

## FEBRUARY 2022

### A message from the Culture Team

Since President Folt first shared the USC Unifying Values in November 2020, our Culture Journey has made significant progress: it has been shaped by our community, is inclusive to all Trojans, and has been embraced by leadership. Last year, we spread awareness and socialized the values through our Spring and Fall Culture Activities, such as Community Panels, Lunch and Learns, Speaker Series, and Working Together Workshops.

Last semester, we began to focus on partnering more closely with schools and units and synchronizing our offerings with existing resource groups across USC. We have developed a Shared Vision for the Culture Journey as well as Four Strategic Priorities in accordance with USC's six Unifying Values. We are pleased to highlight our latest progress and share our future direction to continue making a lasting impact at USC.

Sincerely,

USC Culture Team

### Culture Journey Shared Vision

#### The success of USC's mission requires a culture where:

1. All behaviors are guided by our unifying values
2. The institution's systems and processes support, define, and incentivize those behaviors
3. Modeling the values, sharing and speaking up are promoted in an environment where everyone feels safe and protected



### Introducing Patrick Cates



Director of Organizational  
Change - Ethics and Culture

Patrick joined the Culture Team in July 2021 after 13 years at the Marshall School of Business, where he served as the Chief of Staff, among other roles. He recently graduated with his Doctorate in Organizational Change and Leadership from the Rossier School of Education.

### In This Document You'll Find:

#### Updates from the USC Culture Team

- Culture Network Evolution
- School and Unit Partnerships
- Culture Highlights

#### Looking Ahead: Our Four Strategic Priorities

- Create Community Impact
- Expand the Culture Network
- Build Strategic Partnerships
- Measure and Report on Change

# Culture Journey Updates

## Culture Network Evolution

Last semester, we sharpened our recruiting, training and onboarding processes for both Culture Network Members and Culture Journey Partners to continue driving the Culture Journey forward.



### Culture Network Role Refresh

Heard from Culture Network Members and realigned Culture Network roles to more accurately meet the needs of our evolving Culture Journey.



### School/Unit Specific Values Check-Ins

Trained Culture Network Members to facilitate workshops that put the Unifying Values into context and illuminate potential growth areas.

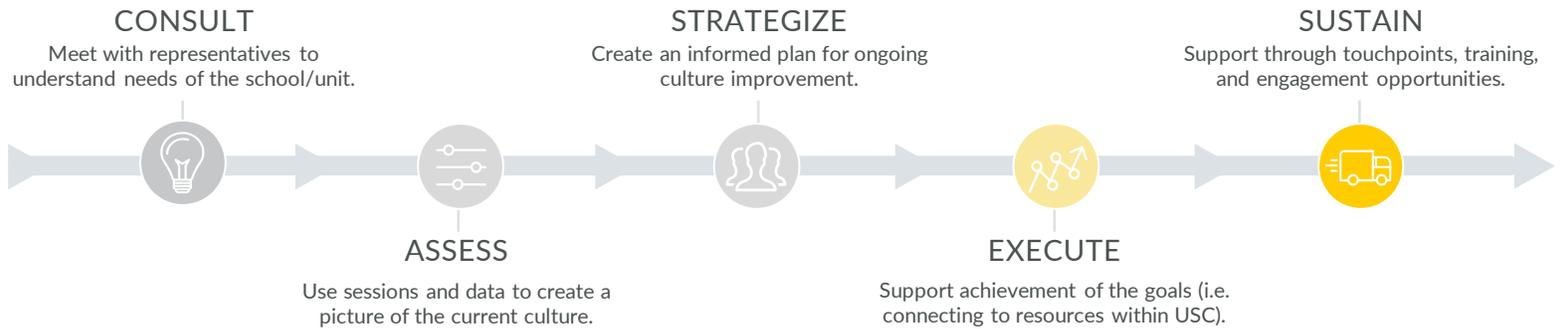


### Culture Journey Partners

Grew the Partner Network almost **30%** to **635** Partners that subscribe to updates and actively engage in Culture Journey activities.

## School and Unit Partnership Process

We have been working with Schools and Units on a continuum of support and partnerships. Currently, there are several Schools and Units who are actively engaging with the Culture Team, at various stages in the process. You can read specifics about a few of the partnerships in the Culture Highlights section at the bottom of this page.



## Culture Highlights

Last semester, we launched several culture-related initiatives, both through our School and Unit partnerships and on a USC-wide level. Below are a few examples of programs that helped integrate the Unifying Values into USC communities.



### Culture in Action Week

A week of culture events that included 4 panels on Monday–Thursday to discuss how the Unifying Values are being integrated at the organizational level.



### Values in Onboarding

Added a history of the USC Culture Journey and Unifying Values learning into New Employee Orientation.



### CommUNITY Day

In partnership with the **School of Dramatic Arts**, this event featured an opening address from leadership, diversity and inclusion strategist, Dr Omekongo Dabinga. **176** people attended.



### Values Check-Ins

**University Advancement** and **USC Libraries** have completed **7** Pilot Sessions to measure how the Unifying Values are being lived within their communities.



### Culture Toolkits

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



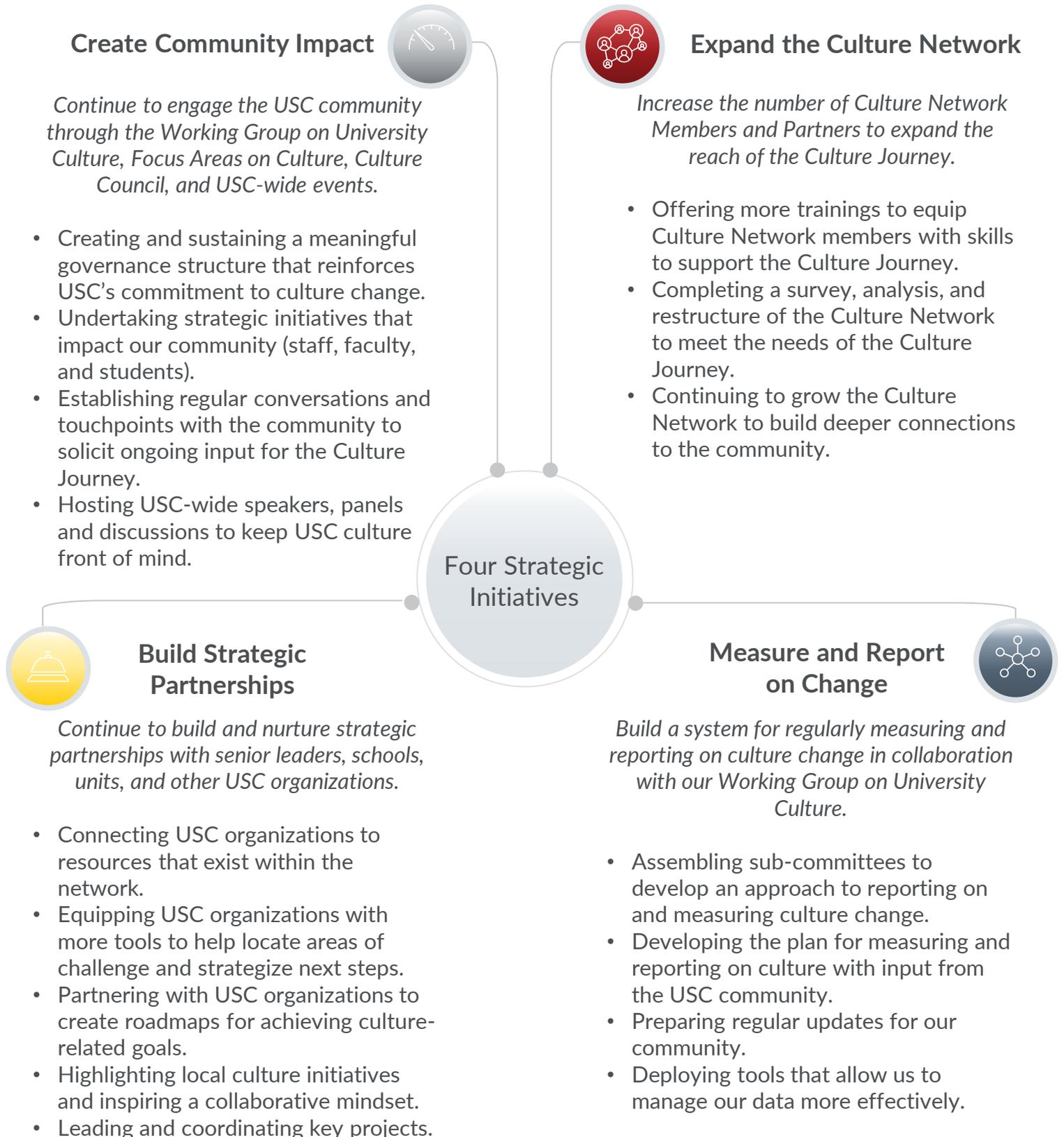
### Discussion Sessions

Supported schools and units like **Viterbi School of Engineering** to hold open discussion sessions on values and behaviors (**8** sessions facilitated at Viterbi).

# Looking Ahead

## Culture Journey Strategic Priorities

As we continue our Culture Journey, we look forward to further building out our four Strategic Priorities: Create Community Impact, Expand the Culture Network, Build Strategic Partnerships, and Measure and Report on Change.





## How You Can Facilitate Culture Change

### Actively Listen & Communicate

Check out USC's [Center for Excellence in Teaching](#) for online teaching pedagogy and tips for open communication.

### Lead with Values and Honesty

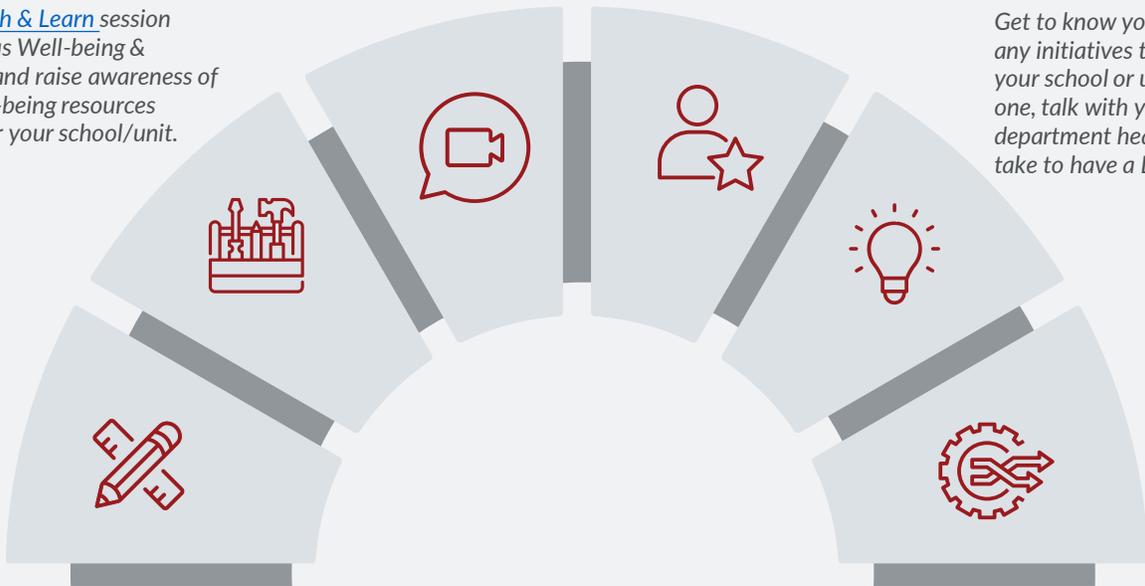
Identify a mentor within your unit or someone you can seek advice from during a difficult situation. Consider setting up regular meetings with them to connect and follow up.

### Create Care

Hold a [Lunch & Learn](#) session with Campus Well-being & Education, and raise awareness of critical well-being resources available for your school/unit.

### Engage Differences as Strengths

Get to know your [Diversity Liaison](#) and any initiatives that are happening in your school or unit. If you don't have one, talk with your supervisor or department head about what it would take to have a Diversity Liaison.



### Better Ourselves

Recognize a colleague who you have seen demonstrating Excellence, or any of the other Unifying Values, using [Top Notch Trojan](#) or fill out a [Values Recognition Card](#).

### Take Responsibility

[The Kortschak Center for Learning and Creativity](#) offers resources that can help with accountability. Visit their "Goal Setting" page and learn how to make SMART Goals.



## How You Can Stay Involved



### JOIN

Join the USC Culture Journey partners at [partnerforculturechange@usc.edu](mailto:partnerforculturechange@usc.edu) for monthly newsletters and events.



### ATTEND

Attend our [Culture Journey Events](#) — and encourage others to do the same.



### DOWNLOAD TOOLKITS

Download [toolkits](#) that you can use to help embed our values in your day-to-day experience.

## Additional Resources

- [Culture Journey Website](#)
- [Schedule a Consultation](#)
- [Replays of Culture Events](#)
- [USC Integrity and Accountability Code](#)