



# New Faculty Orientation

August 16, 2018

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## DIVERSITY

Viterbi commits to the acknowledgment and respect of differences (race, ethnicity, class, gender, gender identity, sexual orientation, sexual identity, country of origin and ability status, as well as cultural, political, religious or other affiliations) that can be engaged in learning.



# EQUITY

Viterbi commits to the creation of opportunities for historically underrepresented populations to have equal access to and participation in educational programs that are capable of closing the achievement gaps in student success and completion.



# INCLUSION

Viterbi commits to the active, intentional and ongoing engagement with diversity—in people, in the curriculum, in the co-curriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might connect.



# INCLUSIVE LEADERSHIP

**Culture-** Proactively create a culture in which students/faculty feel they have something valuable to contribute

**Relationships-** The extent to which we take time to get to know students/faculty and value their individual contributions

**Decision Making-** Clear understanding of our own unconscious biases and take action to ensure these biases are not influencing the decisions we make

*~Diversity and Inclusion Toolkit, Royal Academy of Engineering*



# ASEE DIVERSITY PLEDGE

- (1) Partner with national organizations to craft, implement and assess a comprehensive **Diversity Plan** for our engineering programs.
- (2) Commit to at least one **K-12 or community college** activity with targeted goals and measures of accountability aimed at increasing the diversity and inclusiveness of the engineering student body in our institutions.
- (3) Develop strong **partnerships** between research-intensive engineering schools and non- Ph.D. granting engineering schools serving populations underrepresented in engineering.
- (4) Initiate and implement proactive strategies to increase the representation of **women** and other **underrepresented** parts of the society in our **faculty**.

# VITERBI DIVERSITY & INCLUSION GOALS



- I. Create an inclusive and equitable climate
- II. Create pipelines and pathways to attract underrepresented populations
- III. Retain and support a diverse community of scholars
- III. Enhance the role of diversity and inclusion in curriculum, research, and innovation

# DIVERSITY & STRATEGIC INITIATIVES



- Provide strategic leadership for initiatives to increase diversity and enhance experiences of students, faculty, and staff
- Develop and foster partnerships to help advance national initiatives
- Advise dean, faculty, and staff on complex matters concerning diversity, equity, and inclusion





## FACULTY

- Provide consultation to department chairs, faculty, search committees
- Serve as designated neutral; provide confidential, informal, independent and impartial assistance
- Assist with diversity strategic planning and creating inclusive practices



# Engineering Faculty Council COMMITTEE ON DIVERSITY

*The EFC Committee on Diversity will make recommendations to the EFC on ways to advance diversity, equity, and inclusion. The EFC will consider these recommendations as they advise the dean and faculty on School priorities, policies, and practices.*

**Sandra Batista** *Computer Science*

**Brandi Jones** *Diversity & Strategic Initiatives*

**Michael Neely** *Electrical Engineering-Systems*

**Rob Parke** *Information Technology and Iovine/Young Academy*

**Neil Siegel** *Industrial and Systems Engineering*

**Geoffrey Spedding** *Aerospace and Mechanical Engineering*

**Sheila Tejada** *Computer Science*



# STUDENTS

- **Community**

*climate, sense of belonging, socialization*

- **Advocacy**

*Inform policies and practices*

- **Support**

*Advise, guide, mentor*

- **Engagement**

*Professional identity formation, integration, participation*

# CENTER FOR ENGINEERING DIVERSITY



*CED exists to assist the Viterbi School of Engineering in the retention and graduation of students from historically underrepresented backgrounds*

- Academic Success Series
- Professional Development Series
  - Dine with Faculty
  - Mentor Program
- Graduate Scholars Institute
- Viterbi Summer Institute



## PARTNERS

- Center for Engineering Diversity (CED)
- Women In Science and Engineering (WiSE)
- STEM Educational Outreach Programs
- Viterbi Adopt-a-School, Adopt-a-Teacher (VAST)
- USC Office of Equity and Diversity
- USC Race and Equity Center
- Office of Campus Wellness and Crisis Intervention
- Center for Black Cultural and Student Affairs
- El Centro Chicano
- LGBT Resource Center