



# Race + Equity + Wellbeing Fall Series

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Presented by

- Campus Wellbeing and Education
- University Human Resources

“The most effective way to cope with change is to help create it.”

- L. W. Lynett

# Moving the Needle and Seismic Shifts: The Frustrating Pace of Cultural Change



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**Moderator**

**Quade French, Ph.D.**  
Clinical Psychologist and  
Consultant  
Campus Wellbeing &  
Education

# Moving the Needle and Seismic Shifts: The Frustrating Pace of Cultural Change



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Panelist

**LaVonna Lewis, PhD, MPH**  
Teaching Professor of Public Policy and the Associate Dean of Diversity, Equity, and Inclusion at the USC Sol Price School of Public Policy



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Panelist

**Paul Adler, PhD**  
Harold Quinton Chair of Business Policy, Professor of Management and Organization, Sociology, and Environmental Studies



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Panelist

**Patrick Cates, EdD**  
Director of Organizational Change – Ethics and Culture at USC and Adjunct Professor at the USC Marshall School of Business

# Fall Series – *Connections* Discussion Sessions

Led by skilled facilitators, the *Connections* Discussion Sessions allow participants to engage in a safe, confidential space with other staff and faculty to:

- Come together in solidarity around participants' lived experiences at the intersections of race, equity, and wellbeing
- Actively connect the content of the panel discussions with their own experiences and sense of culture at USC
- Work together to turn ideas into action in their departments and communities
- Explore available resources at USC to support an anti-racist community

Importantly, the discussion groups are **not**:

- Recorded in any way
- A place where BIPOC and other marginalized folks are expected to relive trauma for the educational benefit of others
- A substitute for therapy or counseling
- A formal investigatory body
- Webinar attendance is NOT required for the discussion groups

***Visit our new web page: <https://employees.usc.edu/rew/>***

**#REW**



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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](https://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 for Equity, Equal Opportunity, and Title IX**

at (213) 740-5086 or <https://eeotix.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").