



USC University of Southern California

NASEM Action Collaborative on Preventing Sexual Harassment in Higher Education USC Community Engagement Plan

1. Formation of USC Working Group

In February 2019, Executive Vice Provost Elizabeth Graddy announced USC's founding membership of the NASEM Action Collaborative to the campus community, and brought together fifteen members of faculty and staff to serve on the working group for this initiative. The group has met multiple times since the announcement, building upon the efforts of a Joint Provost/Academic Senate Task Force on Sexual Harassment and Gender Violence, which convened and presented recommendations during the 2018-2019 academic year. The group will continue to meet quarterly with EVP Graddy.

2. Environmental Scan

The working group's first self-determined task has been to take an environmental scan of the university's twenty schools and various central offices to determine what they are doing in the area of preventing sexual harassment. As a decentralized campus, it is important for the group to understand the various initiatives and practices taking place across the university before implementing further plans. Working group members have reached out to assigned schools and units and discussed initial scan results at a group meeting in July, determining that a campus-wide retreat on the topic of addressing and preventing sexual harassment will take place in January 2020 to bring everyone up to the same level of understanding and plan next steps.

3. Retreat January 2020

EVP Graddy appointed a sub-committee of the working group to shape an agenda and organize logistics for a retreat, in cooperation with USC's new Senior Vice President for Human Resources. The goals of the retreat include: to inform a larger audience of the NASEM report and how USC is involved as a founding member of the Action Collaborative; to share innovative ways different schools are already engaging in the topic of addressing and preventing sexual harassment; to brainstorm around the themes of the four NASEM Action Collaborative working groups; to clarify the roles of central offices and resources; and to map out our next steps as a university, including possible development of an organizational structure specifically directed towards Gender Equity and related issues. The audience will include student, faculty and staff representatives from each school, deans, and key organizational units involved with addressing and preventing sexual harassment on campus, such as OED/Title IX, the Office of Professionalism and Ethics, the Office of Student Affairs, the Office of the Ombuds, the Office of Ethics and Compliance, Human Resources, and the Center for Work and Family Life.

4. Online Dashboard

Using the outcomes of the retreat as a guide, we plan to engage the university's communication professionals in establishing an online presence for the entire community at usc.edu around this initiative. We envision a dashboard concept, complete with FAQs and public, anonymized reports on statistics and cases at USC, and a social media campaign around the launch of the website.