

# Racial Justice + Social Equity + Wellbeing Series

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My identity might begin with the  
fact of my race, but it didn't,  
couldn't end there. At least that's  
what I would choose to believe.

— Barack Obama —

Presented by

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

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# How Identity Gives You Strength



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**Host**

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**Event Producer**

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Learning and Development Partner  
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**Moderator**

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# How Identity Gives You Strength



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Panelist

**Dr. Quade French**  
Senior Project Manager,  
**Office of Campus  
Wellbeing and Education**



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Panelist

**Dr. Varun Soni**  
Vice Provost, Office of  
Campus Wellbeing and  
Education; Dean of  
Religious Life



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Panelist

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

# Glossary

**Affinity** is a sense of connection or being drawn toward someone, some place, or some thing, frequently due to similar or shared characteristics or affiliations; it is accompanied by positive feelings of alignment, mutual understanding, or shared experience

**Agency** is the degree to which an individual has the ability to make decisions about their life. To have agency means to have control over your life and the decisions that you make.

**Belonging** is a feeling of being taken in and accepted as part of a group, thus, fostering a sense of belonging. Belonging can be conferred and denied by social groups despite individual beliefs in belonging; group belonging is often sought by individuals and is a hallmark of our human nature. It also relates to being approved of and accepted by societies and cultures. A sense of belonging can also act as a buffer against social stressors. Also called belongingness.

**Identity Formation** is the process of developing a distinct personality and characteristics that transcend time or place; it also refers to a process of becoming an individuated person separate from others. As people move through various developmental stages from infancy to maturity, different aspects of the identity formation process take place, shaping personal identity, self-concept, and self-perception. This process of identity formation is comprised of an "identity" that is ascribed to us by social others, as well as an "identity" that we create for ourselves based on the interplay between self and context. Identity development is not always linear.

**Intersectionality** refers to the simultaneous experience of categorical and hierarchical classifications including but not limited to race, class, gender, sexuality, and nationality; these categories can comprise a person's multidimensional sense of self or identity. The term also refers to the fact that what are often perceived as disparate forms of oppression, like racism, classism, sexism, and xenophobia, are actually mutually dependent and intersecting in nature, and together they compose a unified system of oppression that impacts individuals in specific ways.

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## 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](http://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](mailto: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").

# Racial Justice + Social Equity + Wellbeing Series

## Upcoming Sessions

Event Title: How Anti-Blackness Impacts All Identities  
Event Date: September 15  
Event Time: Panel: 12:00 pm -12:55 pm  
Discussion Group: 1:00 pm – 1:45 pm

Panelists & Moderator: TBD

Stay tuned for registration information through Employee Gateway and [diversity.usc.edu/events](https://diversity.usc.edu/events)



**Thank you for attending!**

