



New Faculty Orientation

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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 opportunities that are capable of closing the gaps in achievement, completion, and promotion.



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

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



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



CAMPUS PARTNERS

- Office of Equity and Diversity
- Office of the Ombuds
- 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