

# USC Race and Equity Center

## **LIBERAL ARTS COLLEGES RACIAL EQUITY LEADERSHIP ALLIANCE**

The University of Southern California Race and Equity Center recently announced the launch of the Liberal Arts Colleges Racial Equity Leadership Alliance. Detailed below are resources the Center is annually offering its 68 Alliance member institutions.

### **RACIAL EQUITY eCONVENING SERIES**

Beginning in February 2021, the Center will host a dozen eConvenings, each on a particular aspect of racial equity. These live, synchronous professional learning experiences will be held virtually throughout the year, one per month. Three-hour learning sessions, each on a different topic, will be delivered by highly-respected leaders of national higher education associations, tenured professors who study race relations and people of color, chief diversity officers and other experienced administrators, and specialists from the Center.

The 12 eConvening sessions will focus mostly on strategies and practical approaches. While credible research will undergird them, sessions will not be too theoretical, uselessly abstract, or inaccessibly academic. These three-hour synchronous learning experiences will be highly engaging and interactive. Instructors will use contemporary cases of equity dilemmas and racial crises on liberal arts college campuses. Emphasis will be placed on learning from sagas that have recently occurred elsewhere; learning how to get ahead of situations and reducing risk of crisis; and learning actionable equity leadership strategies. Attendees will return to work that same day with shareable tools and resources.

There is no registration cost for up to eight faculty and/or staff members per college, per eConvening. An Alliance member institution can send the same eight employees to all 12 sessions, or a total of 96 different representatives across the dozen eConvenings offered each membership year.

### **VIRTUAL EQUITY RESOURCE PORTAL**

The Center is developing an online repository of resources and tools for Alliance member colleges. Downloadable equity-related rubrics, readings, case studies, videos, slide decks, and conversation scripts will be included in the portal. Every employee across all levels (custodians, food service professionals, full-time and adjunct faculty members, admission officers, student affairs professionals, athletic department staff, and the presidents' cabinet, to name a few) at each Alliance member college will have 24/7 full access to the virtual resource portal. The portal will launch in late-spring 2021.

### **THREE CAMPUS CLIMATE SURVEYS**

The Center's National Assessment of Collegiate Campus Climates (NACCC) has been administered to more than 500,000 students at colleges and universities in every geographic region of the United States. The NACCC is a rigorous, expert-validated quantitative survey that measures belonging and inclusion, the frequency and depth of cross-racial interactions, students' appraisals of institutional commitment to diversity and inclusion, and other related topics.

Using the NACCC as our guide, the Center is developing a pair of workplace climate surveys for Alliance member colleges: one for staff at all levels, and another for faculty (including full-time, adjunct, and part-time instructors). These two surveys will focus on topics like employees' perceptions of equitable opportunities for promotion and advancement; mattering and sense of belonging; how different groups of employees differently experience the workplace environment; employees' encounters with racism, sexism, homophobia, transphobia, and other –isms at work; employee satisfaction with the College's responses to reports of abuse, unfair treatment, and climate problems; and appraisals of the institution's commitment to equity.

Alliance member colleges will benefit from this trio of campus climate surveys on a three-year rotational basis: the student survey in year one, the faculty survey in year two, and the staff survey in the third membership year. The Center will manage data collection and analysis.

### **PRESIDENTS UNITED FOR RACIAL EQUITY**

Presidents of Alliance member colleges will meet quarterly to share strategies, seek advice, and identify ways to leverage the Alliance for collective impact on racial equity in higher education. In addition, presidents will occasionally come together to craft rapid responses to urgent racial issues confronting the nation. Alliance presidents will collaboratively determine what to do; what to say to their respective campus communities; and what they can communicate in one unified voice to policymakers, journalists, and other audiences.

### **COST**

Each member college pays \$18,000 per year to access all Alliance resources.

### **INAUGURAL MEMBER INSTITUTIONS**

Allegheny College	Haverford College	Southwestern University
Alvernia University	Hobart and William Smith Colleges	St. Olaf College
Amherst College	Hollins University	St. Lawrence University
Bard College	Knox College	Susquehanna University
Barnard College	Lafayette College	Swarthmore College
Bowdoin College	Luther College	Trinity University
Bryn Mawr College	Macalester College	Union College
Bucknell University	McPherson College	University of Puget Sound
Carleton College	Mount Holyoke College	University of Richmond
Centre College	Muhlenberg College	The University of the South
Claremont McKenna College	Pitzer College	Utica College
Colby College	Pomona College	Vassar College
Colgate University	Oberlin College	Virginia Wesleyan University
Colorado College	Occidental College	Wabash College
Connecticut College	Randolph College	Washington and Lee University
Davidson College	Reed College	Wellesley College
DePauw University	Rhodes College	Westminster College
Dickinson College	Rollins College	Whitman College
Gonzaga University	Sarah Lawrence College	Whittier College
Goucher College	Scripps College	Williams College
Grinnell College	Skidmore College	Wofford College
Hamilton College	Smith College	
Harvey Mudd College	Soka University of America	