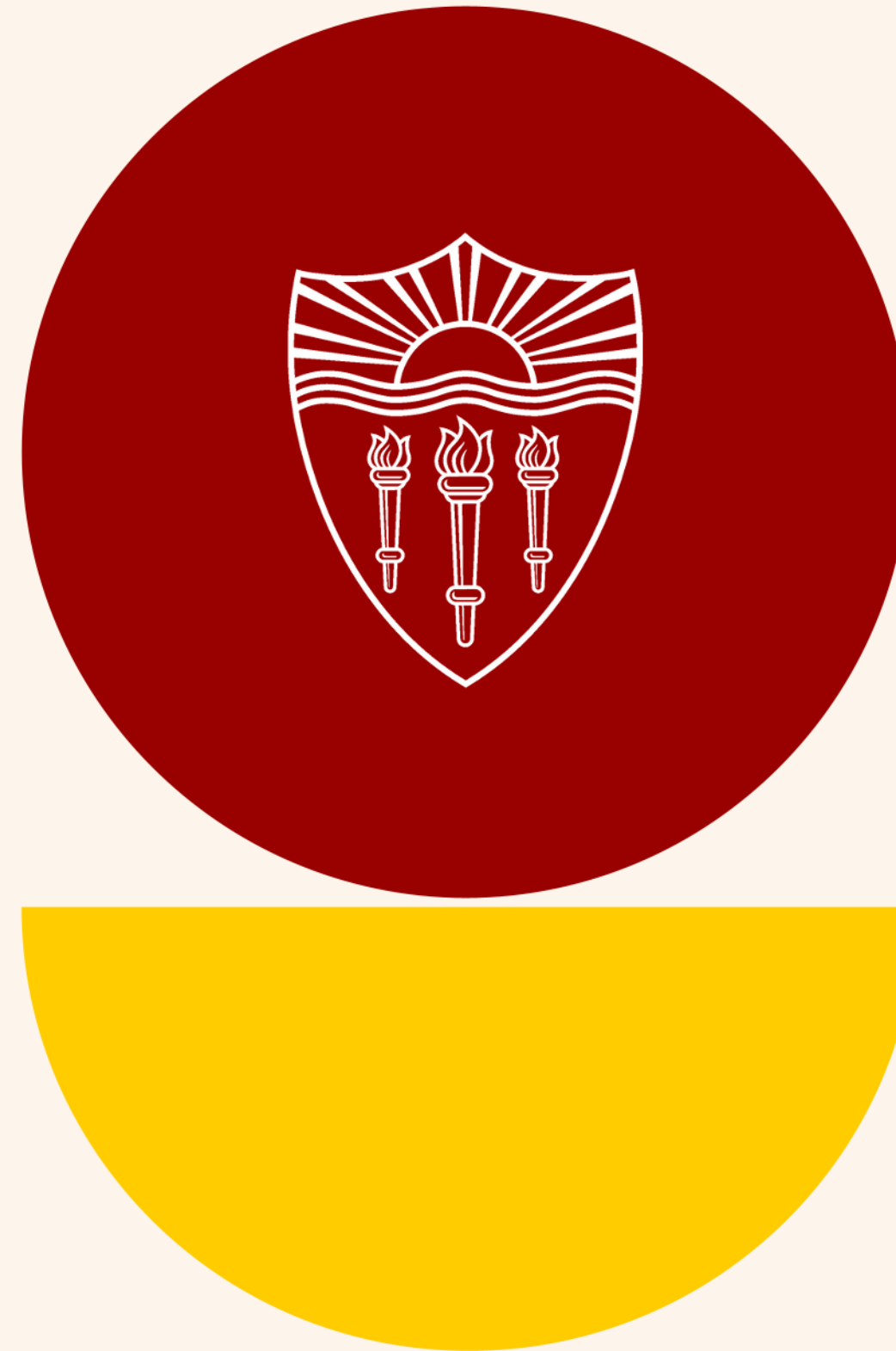


NEW FACULTY ORIENTATION

Office of Inclusion and Diversity Initiatives



USC VITERBI DEPARTMENT OF INCLUSION AND DIVERSITY INITIATIVES



Ken Bonner
**Associate Dean for Inclusion and
Diversity Initiatives**



Rhesa Singleton
DEI and Employee Engagement Lead

INCLUSION AND DIVERSITY INITIATIVES AT USC VITERBI

The Associate Dean for Inclusion and Diversity Initiatives provides strategic leadership for Viterbi initiatives to enhance the experiences of students, faculty, and staff. IDI develops and fosters partnerships to advance initiatives while consulting with senior leadership, faculty, and staff on matters concerning diversity, equity, and inclusion.



MISSION STATEMENT



In our engagement in engineering education and research we benefit strongly and unequivocally from our unwavering commitment to diversity and inclusion, for all our constituencies, students, faculty and staff.

INCLUSION AND DIVERSITY INITIATIVES AT USC



Dr. Karrie Kingsley
Associate Chief Inclusion and
Diversity Officer for Faculty and
Staff Success



Dr. Maria Romero-Morales
Assistant Chief Diversity Officer for
Communication, Community and
Student Engagement

As part of Folts senior leadership team, the chief inclusion and diversity officer will have the support and the resources to build a framework for strategies, programs and initiatives that reinforce USC's commitment to inclusion, diversity, equity and belonging and to address ongoing challenges of discrimination and bias.



INCLUSION AND DIVERSITY INITIATIVES AT USC

USC Mission Statement



"The central mission of the University of Southern California is the development of human beings and society as a whole through the cultivation and enrichment of the human mind spirit...The principal means by which our mission is accomplished are teaching, research, artistic creation, professional practice and selected forms of public service...Our first priority as faculty and staff is the education of our students...USC is pluralistic, welcoming outstanding men and women of every race, creed, and background."



INCLUSION AND DIVERSITY INITIATIVES AT USC

Culture Journey

The USC Culture Journey is a university-wide initiative to explore our values, align the supportive behaviors that bring those values to life, and develop opportunities to improve our systems and processes. Together, we are shaping our culture.



EQUITY MINDED ACTION PLAN



Representation



Engagement and Support



Equity and Inclusion

USC VITERBI EMPLOYEES

Employee Engagement Opportunities



Cultural Celebrations



Employee Resource Groups
Social, Professional, and Educational
Programming

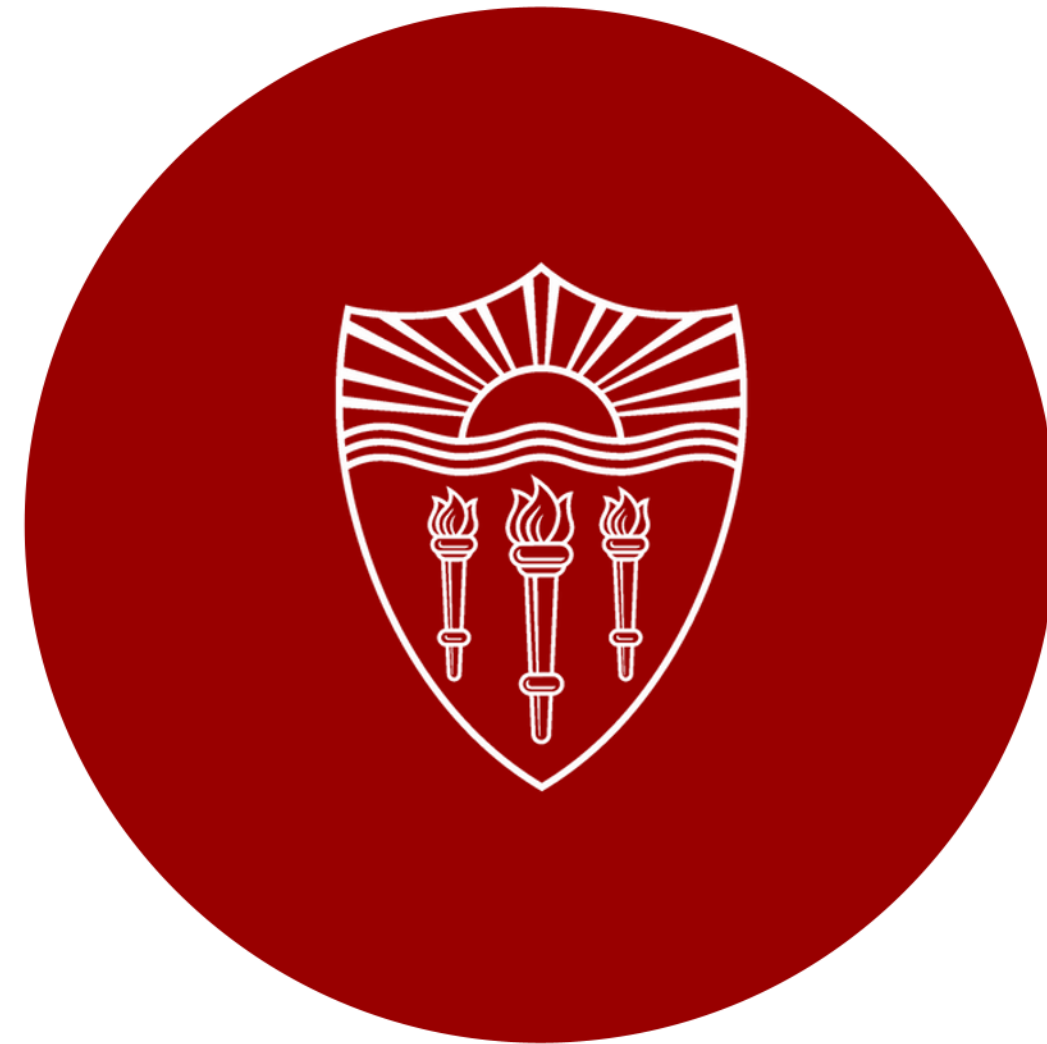


Employee Training

Committees discuss culture of department and discuss strategies to improve culture, representation and dynamics.

Employee Resource Groups

Office of Inclusion and Diversity Initiatives



USC VITERBI DEPARTMENT OF INCLUSION AND DIVERSITY INITIATIVES



Rhesa Singleton
DEI and Employee
Engagement Lead

EMPLOYEE RESOURCE GROUPS (ERGs)

The mission of the ERGs is to retain, mentor, and empower USC Viterbi employees, building a supportive community through social, educational, and professional development programming.

ERGs strategically partner with Viterbi's DEI office to build community, provide leadership opportunities, and provide opportunities for employees to develop and grow personally and professionally.



EMPLOYEE RESOURCE GROUP OFFERINGS



Black ERG
Women's ERG
Latinx/e ERG
AAPI ERG



ERG PILLARS

Educational

Promote understanding across identity groups through cultural awareness programming and celebrations.

Professional Development

Professional development opportunities to grow as an individual and professional.

Social

Foster and build community, engaging members through social programming.



MEETINGS & EVENTS

ERG meetings are held via Zoom.

Programming and events are often held in person & sometimes via Zoom.

TIME COMMITMENT

- **We trust you to balance essential job duties and ERG participation.**
- **The HR team will work with unit leaders/managers to ensure bandwidth for ERG leaders.**
- **Managers and the HR team are resources for concerns/difficulties with time management.**

FUNDING

At the discretion and with the approval of Viterbi's DEI office will provide approved ERGs with funding dependent on size and business impact. ERGs track and report on spending.



MEMBER BENEFITS

Joining an ERG can offer numerous benefits to include:

Community and Support

Networking Opportunities

Personal and Professional Development

Professional Growth Opportunities

Social Connection

Overall, joining an employee resource group can enrich both your personal and professional life, while also contributing to a more inclusive and supportive workplace culture.

ERG Contact Information

- Black Employee Resource Group Contact:
 - viterbi.blackerg@usc.edu
- Latinx/e Employee Resource Group Contact:
 - viterbi.latinxerg@usc.edu
- Women's Employee Resource Group Contact:
 - viterbi.womenserg@usc.edu
- AAPI Employee Resource Group Contact:
 - viterbi.aapierg@usc.edu





THANK YOU FOR
ATTENDING!

USC Viterbi Office of Inclusion and Diversity Initiatives