
USC Race & Equity Center



Panelist
Dr. Kimberly Freeman
Associate Dean and Chief
Diversity Officer, Dornsife



Panelist
Dr. Robert Hernandez
Senior Lecturer, Suzanne
Dworak-Peck



Panelist
Dr. Sharoni Denise Little
Vice Dean and Chief
Diversity, Equity, and
Inclusion Officer, Marshall

Glossary

Racial Equity

Racial equity refers to what a genuinely non-racist society would look like. In a racially equitable society, the distribution of society's benefits and burdens would not be skewed by race. In other words, racial equity would be a reality in which a person is no more or less likely to experience society's benefits or burdens just because of the color of their skin. This is in contrast to the current state of affairs in which a person of color is more likely to live in poverty, be imprisoned, drop out of high school, be unemployed and experience poor health outcomes like diabetes, heart disease, depression and other potentially fatal diseases. Racial equity holds society to a higher standard. It demands that we pay attention not just to individual-level discrimination, but to overall social outcomes.

Resilience

The process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress.

Systemic Racism

A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with "whiteness" and disadvantages associated with "color" to endure and adapt over time. Structural racism is not something that a few people or institutions choose to practice. Instead it has been a feature of the social, economic and political systems in which we all exist.

Critical Race Theory

An analytical framework that stems from the field of critical legal studies that addresses the racial inequities in society.

Reflection and Action

Using the perspective of yourself, your community, and your colleagues:

- What does the racial justice movement look like?
- Who are your sources of strengths? Why?
- What learnings from this webinar can be applied?
- What can we do TODAY to reduce the need for resiliency?

Center for Work and Family Life

CWFL staff remain available to help with mental health concerns during the coronavirus pandemic. Highly-trained clinicians can help you with well-being, stress, anxiety, and other issues. Phone lines are open and remote sessions can be scheduled by Zoom or teleconference for any staff, faculty, their families, and retirees. This is a free service for USC employees.

Call us 24/7 at 213-821-0800 to find out more about counseling and other services.

<https://employees.usc.edu/work-family-life/>

Office of Campus Wellbeing and Education

CWE focuses on the environment, culture, and systems so all members of the USC community can thrive. Our clinical and organizational psychologists consult privately with individuals, campus groups, departments and schools on issues ranging from building trust, healing from transgressions, and preventing burnout to improving engagement, communicating effectively, and adapting to change. We listen, learn with you, and provide research-backed recommendations and evaluations of new ways to work together more collaboratively, purposefully and productively.

<https://cwe.usc.edu/> or 213-740-0411



Resources

USC Campus Support and Intervention (CSI) <https://campussupport.usc.edu/> assists faculty, staff, and students in resolving complex personal, academic, and financial issues, providing useful information and referring to the proper campus resources

Threat Assessment and Management at 213-740-0243 or <https://cwci.usc.edu/threat-assessment/> provide proactive collaborative oversight and support in the identification, assessment and management of threats and/or threatening behavior that may lead to acts of targeted violence.

Campus Ombuds at 323-442-0383 (HSC) and 213-821-9556 (UPC). <https://ombuds.usc.edu/> is a safe and confidential place to share your USC-related issues and explore options or paths to manage your concerns.

USC Occupational Faculty Practice for Lifestyle Redesign at 323- 442-2850 or chan.usc.edu/patient-care/faculty-practice/about which helps faculty, staff, and students develop healthy life habits and stress management.

Diversity, Equity, and Inclusion

<https://diversity.usc.edu/messages/> which provides information DEI initiatives at the university

The Office of Equity and Diversity

at (213) 740-5086 or oad@usc.edu responds to complaints of discrimination and harassment based on protected characteristics; sexual harassment, sexual assault, and sexual misconduct; and retaliation for making a complaint, for participating in the OED process, or for protesting the alleged discrimination, harassment, sexual harassment, sexual assault, sexual misconduct, or retaliation (collectively, "prohibited conduct").

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Upcoming Sessions

August 18 – Post-Traumatic Growth| 12-1pm Panel Q/A

Panelists

Dr. Alan Green – Associate Professor of Clinical Education, Rossier

Dr. Brenda Ingram, LCSW – Director of Relationship and Violence Prevention and Services, Student Health; Clinical Faculty of the Department of Psychiatry and Behavioral Sciences, Keck

Moderator

Dr. Ilene Rosenstein – Associate Vice Provost, Campus Wellbeing and Education

August 25 – How Identity Gives You Strength| 12-1pm Panel Q/A

Panelists

Dr. Quade French – Senior Project Manager, Campus Wellbeing and Education

Dr. Varun Soni – Vice Provost for Campus Wellness and Crisis Intervention and Dean of Religious Life at USC

Dr. Sumun Pendakur – Chief Learning Officer and Director of the USC Equity Institutes, USC Race and Equity Center

Moderator

Anita Dashiell-Sparks - Associate Dean of Equity, Diversity & Inclusion; Associate Professor of Theatre Practice in Acting, USC School of Dramatic Arts



Thank you for attending!

