

USC Marshall DEI Initiatives

This document describes a number of DEI initiatives that Marshall's Office of Diversity, Equity and Inclusion is undertaking and has undertaken over the last two years.

Student Engagement & Leadership Development

- Launched student affinity/resource group leadership to leverage interdisciplinary and intergenerational knowledge among student organizations, including the Black Graduate Business Leaders, the Black Business Student Association, the Graduate Asian Business Society, the Latino Business Student Association, the Latino Management & Business Association, SpectrumSC, Marshall Pride, the National Association of Black Accountants, and the Association of Latino Professionals for America.
- Advised and financially supported the inaugural Forward Summit, a professional and leadership conference established by the Marshall Black Graduate Business Leaders and Latino Management and Business Association student organizations. The summit provided professional and leadership development opportunities and excellent exemplars of Black, Latinx, Indigenous, women, and LGBTQIA business leaders for all MBA students. The keynote speaker was USC Alumna, Sandra Evers-Manly, Executive Director, Northrop Grumman Foundation who donated \$10,000 for the 2020 conference.
- Developed and launched a mindfulness series as a practical tool to disrupt explicit and implicit bias and foster inclusive communication, interpersonal empathy, cultural and emotional intelligence. These five-week, "lunch-and-learn" sessions, held with MBA students, staff, and faculty, addressed core mindfulness strategies, as well as tools to disrupt implicit and explicit biases that lead to stereotypical and prejudicial interactions.
- Partnered with the Greif Center for Entrepreneurial Studies' annual ATHENA conference and supported increased diversity of attendees and presenters.
- Co-sponsored the Latino Business Students Association's end of year event that acknowledged their relaunch and prominence as a pivotal student organization.
- Launched a Marshall Student Leader Breakfast for leaders and advisers of student affinity groups which was held twice at the University Club to build community across disparate organizations in the undergraduate and graduate programs.
- Funded Black undergraduate students to participate for the first time in the National Black MBA national case competition, where they placed third among twenty schools. Also funded a team to compete at the Indiana University National Diversity Case Competition.

Student Outreach and Retention

- Partner with the Undergraduate Admissions office to increase the number of historically underrepresented students at national and international admissions events, as well as supporting the Marshall Pathways Program, established in 2019 for Black students who were not admitted to Marshall immediately following high school. In this program, the Undergraduate Admissions office coaches and mentors students during the year following their graduation from high school to enable them to become successful transfer students entering USC during their sophomore year. The second-year cohort of the program has 23 students.
- Partner with the Marshall MBA program and the Consortium for Graduate Studies in Management to enhance and increase the number of historically underrepresented students

admitted and attending Marshall. Additionally, support other MBA and graduate program admissions efforts to recruit, admit, and retain students.

As a member of the Consortium for over fifty years, we are continuing our partnership and engagement to ensure students are aware of the academic, professional, and personal development opportunities, as well as a welcoming and inclusive learning environment here at Marshall. Last year we hosted and sponsored the Consortium students' welcome breakfast at the University Club and attended the national conference to encourage students to attend Marshall.

While we do not seek recognition for efforts that are central to our core mission, we are proud that Dr. Sharoni Little was the recipient of the 2020, Earl Hill Jr. Faculty Achievement and Diversity Leadership Award given by the Consortium to recognize and honor outstanding academic and professional leadership on University campuses and to the community beyond the boundaries of the University.

- Secured an HBCU outreach grant to partner with the Undergraduate and Graduate Admissions team, HBCU institutions, and alumni to increase Black students' admission and acceptance. Selected schools include Howard University, Morehouse College, Spelman College, Tuskegee, and Prairie View A&M.

Student Travel and Professional Development Fellowships

- Launched Student Travel and Professional Development Fellowships that have led to measurable increases in the attendance and professional engagement of Black, Latinx, Indigenous, LGBTQIA, and other historically underserved students at national professional conferences, including the National Black MBA Association, Reaching Out MBA, Forbes 30 under 30 Conference, AfroTech, and Prospanica, as well as participation in case competitions and corporate recruitment events.

External Partnerships

- Selected as Deloitte DUET University Partner to increase workplace diversity and inclusion in Global Supply Chain Management. Hosted two professional speaker events and shared Marshall's strategy in New York at a national convening.
- Partner with and sponsor various professional organizations, including the Forté Foundation, Management Leadership for Tomorrow, Prospanica, Deloitte, the Ph.D. Project, and the Los Angeles Business Journal, where students, alums, faculty, and staff attended professional events, including their annual Diversity and Inclusion Summit and the LABJ Women's Event.
- Partner with the Southern California Virtual Business Center, which provides programming and services to minority business enterprises that focus on the capacity, capital, and relationships necessary to scale business through contracts.
- Partner with the Multicultural Women's Executive Leadership Foundation on their Multicultural Women Executive Leadership Program, which addresses the sociocultural realities of today's emerging women leaders. It is designed for high-potential mid to senior-level women who are looking to become more effective and take on greater leadership challenges.

Career

- Developed partnerships with local Economic Development Centers who provide holistic support for small Black- and Brown-owned businesses, especially those disproportionately impacted by COVID-19. Earlier this year, Marshall served as a University lead partner for a USC

Neighborhood grant in partnership with the Vermont Slauson Economic Development Center, and if awarded, we will leverage Marshall's vast resources to support local small businesses.

- Hosted and co-sponsored the National Black MBA, Los Angeles Chapter's, "Headshots and Handshakes," professional development event last Fall. Our sponsorship allowed over 15 students to attend the gala and expand their professional development and networking opportunities.
- Launched the travel and professional development fellowships program to increase the number of graduate students attending the NBMBA conference. We also sponsored students to attend the Prospanica Conference, Afrotech, and Reaching Out MBA (ROMBA) national conference.

Faculty Recruitment & Retention

- Established inclusion and bias training across all departments/centers to address culture prior to the recruitment of new faculty. Our current strategic plan includes partnering with each department/center to assess the current culture/climate and discuss inclusion, engagement, and leadership development and to examine leadership pipelines for future administrative opportunities.
- Developed and implemented search committee training prior to all searches to ensure an objective process that addresses policies and practices that limit outreach, job descriptions, evaluation standards and bias. Also instituted a documentation process for review and transparency, as well as meeting with candidates as part of the interview process.
- Centralized ad placement and professional organizational partnerships with organizations like the PhD Project and the Chronicle of Higher Education to avoid increased fees at the departmental/center level, and to maximize group placement rates.
- Identified faculty fellows who will support each department/center to advise and assess searches.
- Assess and maintain aggregated and disaggregated metrics around faculty composition, outreach, and compensation.

Community Conversations

- Developed and launched the "Community Conversations" inclusion and engagement series designed to address vital issues of race, equity, inclusion, and diversity in a safe and transformative space. Prior sessions have included:
 - *An Athletes and Activism Symposium* <https://vimeo.com/375831151/45e7048d62> that addressed advocacy and activism in the workplace.
 - A screening of Netflix's, Oscar-nominated film, *What Happened, Miss Simone?* which chronicled the life of Artist and Activist Nina Simone followed by a Fireside Chat with Ambassador Attallah Shabazz (the eldest daughter of Dr. Betty Shabazz and Malcolm X Shabazz), regarding intersectionality, belonging, and the "cost" of identity in the workplace.
 - *A Hate, Xenophobia and Racism* discussion addressing the racial, business, and cultural effects of COVID-19, including the disproportionate health outcomes on Black and Latinx communities.
 - *A Collective Call to Action* following the tragic murders of Ahmaud Arbery, Breonna Taylor, George Floyd, and many others stemming from pervasive systemic racism. Nearly 500 Marshall community members engaged in a very honest and collaborative conversation on eradicating hate and systemic racism.

Community Connections

- Developed and launched the Marshall Community Connections series held bi-weekly to convene the community to discuss an array of topics including personal wellness, mindfulness, creativity, and professional development. This safe space is designed to allow the Marshall community to tell their stories, showcase their talents, gain knowledge, and connect with one another while fostering inclusion and belonging. Recent Community Connections sessions included: Vision and Accountability, “How to be an Antiracist” book dialogue; and Maintaining Community: A Discussion with Devon Franklin.

Staff and Faculty Fellows Program

- Established the Marshall Office of Diversity, Equity, and Inclusion, Faculty and Staff Fellows program to build organizational knowledge and capacity, promote mentorship, and increase all-school leadership and engagement to implement and sustain the collective efforts. All fellows receive professional development to support the comprehensive Marshall diversity, equity, inclusion, and antiracism efforts in myriad ways, including serving as facilitators, presenters, advisers, evaluators, and ambassadors.

Assessment, Evaluation, and Equity Dashboard

- Establishing and analyzing various access, retention and excellence metrics to help guide recruitment, retention, and matriculation strategies (faculty, staff, and students respectively), and designing a comprehensive equity dashboard to report key equity indicators throughout Marshall. This will include designing an evidence-based inclusive excellence scorecard to assess, monitor, and evaluate diversity objectives, goals, and outcomes.

Other Work

- Planning an implementation of mandatory anti-racism training for Marshall professors and staff twice a semester as well as training for all professors on fostering an anti-racist classroom.
- In 2018, the administration, as well as each department/center engaged in inclusion training conducted by Dr. Steven Jones to provide knowledge and tools to create inclusive learning environments, pedagogy, and curricula. This will be continued and enhanced.
- Currently revising our website to reflect our continued vision of equity, inclusion, diversity, and antiracism, to not only reflect the centrality of our efforts and their foundational relationship to leadership development, but also to serve as a guide, in collaboration with the myriad resources throughout the University to provide needed resources for the entire Marshall community. Planning to launch in July 2020.
- For the past two years, facilitated several workshops during USC’s Diversity and Inclusion week addressing vital issues around workplace inclusion and antiracism.
- In 2018, in conjunction with the United State of Women Summit, founded by Valerie Jarrett, hosted an all-day Entrepreneurial Summit for local and national women entrepreneurs, with a focus on women of color. Dr. Elissa Grossman and Dr. Sharoni Little, co-hosted this event which provided over 200 women vital knowledge and a greater sense of community.