To access further DEI Week information, including RSVP links, go to the USC Events Calendar at calendar.usc.edu/

You can also access our new DEI Week App using the QR code available on the DEI Week website at deiweek.usc.edu/ to locate schedule updates, find RSVP links, and take part in DEI Week social media.

**MONDAY, MARCH 2**

**Diversity is a Number, Inclusion is a Feeling, Let’s Focus on Feeling!**
Location: Taper Hall (THH 309 H)
Monday, March 2, 2020 | 9-11am | ■ ★ ● ▲

It is easy to determine if we are Diverse; demographic surveys provide percentages. Inclusion is much harder to achieve and should be 90% of our focus. What are we doing to make everyone feel included? Are we damaging our efforts when events discourage the participation of Students, Faculty, and/or Staff?

**Strengthening a Culture of Inclusion: Aligning our Actions with our Vision**
with Tanya Odom, Ed.M
Location: Scriptorium, University Club
Monday, March 2, 2020 | 11am –1pm (Lunch)

DEI Week Keynote and Luncheon
This session will focus on looking at Diversity, Equity and Belonging paying particular attention to our individual and community actions. We will hear about the “trends” in Diversity, Equity, and Inclusion globally, and learn more about the importance of “learning vs. difficult conversations.” We will think about how lenses and legacies have shaped our awareness and understanding of these topics, and how we can sharpen our skills to be more skillful allies to others.

**USC Libraries LGBTQIA+ Safe Zone Training**
Location: DML 240
Monday, March 2, 2020 | 11am-1pm (Lunch) | ■ ★

This LGBTQIA+ safe zone training is an opportunity for USC Libraries faculty and staff to explore LGBTQIA+ inclusive practices and language to contribute to inclusive library spaces for our LGBTQIA+ co-workers and patrons. This session is open only to USC Libraries employees. Thank you.

**Warming Up the Engineering Classroom: Sharing Stories to Build Authentic Communities**
Location: Taper Hall (THH 420)
Monday March 2, 2020 | 11am-12pm | ■ ★ ●

At USC, about 1 in 4 students is an international student. However, their diverse voices can sometimes be excluded from critical classroom work and discussions. To improve learning experiences, students and faculty from the Viterbi School of Engineering will share ideas for building more inclusive and productive learning communities.

**A Cross Cultural Examination of the Value of Waste**
Location: Taper Hall (THH 120)
Monday March 2, 2020 | 12-2pm (Lunch)

This presentation will set the stage for a facilitated discussion about various waste management processes that are found in different regions of the world and how the cultures of respective places allow waste to be moved through spaces.

**Crafting an Inclusive Environment to Support College Students with Learning Differences**
Location: Taper Hall (THH 420)
Monday, March 2, 2020 | 12-2pm (Lunch) | ■ ★

Students in greater numbers are coming into higher education with a learning difference or diagnosed disability. In this session, we will explore the concerns that students experience and potential ways to support the student when they come into your classroom, center or office.
Diversity Week Opening Reception
Location: University Club Patio
Monday, March 2, 2020 | 4 –6pm

Diversity and Artificial Intelligence
Location: Scriptorium
Monday, March 2, 2020 | 6 –8pm | ▲
Celeste Alleyne, Director, US Citizenship & Public Affairs at Microsoft, West Region “Motivating & moving communities forward”
Connie Fan, Senior Cloud Solution Architect
Celeste will focus on Microsoft US D&I and cultural transformation efforts and Connie will focus on their Ethical AI efforts as it relates to women and diverse customer, community needs.
John Iino, USC Board of Governors President Elect, Chief Diversity Officer of Reed Smith, Certified Diversity Professional (CDP) from the Institute of Diversity Certification, Past Global Chair of Reed Smith’s Business & Finance Department

The AI field presents exciting opportunities for the future, as well as challenging problems to overcome. Predominately, the risk of replicating or perpetuating historical biases and power imbalances. Examples include image recognition services making offensive classifications of minorities and technology failing to recognize users of varied skin tones. The biases of systems built by the AI industry can be largely attributed to the lack of diversity within the field itself. Join the USC Alumni Association as we learn how the technology industry is striving towards Diversity in AI.

Gender-Inclusive Use of Student Names and Pronouns
Location: DML 121
Monday, March 2, 2020 | 2-3:30pm | ■
Demonstration, discussion, practice, and planning of teaching techniques that help make the student classroom experience more inclusive with regards to student names and pronouns. Participants will explore Title IX policy, choices for syllabi language, and suggestions for reducing assumptions when sharing names and pronouns and addressing students by them.

New Inclusive Hiring Practices with Employers
Location: Irani Hall Room 101
Monday March 2, 2020 | 2-4pm | ■ ★ ● ▲
Description: Nationally, one in three Americans have been arrested and face lifelong barriers to employment and economic mobility. To address this challenge, the Price Center and LeadersUp – a national nonprofit focused on ending the youth unemployment crisis – have partnered to co-design new inclusive hiring practices with employers.

Diversity Week Evening Reception
Monday, March 2, 2020 | 8 –9PM
Location: University Club Patio

TUESDAY, MARCH 3

Beyond the Icebreaker: Sharing Positionality as a Way to Build Classroom Community and Teach Intersectionality
Location: Taper Hall (THH 309K)
Tuesday, March 3, 2020 | 9-11am | ■ ★
This session introduces the “I am from…” (Klein, 2019) activity, designed to allow faculty and students to define themselves, demonstrate their intersectional identities, model critical reflection, and highlight inequities that may arise in the classroom. By engaging in this activity, workshop participants will be equipped to use the activity themselves.

Moving Away from OK Boomer: Ageism, Diverse Global Elders and Climate Change
with Elise Collins and Murali Nair
Location: MCB 101
Tuesday, March 3, 2020 | 9-11am
Young people often blame older adults for climate change. Since 1900, global life expectancy has more than doubled. Many spiritual, demographic, technological and cultural changes in the past 120 years have led to a collective disconnection with nature.
Sustainability and Building Empathy in the Design Process at USC ITS: An Experiential Workshop
with Rhonda Nelson
Location: MCB 101
Tuesday, March 3, 2020 | 11am-1pm
At ITS transforms their services, the Design Experience team is building a sustainable and inclusive design workflow. This team will highlight the processes and strategic tools they use to build empathy for users of assistive technologies.

Undocumented Student Allyship
with Billy Vela, Vanessa Gomez-Brake and IDEAS
Location: STU B3
Tuesday, March 3, 2020 | 12-1pm (Lunch)

Ensuring Participant-Centered Research: Addressing Power and Positionality in Social Behavioral Research
Location: CUB 329
Tuesday, March 3, 2020 | 12-2pm (Lunch)
We often don’t give attention to the way our race/ethnicity, language, socioeconomic status, gender, and other factors play out in interactions with participants. We’ll discuss how ethical research conduct demands that we’re conscious of the way our power and positionality affects research and those who we ask to learn from.

Black and Brown Baggage: Micro-aggressions in the Classroom
with Myra Turner
Location: THH 309H
Tuesday March 3, 2020 | 1-3pm
We’ll discuss the challenges some students of color feel in predominantly white classrooms. The micro-aggressions, the exclusion and taking steps to overcome it all.

Trans Student Inclusiveness
with Kelby Accardi-Harrison and Michael Gorse
Tuesday, March 3, 2020 | 2-3pm

Supporting Military and Veteran Students in the Classroom
Location: DML 121
Tuesday March 3, 2020 | 2-3:30pm
Demonstration, discussion, practice, and planning of effective teaching techniques that benefit all students, but particularly military and veteran students. USC military and veteran students and faculty will also highlight instructor practices they find effective for creating an inclusive environment, engaging in real world discussions, communicating assignments, and providing ongoing support.

Imposter Phenomenon Awareness
with Maria Ciliberti
Location: HH 214
Tuesday March 3, 2020 | 3-5pm
Research indicates that Imposter Phenomenon (IP) affects over 30% of healthcare students. To address this need, we propose sharing information about IP, presenting preliminary data, and providing attendees with strategies to combat IP.

Understanding Implicit Bias
with Bryant Marks
Location: HSC Campus - Mayer Auditorium (1975 Zonal Avenue)
Tuesday March 3, 2020 | 6-8pm
Research has revealed that many Americans show a positive implicit bias toward White Americans vs. African Americans, young vs. old and fit vs. obese. Showing a preference for or against any particular group does not mean that a person is prejudiced or will discriminate, but it does suggest that s/he has been repeatedly exposed to certain associations between specific groups and specific traits/characteristics and have stored them in memory. These associations are often very strong and difficult to undue without deliberate effort or ongoing training. It is possible, however, to implement practices or policies that reduce the likelihood that implicitly biased beliefs will lead to biased behaviors. This training will introduce participants to the concept of implicit bias and what it looks like in the real world. Discussions will cover sources and causes of implicit bias, how it is measured, how it affects individuals and how it affects the attitudes and behaviors of the target group. Participants will then be given tools and strategies for considering how can implicit bias be reduced/managed at the individual and institutional levels.

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WEDNESDAY, MARCH 4

Empathy and Allies: Cornerstones for Authentic DEI Work
with LaVonna Lewis
Location: THH 309K
Wednesday March 4, 2020 | 8-10am
This session will explore the importance of understanding identity as a tool for empathy—putting ourselves in others’ shoes—and allies—those who use their power and privilege to support those who have less of these because of their identities.

Understanding Implicit Bias
with Bryant Marks
Location: HSC Campus
Mckibben 149 (1333 San Pablo Avenue)
Wednesday March 4, 2020 | 9-11am | ★ ★
Research has revealed that many Americans show a positive implicit bias toward White Americans vs. African Americans, young vs. old and fit vs. obese. Showing a preference for or against any particular group does not mean that a person is prejudiced or will discriminate, but it does suggest that s/he has been repeatedly exposed to certain associations between specific groups and specific traits/characteristics and have stored them in memory. These associations are often very strong and difficult to undue without deliberate effort or ongoing training. It is possible, however, to implement practices or policies that reduce the likelihood that implicitly biased beliefs will lead to biased behaviors. This training will introduce participants to the concept of implicit bias and what it looks like in the real world. Discussions will cover sources and causes of implicit bias, how it is measured, how it affects individuals and how it affects the attitudes and behaviors of the target group. Participants will then be given tools and strategies for considering how can implicit bias be reduced/managed at the individual and institutional levels. (repeat session)

Benefits & Challenges of Diversity Statements
Location: HNB 100
Wednesday March 4, 2020 | 10am-12pm
The Writing Program recently began requiring Diversity Statements, enriching and complicating the hiring process. Effective statements helped frame and deepen interviews, while lackluster statements exhibited common issues.

Changing How We See: Love Yourself/Love Your Body/Love Your Age
with Caroline Cicero
Location: THH 309K
Wednesday March 4, 2020 | 10-12 pm
Presenters will engage participants in open dialogue and exercises in a "Love Yourself/Love Your Body/Love Your Age" Workshop, emphasizing personal acceptance and Empowerment.

The Color of Leadership: Part II
Location: Taper Hall (THH 309 H)
Wednesday March 4, 2020 | 10-12 pm | ★ ★ ● ●
This session picks up discussion from last year, which began an exploration of the perceived “readiness” of Blacks as leaders in the private, corporate and political spheres. What are the key findings of this phenomena downward, and what are the experiences and challenges Blacks/All professionals face in today’s “inclusive” environments?

Benefits and Challenges of Diversity Statements
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Implicit Bias and the Way Forward
with Jerry Kang
Location: The Saban Research Institute Auditorium, 4661 Sunset Blvd. Los Angeles, CA 90027
Wednesday, March 4, 2020 | 11:30am – 1pm (Lunch)
Brunch served at 11:15am | ■ ★ ● ▲
Recent findings in experimental social psychology have demonstrated the existence of “implicit biases”—attitudes and stereotypes that we are neither aware of nor necessarily endorse. Social scientists have also discovered “stereotype threat”—that negative stereotypes about us can undermine our performance even when we consciously reject those stereotypes as irrelevant or inaccurate. In this talk, Prof. Jerry Kang will survey the social science of implicit biases and stereotype threat with emphasis on real-world consequences within the firm in terms of hiring, training, performance, retention, and promotion. He will also briefly suggest some potential strategies that can counter these implicit social cognitions by altering individual motivation, changing institutional norms, and increasing structural accountability. The learning objectives include greater awareness of biases and threats, and how to counter them within our institutions.

Student Basic Needs
with Ally Hong and Queena Hoang
Location: STU B3
Wednesday, March 4, 2020 | 12-1pm (Lunch)

The Role of Justice in Sampling and Recruiting
Location: HSC NTT 7409
Wednesday, March 4, 2020 | 12-2pm (Lunch) | ■
There’s a fine line between making sure marginalized populations are included in research while making sure they’re not overrepresented. Julie Slayton will go over how justice should be central to biomedical researchers’ approaches to sampling, recruiting, and enrolling participants in their studies.

Ensuring Participant-Centered Research: Addressing Power and Positionality in Social Behavioral Research
Location: UPC CUB 329
Wednesday March 4, 2020 | 12:30-2:30pm (Lunch) | ■
We often don’t give attention to the way our race/ethnicity, language, socioeconomic status, gender, and other factors play out in interactions with participants. We’ll discuss how ethical research conduct demands that we’re conscious of the way our power and positionality affects research and those who we ask to learn from.

Save the Cypher:
An Interactive VR Dance Experience
Location: Taper Hall (THH 309K)
Wednesday, March 4, 2020 | 12-2pm (Lunch) | ■ ★ ● ▲
Save the Cypher is an interactive VR experience developed in collaboration with Kaufman School of Dance Professor d. Sabela Grimes in which the player must save the sacred dance world of Cypher, which is based on hip hop dance culture, through solving puzzles and interacting with a spirit guide hologram.

Supporting Transfer Students
for Academic Success and Well-Being
with Dana Milstein
Location: THH 420
Wednesday, March 4, 2020 | 12-2pm (Lunch)
Transfer students comprise 27% of USC’s undergraduate population, but faculty often assume that this vulnerable population is equally equipped for academic success as their four-year peers.

Equity in Entrepreneurship as a Catalyst for Global Climate Sustainability
with Anthony Maddox & John Slaughter
Location: MRF 204
Wednesday, March 4, 2020 | 1-2pm | ■ ★ ● ▲
The growing climate change mitigation economy will require unprecedented levels of social consciousness, educational preparation, and capital investment. The USC Rossier Center for Engineering in Education will report on how our efforts to address equity in science, technology, engineering and mathematics combine with educational technology venturing to support global sustainability.

Sustainable Growth: Women Breaking New Ground in the IT, Finance, and Construction Industries
Location: Bashor Lounge, Heritage Hall
Wednesday, March 4, 2020 – 1-3pm | ★ ●
This panel will feature women executives who lead USC efforts in information technology, finance, and construction and facilities. These business areas cover the three functional groups in USC Finance—Information Technology Services, Capital Construction and Facilities Management, and Finance. The panelist will collectively share their experiences climbing the career ladder in non-traditional career paths for women. They will also share their experiences overcoming barriers to entry, advancing in their careers, and their approach to leadership.

■ session available for faculty ★ session available for staff
● session available for students ▲ session available for alumni

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Understanding Implicit Bias
with Bryant Marks
Location: USC Campus - Vineyard Room
Wednesday March 4, 2020 | 4-6pm |
Research has revealed that many Americans show a positive implicit bias toward White Americans vs. African Americans, young vs. old and fit vs. obese. Showing a preference for or against any particular group does not mean that a person is prejudiced or will discriminate, but it does suggest that s/he has been repeatedly exposed to certain associations between specific groups and specific traits/characteristics and have stored them in memory. These associations are often very strong and difficult to undue without deliberate effort or ongoing training. It is possible, however, to implement practices or policies that reduce the likelihood that implicitly biased beliefs will lead to biased behaviors. This training will introduce participants to the concept of implicit bias and what it looks like in the real world. Discussions will cover sources and causes of implicit bias, how it is measured, how it affects individuals and how it affects the attitudes and behaviors of the target group. Participants will then be given tools and strategies for considering how can implicit bias be reduced/managed at the individual and institutional levels. (repeat session)

How to Host Accessible Student Events
with Christine Street and Gwen Howard (USG)
Location: STU B3
Thursday, March 5, 2020 | 12-1pm (Lunch)

Bias, Fairness and Justice:
Are Algorithms the Solution or the Problem?
Location: UPC CUB 329
Thursday, March 5, 2020 | 12pm-2pm (Lunch) |
AI systems are being used for everything from predicting crime to determining insurance rates — but what happens when human bias creeps in? Jonathan Gratch will discuss how machine learning algorithms can promote fairness and social justice but often serve to institute human biases and stereotypes.

Intergenerational Discussion: Language
with Camille Gear Rich
Location: TCC 305
Wednesday, March 4, 2020 | 6-9pm |
Seeking Trojan families. This session highlights cross-generational discussions of diversity issues. The panel will feature two family duos - current or recent USC students, and parent-USC alumni. The discussion will explore changing perspectives concerning language (pronouns, etc.), as it has been understood across different generations.

Graduate Diversity Recruitment and Support Services
Location: HNB 100
Thursday, March 5, 2020 | 1-3pm
Join us for a detailed discussion on USC Viterbi’s current Graduate Diversity Recruitment efforts and the unique support enrolled students receive from Viterbi’s Center for Engineering Diversity.

Religion in Pharmacy Practice
Contact person: Megan Matthews mematthe@usc.edu
Location: URC 203
Thursday, March 5, 2020 | 11am-1pm (Lunch)
Students will listen to a brief talk regarding the relationship between religious beliefs and pharmacy practice. Rev. Burklo will share specific experiences and provide tips on how to handle these. Students will be asked to consider the religious beliefs

Alumni Veterans Network–
Navigating VA Mortgage Loans
Location: TCC 302
Thursday, March 5, 2020 | 6:30-9pm |
In the tiny town of Milagro, New Mexico, where the local water is a premium resource, shady developer Ladd Devine has conceived a glitzy resort that will ultimately siphon off all the water from the neighboring crop-fields. When handyman and farmer Joe Mondragon accidentally breaks a water valve reserved for major companies, he inadvertently sets off a small-scale water-rights war between the farmers and the developers.

Film Screening:
The Milagro Beanfield War
Post film discussion with producer, Moctesuma Esparza
Location: TBD
Thursday, March 5, 2020 | 6:30-9pm |
All entries with an * indicate approximate numbers for room capacity. An updated schedule with additional information on TBD events will be available on the USC Diversity Website prior to the session date.
FRIDAY, MARCH 6

Climbing Conflict Mountain: Changing Climate
Location: HNB 100
Thursday, March 6, 2020 | 10am-12pm
Description: The two hour training session introduces participants to Mediation Training Institute’s Conflict Mountain model and the four step process to engage in a successful conflict conversation with employees.

Dialoguing Across Differences
with Anita Dashiell-Sparks and Renee Smith-Maddox
Location: MRF 303
Friday, March 6, 2019 | 11am-12:30pm (Lunch) | ★ ●
This interactive session introduces participants to The National SEED (Seeking Educational Equity and Diversity) Project’s pedagogical techniques (including creating safe and brave spaces, reflection, listening, testimony, and learning experientially). These techniques are designed to help faculty, staff, and students build an inclusive environment by using real-world scenarios and case studies.

Ability Ally: Changing the Climate of Ableism
with Stacey Hearn (DSP), Ingrid Steiner (DSP) and Center for Excellence in Teaching (CET)
Friday, March 6, 2020 | 11:30am-1pm (Lunch)

First Gen Student Allyship
with Gina Ibrahim and Jessica Nielsen, and students
Location: STU B3
Friday, March 6, 2020 | 12-1pm (Lunch)

Changing the Climate of Clinical Trial Diversity: Expanding Medicine’s Future
Location: Taper Hall (THH 420)
Friday, March 6, 2020 | 12-2pm (Lunch) | ★ ● ▲
Clinical Trials (CTs) have not been diverse; commonly over-represented by middle-age white males. RegSC club members have conducted research to evaluate the inclusion of women, geriatrics, ethnic minorities, and lower-educated individuals in CTs and will host a faculty-moderated roundtable on ways to facilitate change to make medicine more representative.

Global Digital Equity: Making Educator Professional Development More Accessible and Inclusive with Mobile Teacher
Location: SOS B49
Friday, March 6, 2020 | 1-2:30pm | ■ ★ ●
The Mobile Teacher app works without Internet to localize and democratize access to more representative professional development content for educators in emerging markets via their own phones. Participants will identify effective teaching practices demonstrated by international colleagues, and script and record a short video describing their own effective teaching practice.

USG Diversity Council Panel
Location: Friday, March 6, 2020 | 2-3pm

Career Center and METRANS
First-gen in STEM panel
Friday, March 6, 2020

* session available for faculty  ★ session available for staff
● session available for students  ▲ session available for alumni

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