

**USC Viterbi School of Engineering
Equity-Minded Action**

The USC Viterbi School of Engineering has committed to the following principles and action that advance racial equity and inclusion and help dismantle structural or systemic factors that prevent them from being realized.

1. **Representation:** *Increase pipelines and pathways to attract Black, Latinx, and Indigenous students, faculty, and staff with the goal of meeting or exceeding national averages.*

Action Plan (September 9, 2020):

- Review practices of attracting and recruiting students, faculty and staff in all Viterbi Academic and non-Academic Departments and Units (October 15, 2020).
- Create and start implementing a specific plan for increasing representation in each department and unit (October 31, 2020).
- In the process, follow the principles and recommendations of the *Parity Objective*.
- Monitor the success of the implementation and of the efficacy of the plan and provide updates twice a semester, starting January 15, 2021, with accountability and recognition of the action taken.

2. **Engagement & Support:** *Engage, support and retain the community of Black, Latinx, and Indigenous students, faculty, and staff.*

Action Plan (September 9, 2020):

- Review practices for developing and retaining students, faculty and staff in all Viterbi Academic and non-Academic Departments and Units (October 15, 2020).
- Create and start implementing a specific plan for increased engagement and support of the affected constituencies in each Department and Unit, including advising, mentoring, participation in high-impact programs, and promoting academic and career success (October 31, 2020).
- Explore inclusive teaching practices to identify pedagogical strategies to promote equity, to actively engage all students, and to reduce achievement gaps (October 15, 2020).
- Explore collaborations with minority serving institutions and community organizations to advance and leverage new relations and opportunities (October 30, 2020).
- In the process, follow the principles and recommendations of the *Parity Objective*.
- Monitor the success of the implementation and of the efficacy of the plan and provide updates twice a semester, starting January 15, 2021, with accountability and recognition of the action taken.

3. **Equity & Inclusion:** *Promote an inclusive and equitable environment conducive to all members of the community to thrive and realize their full potential.*

Action Plan (September 9, 2020):

- Review policies, norms, and procedures to promote equity-minded practices in all Viterbi Academic and non-Academic Departments and Units (October 15, 2020).
- In partnership with the University, provide educational resources for students, faculty, and staff (October 31, 2020)
- In partnership with the University, enhance a system for faculty, staff, and students to register and communicate concerns, and receive guidance and support (October 31, 2020).
- Create and implement plan to collect, monitor, and analyze equity and inclusion through the representation and experiences of affected students, faculty and staff (October 30, 2020).
- Establish Employee Resource Groups to promote community building and cultural awareness (effort in progress since August 2020).