

Year 1 Public Description of Work for  
Action Collaborative on Preventing Sexual Harassment in Higher Education

University of Southern California

**USC Culture Journey**

**This Action Applies to Rubric Item(s):**

8, 15, 23, 25

**Description of Work:**

In the fall of 2019, USC deployed a campus-wide poll to capture input regarding the current values and the desired values of the USC community. Nearly 20,000 Trojans responded to the [Values Poll](#). This spring, the interpretation of these poll results was shared in 46 Town Halls and 126 Discussion Sessions with over 4,000 Trojans, and was made possible by the 120 members of the USC community who acted as culture facilitators and advocates guiding these conversations.

To summarize the high-level findings and next steps, there was wide consensus on several key themes:

- We must be a university where we all belong – where we are committed to respect, equity and the inclusion of diverse identities, voices and experiences at the personal, team and institutional level.
- Leaders at every level must be accountable for their decisions and the resulting outcomes.
- We need a clear vision tied to our mission and aligned with individual and institutional ethical principles and behaviors.
- Our values must be reflected in the way we assess performance, and in our systems governing recognition, rewards and incentives.
- We must ensure open and coordinated communications, inclusive decision-making processes, and clear pathways for escalating and addressing concerns without fear of retaliation.
- We must invest in developing the professional skillsets of our managers and leaders tied to clearly defined career paths, mentorship, and feedback.

More specifically, the Discussion Sessions yielded considerably more insight into both the values people want to see characterize USC in the future as well as the systems and processes that will need to change to support those values. Information on the university-wide and school-level analysis is now available at <https://change.usc.edu/usc-cultural-values-poll>. This report characterizes the eight values most frequently identified by our community as high priority and the changes needed in six key systems and processes.

Future culture work will focus on these areas:

- Supporting Diversity, Equity and Inclusion (DEI) efforts. *Diversity* was identified as one of our key values through the Values Poll and subsequent Discussion Sessions. The Culture

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Commission will support key initiatives identified by the President and Chief Diversity, Equity and Inclusion Officer (CDEIO).

- Partnering across the university and directly with our schools and units to prioritize the work ahead on our systems and processes including development, well-being, and addressing concerns.
- Planning for USC-wide and school/unit-specific activities that engage our community in the effort to align our behavior with our espoused values. Faculty, staff and students will be invited to participate in a university-wide speaker series, panel discussions, and learning opportunities, to understand and support living our values.

In early fall 2020, there will be an update on this planning. We expect targeted activities will be developed and implemented during fall and spring.

**Website for further information (if applicable):** <https://change.usc.edu/>

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