

University of Southern California Demands

By USC Undergraduate Student Government:

BE IT RESOLVED, the University of Southern California adopt the following policies to effectively measure and improve the diversity, equity, and inclusion climate on USC's campus relevant to ethnicity, race, religion, national origin, gender, sexuality, and ability,

BE IT FURTHER RESOLVED, the University of Southern California hire a Vice President of Diversity, Equity and Inclusion with experience and expertise in diversity and equity as well as inclusion who will be responsible for developing a strategic plan to improve the campus climate and have oversight of student, faculty and administration in regards to diversity, equity and inclusion,

BE IT FURTHER RESOLVED, the University of Southern California Vice President of Diversity, Equity and Inclusion will have oversight of multicultural and minority affairs, international affairs, student support services, cultural centers, retention and pipeline offices, community outreach initiatives, training and development operations, equity and compliance offices, and research units,

BE IT FURTHER RESOLVED, the University of Southern California Vice President of Diversity, Equity and Inclusion and Academic Deans hire a Vice Dean of Diversity, Equity and Inclusion for each academic division or school at the university who would have involvement and influence in the hiring and promotion of faculty and staff, and the recruitment, yield and retention of both undergraduate and graduate students within their academic division or school,

BE IT FURTHER RESOLVED, undergraduate and graduate students as well as faculty, staff and alumni representing the various multicultural groups affiliated with USC are involved in the selection process for the Vice President of Diversity, Equity and Inclusion as well as the Vice Deans of Diversity, Equity and Inclusion,

BE IT FURTHER RESOLVED, the University of Southern California Academic Division or School Vice Dean of Diversity, Equity and Inclusion employ graduate and undergraduate students in the form of graduate assistants and student workers, respectively, to advocate for diversity support and coordinate for inclusion programming,

BE IT FURTHER RESOLVED, the University of Southern California Vice President of Diversity, Equity and Inclusion and the Vice Deans of Diversity, Equity and Inclusion require and ensure that each syllabus within an academic division or school at the university include information on the resources available to students for reporting bias, discrimination and Title IX violations and that they work with departments to incorporate diversity, equity and inclusion components in course curricula, (e.g. introduce multiple perspectives when discussing subjective material; multiple perspectives include, but are not limited to, various scholarly theories and authors of different backgrounds),

BE IT FURTHER RESOLVED, the University of Southern California increase transparency, accountability and accessibility of demographic metrics (race, ethnicity, gender, nationality, etc.) of students (undergraduate and graduate), faculty (tenured, non-tenured, clinical and adjunct) and staff (university officers, academic administrator and support staff),

BE IT FURTHER RESOLVED, the University of Southern California increase transparency (e.g. provide easily understood flowcharts or infographics of the process for reporting incidences of bias),

accountability (e.g. provide students who have filed a timeline for follow up), and accessibility (e.g., place the information or links to the information on the main pages of all USC websites for or referencing bias and discrimination), of metrics from the Bias Assessment Response and Support Bias Reporting forms and general information (total number of reports each year, type of complaint [race, gender, etc.], incident location [school, department, off- campus houses/ venues, etc.]) from Title IX/Discrimination Complaints reported to the Office of Diversity and Equity,

BE IT FURTHER RESOLVED, the University of Southern California hire an additional Title IX investigator to ensure timely handling of student code of conduct violations under the purview of the Title IX office,

BE IT FURTHER RESOLVED, the University of Southern California develop a Diversity Strategic Plan endorsed by the Trustee Board Chair, championed by the University President and led by the Vice President of Diversity, Equity and Inclusion to measure and analyze diversity, inclusion and equity within a year as well as publically report and significantly increase recruitment, enrollment/hiring/appointment, and retention of students, as well as the recruitment, yield, and retention of faculty, staff and trustees of underrepresented populations so as to be competitive with our colleagues at peer institutions in these areas by 2025,

BE IT FURTHER RESOLVED, the University of Southern California specifically outline its definition of “diversity” and recommit itself to that definition of diversity,

BE IT FURTHER RESOLVED, the University of Southern California create opportunities where students, faculty and administration can intermingle and intermittently have directed dialogues regarding issues on campus, in the community and within the nation and world at large,

BE IT FURTHER RESOLVED, the University of Southern California have administrators hold public office hours for the purposes of accessibility and transparency towards students,

BE IT FURTHER RESOLVED, the University of Southern California create an international student resource center to foster community, promote education and provide resources beyond paperwork assistance for international students, within the same framework as other cultural resource centers (e.g. Asian Pacific American Student Services, Center for Black Cultural and Student Affairs, El Centro Chicano, the LGBT Resource Center),

BE IT FURTHER RESOLVED, the University of Southern California implement mandatory, recurring online diversity and cultural competency trainings for faculty on campus with an additional mandatory in-person workshop led by cultural resource centers for questions and dialogue,

BE IT FURTHER RESOLVED, the University of Southern California implement mandatory, yearly, in-person diversity and cultural competency trainings led by cultural resource centers for student leaders on campus, including but not limited to all student government (Undergraduate Student Government, Graduate Student Government, Residential Student Government, etc.), Greek Councils, and all university-recognized student groups,

BE IT FURTHER RESOLVED, the University of Southern California implement mandatory first semester online training for distance learning students and in-person training for on campus students on diversity, equity, and inclusion during orientation related to issues of race, gender sexuality, etc.,

BE IT FURTHER RESOLVED, the University of Southern California re-implement the Diversity Requirement for all incoming students, and students must complete the Diversity Requirement within their first four semesters at USC. All classes must include a discussion of contemporary race, class and

gender or a framework which can be applied to contemporary race, class and gender in order to fulfill this Diversity Requirement. These classes should introduce multiple perspectives when discussing subjective material; multiple perspectives include, but are not limited to, various scholarly theories and authors of different backgrounds. The new Diversity Requirement will be integrated into the GE system through a grandfather clause so students can fulfill the Diversity Requirement while completing their General Education requirements,

BE IT FURTHER RESOLVED, the University of Southern California invest in the growth, expansion, and visibility of cultural resource centers, which are currently understaffed and underfunded,

BE IT FURTHER RESOLVED, the University of Southern California create a multicultural center at the new University Village to be opened for use in 2017 in order to encourage students to learn about the various identities and cultures at our university. This center will also retain the cultural specific models of Center for Black Cultural and Student Affairs, LGBT Resource Center, El Centro Chicano, and Asian Pacific American Student Services, with discrete offices and full staff allotted for each,

BE IT FURTHER RESOLVED, the University of Southern California hire an outside vendor by 2016 to conduct a Campus Climate Diversity, Equity and Inclusion survey annually, and upon the completion of the survey provide recommendations based on annual trends that will be disseminated with the data publicly and accessibly,

BE IT FURTHER RESOLVED, the University of Southern California establish an endowed fund and allow for donations to be specifically directed towards this fund of \$100 million for scholarships, fellowships, programming and mentorship for both graduate and undergraduate students as well as tenured and tenure track faculty positions from underrepresented backgrounds by 2025,

BE IT FURTHER RESOLVED, the University of Southern California will earmark donations from its \$6 billion endowment goal to provide for the measures listed above and no moneys will be diverted away from current student resources and initiatives for underrepresented populations (i.e. cultural centers),

BE IT FURTHER RESOLVED, the University of Southern California will implement the measures listed above, contingent on the necessary funds being supplied without raising student tuition or through the application of additional student fees,

BE IT FURTHER RESOLVED, that this resolution be delivered to Trustee Board Chair John Mork, President C.L. Max Nikias, Provost and Senior Vice President of Academic Affairs Michael Quick, Vice President of Student Affairs Ainsley Carry, Vice President of Admissions Katharine Harrington, Vice Provost for Graduate Programs Sally Pratt, Assistant Provost for Student Engagement Monique Allard, GSG President Nikita Hamilton and USG President Rini Sampath by Secretary Amy Perez within 2 weeks of being passed by the Undergraduate Student Government Senate,

BE IT FURTHER RESOLVED, that a meeting with the recipients of this resolution and other pertinent administrators and students take place within 2 weeks of its delivery.