

The USC Race and Equity Center offers high-quality professional learning experiences on a range of topics pertaining to organizational culture, leadership, and change management. These sessions are evidence-based and taught by leading experts from the USC Race and Equity Center. Each session is highly engaging and includes practical strategies for employees at all levels of an organization.

These sessions are offered both in-person and virtually in a synchronous format and are tailored to the industry and audience. All examples, case studies, and group discussions are focused on real-time and complex challenges that organizations face and must overcome.

The team partners with your organization to customize the experience and ensure all learning outcomes are relevant and timely to the organization. The length of these sessions varies but typically run from one to three hours based on the availability of the organization.

Attendees can earn a certified badge through the USC Marshall School of Business through unique leadership acceleration academies the Center facilitates. Below is a list of professional learning experiences currently offered by the USC Race and Equity Center. If there is something you are interested in and do not see below but would like to explore further, please let the team know.

SESSION DESCRIPTIONS

01 Addressing Homophobia and Heterosexism

Through this module, business leaders will investigate the detrimental impacts of homophobia and othering within their companies. In response to the current political climate, it is important that leaders develop strategies to combat the oppressive ideologies that have infiltrated public discourse and maintain an inclusive environment for all employees.

02 Advancing Women to Senior Leadership Roles

In this module, business leaders will explore the structural and systemic reasons why women are typically excluded from leadership roles. They will develop pragmatic strategies to cultivate their talent pipeline in a way that is gender-inclusive. Furthermore, companies will learn how to address sexism and misogyny in the workplace and reduce the impact it has on advancement opportunities for women.

03 Affirming Identities and Cultural Histories

By the end of this session, participants should understand the importance of identity in community and in the workplace. They will also learn how identity and history have disproportionately impacted Black, Latinx, and Indigenous communities in America.

04 Application of Nonviolent Communication

In this session, participants learn the principles of nonviolent communication and when to apply them. This is a practical workshop where participants will also engage with multiple case studies designed to challenge them in their application of these communication strategies as they practice this skillset.

05 Communicating Commitment to DEI

Through this module, business leaders will learn how to effectively communicate their commitments to equity, diversity, and inclusion. We will also explore how to uphold these commitments through organizational transparency and a persistent dedication to actionable goals.

06 Creating Culturally Responsive and Sustaining Environments

In this session, participants will learn about cultural humility as well as what it means to be culturally responsive. Strategies will be engaged for creating environments that sustain an equity focus and center justice. Participants will learn how to identify things that threaten their ability to sustain culturally responsive environments and how to combat them on a frequent and on-going basis.

07 Creating Cultures of Inclusion

In this session, participants will learn about cultural humility as well as what it means to be culturally responsive. Strategies will be engaged for creating environments that sustain an equity focus and center justice. Participants will learn how to identify things that threaten their ability to sustain culturally responsive environments and how to combat them on a frequent and on-going basis.

08 Creating Organizational Equity through Wellness

In this session, participants will learn ways to create a culture of wellness that enhances equity, creates organizational change, and improves overall employee well-being. This session is anchored in the understanding that culture is everyone's responsibility, so participants will learn ways to identify themselves in the development of an organization-wide wellness culture. Participants will learn strategies and frameworks to reduce harm, provide emotional support, and create spaces where all identities can thrive both internally and in the community.

09 Cultivating Relationships with Families Communities of Color

In this session, participants will engage with strategies for interacting with families and communities of color through a racial equity lens. They will learn ways implicit bias and unfamiliarity can harm relationship-building across communities of difference and practice practical strategies for effective engagement.

10 Designing for Disability Inclusion

In this session, participants will learn strategies to infuse disability inclusion into all functional areas of work, both internal and external. This session will lay the foundation for understanding disability inclusion by defining a variety of visible and invisible disabilities, as well as neurodiversity, and providing ways to create structures of support by designing for the margins.

11 Developing and Managing Diverse Teams

In this session, participants will learn practical strategies to build diverse teams as well as ways to equitably manage conflict across difference. They will gain an understanding of different identity-based needs, including those for (in)visible disabilities and neurological difference, as well as ways to equitably meet those needs. Participants will fine-tune conflict management skills, apply asset-based frameworks to working across difference, learn to highlight the value of identity-based differences, and explore ways to empower their teams to bring their full and best selves to work. This session will also include a focus on hiring, interviewing, retention, and leading across difference.

12 Developing Inclusive Teams

By the end of this session, participants should understand the components of racial equity in the workplace, characteristics of inclusive teams, and strategies for creating equity as well as how to sustain these teams for long-term, systemic change.

13 Differentiated Support for Black Staff

This session lays the foundation for differentiated support as a facet of equity for Black staff and employees. Participants will learn about the unique challenges Black employees face in the workplace and practice culturally responsive strategies to providing differentiated, identity-based support.

14 Disrupting Gender-based Bias in the Workplace/Mitigating Gender Identity and Gender Expression Implicit Bias

Women, transgender, gender queer, non-binary, and gender non-conforming people are making up an increasingly larger percentage of the global workforce. So, in order to ensure work environments are safe and inclusive for all employees, companies must take steps to eliminate all forms of gender-based bias. In this session, participants will learn to identify the myriad of ways that gender-based bias manifests in the work place – structurally and interpersonally. They will also learn practical strategies for disrupting these biases and repairing the harm caused by them.

15 Eliminating Sexual Harassment in the Workplace

Through this module, companies will learn how to identify all forms of sexual harassment and the many ways it manifests in the workplace. Leaders will learn the skills needed to reduce the number of incidences of sexual harassment and create a safe work environment for all employees.

16 Evolving with Client/Customer Demographics

Through this module, business leaders will learn how to articulate a compelling rationale for disaggregating HR and client data to identify racial and ethnic inequities, gain tools to identify and leverage existing HR and client data sources, and identify strategies to appropriately and effectively showcase disaggregated data.

17 Engaging in Productive Conversations about Race

Most employees deliberately avoid engaging in conversations with their colleagues about racial issues in society and in the workplace. In this session we will help management and employees more deeply understand what many Americans and others across the globe have been protesting since June. We will also explain the consequences of avoidance and the benefits of making race salient in workplace conversations, policies, and practices. We will conclude this session with several practical strategies and creative activities that can be used to make conversations about race less uncomfortable, more productive, and ultimately useful to the company and its employees. We will share tips for minimizing the risk of race-focused conversations becoming destructive and harmful.

18 Facilitating Difficult Conversations about DEI

This module teaches leaders how to raise race questions; productively lead race-related conversations with their leadership teams and the broader company; mediate tensions that arise in conversations about racist structures, cultures, policies, and norms; and talk honestly about data that show racial inequities between groups. Participants also develop a broader anti-racist vocabulary.

19 Foundations of Racial Equity

This session provides learners with an entry point to understanding racism, how racism manifests in different work and educational environments, and how to create racially equitable spaces across contexts.

20 Hiring and Strategically Diversifying the Workplace

Our nation's history of institutionalized racism has prevented the recruitment and selection of employees of color. Furthermore, it has kept most people of color employed in subordinate roles and out of positions of power and influence. Through this exercise, participants will be exposed to various strategies that can be utilized to recruit employees of color into decision-making positions.

21 Humanizing All Human Subjects

There can be a tendency in clinical studies to look at patients as data points instead of as individual humans with different lived experiences, perspectives, and motivation for getting involved in such studies. This session will focus on centering humanity in all clinical studies with the best interest of the patients in mind. This will be done by looking at cultural fluency and how to develop it further. Finally, participants will learn how to manage wellness in patients and themselves with different techniques for how to respond to distress.

22 Humanizing Those You Serve

There can be a tendency in medicine, public health service, and medical research to look at clients, patients, or other community members through an impersonal lens instead of as individual humans with different lived experiences, perspectives, and reasons for needing care. This session will focus on centering humanity in your work with the best interest of those you serve in mind. This will be done by looking at cultural fluency and how to develop it further. Finally, participants will learn how to manage wellness for themselves and those they serve by applying different techniques for responding to distress.

23 Inclusivity for Neurodivergent Staff

In this session, participants learn about neurodivergence and the various support needs neurodivergent staff and employees may have. Participants will learn practical ways to create inclusive environments that incorporate accessible design.

24 Making the Workplace Inclusive for All Gender Identities

Many workplaces have traditionally been spaces that center White, male, middle class, heterosexual, and cisgender bodies and experiences. However, trans, gender queer, non-binary, and gender non-conforming people are some of the fastest growing employee populations. This module will discuss various practices that companies can engage in to create more welcoming and inclusive environments for employees from gender-minoritized backgrounds, particularly by understanding the heterogeneity across their social identities.

25 Making Workplace Environments Trans Inclusive

Many workplaces have traditionally been spaces that center White, middle class, heterosexual, and cisgender bodies and experiences. However, trans, gender queer, non-binary, and gender non-conforming people are some of the fastest growing employee populations. This module will discuss various practices that companies can engage in to create more welcoming and inclusive environments for employees from gender minoritized backgrounds, particularly by understanding the heterogeneity across their social identities.

26 Managing Intergenerational Tensions

Through this module, employers will learn how to navigate intergenerational tensions in the workplace and resolve the varying types of conflict that can occur between team members who represent different age groups. Leaders will explore ways to deescalate age-based tension between employees, manage power asymmetries and workplace relationships, and guard against ageism.

27 Meeting the Needs of Employees with Disabilities

This module begins with considerations of the unique challenges those with disabilities encounter, and how some of those barriers can be eliminated with simple workplace accommodations. This module takes employers beyond required, compliance-based approaches to supporting employees with disabilities in ways that build inclusive workplaces that are accessible and welcoming for all employees.

28 Microaggressions and Biases in Clinical Trials

Microaggressions, whether intentional or unintentional, have lasting effects for those on the receiving end of them. In clinical trials, implicit bias and microaggressions can show up in patient interactions, amongst colleagues, and even before studies begin. This session will be focused on understanding where both microaggressions and implicit biases come from and how participants can actively work to educate themselves and others on ways to eliminate them. We will also explore the dangers and long-term impacts of microaggressions and implicit bias in clinical studies for both patients and healthcare workers.

29 Navigating Partisanship Diversity and Political Polarization

In this politically charged national climate, conflicts between colleagues along partisan lines can seem inevitable. However, partisanship diversity does not have to lead to a volatile working environment. In this module, managers and company leadership will learn how to descale and resolve workplace tensions stemming from political polarization. They will learn conflict management skills as well as ways to navigate difficult conversations around politics and the politicization of human rights issues.

30 Recognizing and Reducing Implicit Bias

This module begins with considerations of how each of us are socialized at an early age to view other groups. Participants reflect on messages they received from parents and family members, schools, media, and other sources; when and how they unlearned these messages; and how they might still have some unconscious assumptions and problematic views. Next, an explanation of implicit bias is offered — what it is, where it comes from, and how we all have it. The presenter gives examples of how implicit bias negatively affects interactions, experiences, and outcomes in workplace settings. The module concludes with numerous practical recommendations for assessing, raising consciousness about, and ultimately disrupting implicit bias.

31 Recovering from Diversity-Related Crises

Racist incidents are a frequent occurrence in the work place. However, many organizational leaders remain unsure and underprepared to respond in moments of racial crises. Through this module, company leaders will learn how to 1) appropriately assess and accurately appraise the severity of racial incidents; 2) develop rapid response protocols in addressing racial crises; 3) explore ways to collectively engage with the business's community to generate solutions; and 4) rehearse race-conscious responses to case studies of racial incidents.

32 Relationships of Power and Reducing Abuse of Power

By the end of this session, participants should understand the power dynamics in the workplace and the extent to which intersectional identities contribute to those dynamics. They will also learn strategies to disrupt power asymmetries and establish a more equitable distribution of power and voice within the organization.

33 Resolving Racial Tensions at Work

This module will prepare company leaders to respectfully and articulately resolve racial tensions in the workplace. Specifically, participants will be required to reflect on their own racial identity, competency, and biases in relation to racialized and cultural workplace tensions. Furthermore, participants will be exposed to different perspectives in an attempt to understand other's experiences, particularly those from different backgrounds (e.g. race, class, gender, sexuality, etc.). In addition, the module will explore racial tensions in the context of various workplace relationships and power dynamics.

34 Retaining and Advancing Employees of Color

This session focuses first on understanding why employees of color leave companies at disproportionately higher rates. Suggestions are then offered for addressing common attrition issues. Also presented are numerous ways to invest in the career ascension and professional development of employees of color. Intentionality, sponsorship, and substantive professional relationship-building are emphasized. Leaders also learn how to leverage their social, cultural, and political capital on behalf of employees who are often underrepresented in middle management and executive-level positions. Throughout the session, emphasis is placed on understanding how retention and professional advancement requires agency from employees of color, as well as courageous anti-racist actions from their white colleagues and leaders.

35 Supporting Employee Networks/Resource Groups

Employee-led resource groups are a way for many in your company who share similar identities to support each other, thus improving their job satisfaction and your business. Many ERGs form around race, religion, nationality, gender, sexual orientation, ability, or other shared interests. In this module, leaders will learn the important ways these groups function within their organization along with ways to support their effectiveness through time and financial resourcing.

36 Understanding and Addressing Manifestations of Racism in Education

In this session, participants will learn about the ways racism, particularly anti-Black racism, has impacted the education system and led to inequitable educational opportunities and outcomes. Participants will engage with strategies to address racism as it occurs in education settings and practice skills to act as allies. Finally, participants will learn why addressing manifestations of racism is important to their work and the outcomes they are working toward.

37 Understanding and Eliminating Microaggressions in the Workplace

This session focuses on microaggressions: seemingly innocuous insults experienced by diverse employees. Numerous examples of microaggressions encountered in workplace settings are offered, and their accumulated impact on employees' psychological, physiological, and professional wellness is explained. Session participants will be afforded an opportunity to reflect on times they either experienced microaggressions firsthand or inadvertently microaggressed a colleague, client, customer, or constituent. The presentation concludes with several practical recommendations for raising consciousness about and ultimately eliminating microaggressions at work.

38 Understanding Barriers to Healthcare Access and Engagement Across Marginalized Communities

In this session, we will take a historical and present lens to barriers of access and how they are intentionally used to create harm. Participants will also develop a stronger understanding as to why there can be a lack of trust between marginalized communities and the healthcare system through real world examples. Finally, we will explore how to begin building genuine and meaningful relationships with marginalized communities to take the first step in reconciliation.

39 Understanding the Manifestations and Effects of Anti-Blackness

In this session, participants will learn about the impact to community and workplace culture when anti-Blackness is perpetuated. They will also learn how norms are created around anti-Blackness and how to disrupt them.

**Contact us for more info
and to get started**



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