

JULY 2021

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Over the course of FY2021, the Culture Journey has moved from gathering sentiment to implementing action based on community recommendations.

Since President Folt first shared the [USC Unifying Values](#) in November, the Culture Journey has been operating to share those Values with the community and continue seeking improvements to our systems and processes.

We are excited to share the progress of the Journey and outline where the Culture Journey can go from here to continue making a lasting impact at USC.



Framing the Culture Journey

After receiving over 20,000 responses to the Values Poll and engaging with over 4,400 faculty, staff, and students through Town Halls and Discussion Sessions, the Culture Journey focused on two phases of work: Launch, concentrating on the official release of USC's Unifying Values, and Emphasize, being the focus for the Spring Semester.

JUN – DEC 2020

LAUNCH

Introduce Values and behaviors

Our team reviewed the results of the Values Poll, Town Halls and Discussion Sessions and **shared themes with School/Unit leaders**. We then took these findings to ultimately develop the **Unifying Values**. This phase of work included:

- 33 Leader Debriefs delivered
- Formal Unifying Values Launch from President Folt
- Release of Desired Behaviors
- Leader Packet along with two Toolkits distributed to ~40 Schools/Units

JAN – JUL 2021

EMPHASIZE

Create greater awareness of Values

Once the Unifying Values were approved and released, the next step was to build awareness by ensuring **the Values were readily available**, seen on campus, and utilized within individual Schools/Units. These efforts have focused primarily on:

- Culture Journey Activities Launch, including Working Together Workshops facilitated and produced by our Culture Network
- School/Unit Partnerships
- Launch of Culture Focus Areas

AUG 2021 +

SUSTAIN

Live the Unifying Values

As we plan for the 2021 – 2022 school year and beyond, the Culture Journey will be working to **sustain the groundwork** laid over the last two years by finding ways to further **incorporate the Unifying Values into daily life**, including:

- Continued Culture Journey Activities
- Ethics and Compliance Code Launch
- Continued Focus Area Alignment
- Continuing Systems/ Process Changes across the University

→ **Our Unifying Values**

On November 16, President Folt announced the Unifying Values to the USC Community. She affirmed the benefits of embracing these Values to “build a culture that instills trust, reinforces ethical decision-making, and provides a strong foundation for our future” and affirmed the commitment of the senior leadership team.



Integrity
We do the right thing



Excellence
We bring our best selves



Diversity, Equity and Inclusion
We all belong



Well-being
We honor the whole person



Open Communication
We share openly and honestly



Accountability
We take responsibility

See President Folt’s announcement in full [here](#).

→ **Culture Journey Activities**

To spread the word about the Unifying Values, the Culture Journey began holding four events every month focused around one of our Unifying Values.

WHAT ARE THE EVENTS?



Speaker Series
Five large events featuring guest keynote speakers, like Dr. Ibram X Kendi, Alex Sheen, and Bonnie St. John



Lunch and Learns
Five mid-sized events featuring conversation with prominent alumni, like John Lino, the President of the Board of Governors



Community Panels
Five open discussion sessions with Faculty, Staff, and Students sharing on Values



Working Together Workshops
15 small, intimate workshops used to prompt discussion on the Values facilitated by the Culture Network

Over **3,750 participants** across all programming!

FEBRUARY – Integrity

Our events began with a community panel with student, faculty, staff, and alumni representation.

MARCH – DEI

Thanks to a partnership with DEI Week, Dr. Ibram X. Kendi spoke to a virtual audience of over **1,200 participants!**

APRIL – Well-being

Almost 800 participants attended these events, including around **300** for Dr. Laura Mosqueda’s Lunch & Learn!

MAY – Excellence

Due to commencement, we limited out events to three this month and still had the largest workshop participation.

JUNE – Open Communication

The series has continued into the summer with all four events returning with the same level of participation as the semester.

→ **Aligning across Culture Focus Areas**

As culture work continues, the Culture Journey prioritizes aligning values, behaviors, systems and processes across these **five Focus Areas**:



Within each Focus Area, there are ongoing initiatives that support the Culture Journey and respond to community feedback and requests, including:

DEVELOPMENT
 University HR is currently developing a set of in-person and virtual curriculum for managers at USC to receive consistent skill and competency development with a foundation in our Unifying Values.

WELL-BEING
 USC Healthy Campus is an initiative aimed at faculty and staff with the goal of embedding and infusing health and well-being elements throughout USC.

CONCERNS
 To create greater ease around reporting concerns, EEO-TIX and the Office of Professionalism and Ethics have created an internal workflow to maximize centralization of concerns review.

→ **School/Unit Culture Updates**

As our Culture Journey has progressed, we continue to build meaningful partnerships with Schools/Units across USC. Here are some examples of how we work with Schools and Units:

USC Culture Toolkits
 The **Office of Culture, Ethics and Compliance** created **3 university-wide** Culture toolkits to help the USC community facilitate conversations and explore our values.

Culture Champions
 The **Office of SVP, Finance** and **Athletics** created a network of Culture Champions within their Units to facilitate workshops and serve as role models for the values.

Organizational Clarification
 Senior Leaders from the **Office of SVP, Administration** engaged in a **4-part module** to better align organizational structures and to clarify the team's identity, vision and purpose.

Leader Exploration
134 leaders from **Auxiliary Services**, including **6** sub-units, worked to identify how the values and behaviors fit within their Unit and to assess the needs within their community.

Town Halls and Discussion Sessions
 Almost **200** staff and leaders in **Student Affairs** and **Auxiliary Services** participated in in-depth sessions to voice opinions and openly discuss issues and ideas regarding culture.

Culture Integration
 The **Viterbi School of Engineering** engaged the Culture Team and USC's Health Promotion Strategy group to collaborate on **8+** culture discussion sessions on values and behaviors.

Partnership Exploration
 The **School of Dramatic Arts** sought a partnership to create workshops, speakers and panels in support of their Unity Day and living the adopted values within their community.

Working Together Workshops
University Advancement completed a workshop to incorporate values within their orientation program and **USC Libraries** is in advanced stages to bring the Unifying Values to life for their community for a total of **6** workshops.

Leadership Development
 The **University Relations** leadership team engaged in values assessments, coaching and workshops to engage with and better embody the unifying values.