

The USC Race and Equity Center is a dynamic research and organizational improvement center that helps professionals in educational institutions, corporations, and other contexts strategically develop and achieve equity goals, better understand and correct climate problems, avoid and recover from racial crises, and engineer sustainable cultures of inclusion and respect. We do rigorous, evidence-based work that educates our nation, transforms institutions and organizations, boldly confronts racism and strategically achieves equity.



OUR WORK

» INTERDISCIPLINARY RESEARCH

The Center's strength largely resides in our interdisciplinary network of faculty affiliates. We unite more than 100 professors across academic schools at USC who are experts on race and racism, people of color, immigration and other important dimensions of equity. These scholars work together on research as well as on the development of useful tools and resources. When journalists, policymakers and organizational leaders call us for expertise and assistance, we leverage our brilliant cast of faculty affiliates.

» USC EQUITY INSTITUTES

USC Equity Institutes engage 20 leaders from a single college or university in eight-week professional learning experiences. We offer a series of eight 90-minute virtual modules on topics such as leading in moments of racial crisis, recruiting a diverse faculty and strategic planning for racial equity, to name a few. We also coach and provide ongoing support to Institute participants as they design four sustainable racial equity projects that launch at the conclusion of the eight-week online module series.

» NATIONAL ASSESSMENT OF COLLEGIATE CAMPUS CLIMATES

The National Assessment of Collegiate Campus Climates (NACCC) is a quantitative survey administered annually at hundreds of colleges and universities. It provides data about students' appraisals of institutional commitment to equity and inclusion, the extent to which they interact meaningfully with diverse others, where and what they learn about race and their feelings of readiness for participation in a racially diverse democracy. NACCC also helps campus leaders and faculty members understand how their campus compares to others.

» PRISM AND THE NATIONAL EQUITY NETWORK

PRISM is a dynamic staffing tool that will soon include standardized, searchable profiles for thousands of people of color who are presently employed at colleges and universities as well as professionals of color from other industries who are interested in pursuing career opportunities in higher education. Search committees, human resources officers and search firms will be able to use this

online database to connect with and strategically market administrative and faculty positions to diverse professionals who are part of our Center's National Equity Network.

» USC EQUITY SUMMIT SERIES AND PROFESSIONAL EDUCATION EXPERIENCES

The Center hosts summits and conferences, ranging from one to three days, for professionals who work in higher education, corporate settings and other organizational contexts. The goal of each convening is to translate our research into useable knowledge, equip attendees with helpful tools and strategies that can be immediately implemented and guide professionals in crafting longer-term organizational improvement plans. We also offer weeklong professional learning experiences that afford executives and teams deeper engagement with equity-focused topics.

➤ [Visit *race.usc.edu* for more information.](https://race.usc.edu)

WHY OUR WORK MATTERS

Racism is America's longest standing social problem. As such, racial inequities are persistent and pervasive in schools, colleges and universities, workplace settings and our larger society. Despite this, few professionals know how to talk comfortably about race and racism with their colleagues. Even fewer know what to do when racial tensions arise, when data show racial disparities and when frustrated citizens and employees demand accountability and racial justice.

At the USC Race and Equity Center, we aim to be helpful. Actionable intelligence, as well as scalable and adaptable models of success, inform our ongoing quest for racial equity.

Our work matters because race continues to matter in our country. Dismantling a systemic issue as big as racism requires a robust interdisciplinary network of expert scholars, as well as a wide range of strategies, tools, partnerships and resources. Lives depend greatly on the research our faculty affiliates produce and activities our Center staff undertake.

USC Race and
Equity Center

LEARN MORE

Visit race.usc.edu for more information.
race@usc.edu

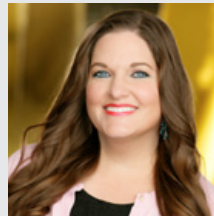
OUR DIRECTORS



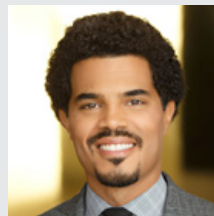
Shaun R. Harper, PhD is a Provost Professor in the Rossier School of Education and the Marshall School of Business. He also is Founder and Executive Director of the USC Race and Equity Center, the Clifford and Betty Allen Chair in Urban Leadership and past president of the Association for the Study of Higher Education.



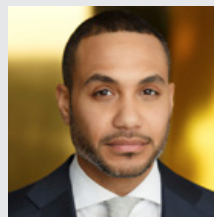
Sumun L. Pendakur, EdD is Chief Learning Officer and Director of the USC Equity Institutes. Prior to joining the USC Race and Equity Center, she served as an Assistant Vice President and Chief Diversity Officer at Harvey Mudd College. Pendakur is on the board of the National Association of Diversity Officers in Higher Education.



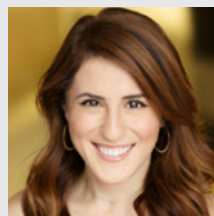
Natasha Janson, PhD is Director of the National Assessment of Collegiate Campus Climates (NACCC). She was previously Director of the U.S. Department of Education's Baccalaureate and Beyond Longitudinal Study, as well as Senior Instrumentation Leader for the National Postsecondary Student Aid Study and the Beginning Postsecondary Students Longitudinal Study.



Charles H.F. Davis III, PhD is the Chief Strategy Officer and Director of Research. He also is an Assistant Professor of Clinical Education in the Rossier School of Education. Davis previously served as Director of Higher Education Research in the University of Pennsylvania Center for the Study of Race and Equity in Education.



Wilmon A. Christian III is Director of PRISM and the National Equity Network that aims to increase racial diversity in the higher education workplace. He was previously Director of Administration in the University of Pennsylvania Center for the Study of Race and Equity in Education and Associate Director of RISE for Boys and Men of Color.



Lara Aposhian is Director of Marketing and Brand Management. She produces all the Center's print and digital materials. Aposhian has extensive professional experience in graphic design, packaging, branding and identity systems, and interactive design. She participates actively in the American Institute of Graphic Arts (AIGA) Los Angeles.

Additional Staff: Jenise Evans, Robyn Goldberg and Cynthia Jackson
Research Associates: Kaylan Baxter, Yianna Drivalas, Dayna Meyer, Oscar Patrón, Sy Stokes and Sarah Toutant