



# The Office of Inclusive Excellence

2023 – 2024 Mid-Year Report

*Creating a Sense of Belonging for Everyone*

*Increasing Access and Success*

- Intentional outreach to underrepresented, diverse, and first-generation students.
- Connect students and employees to community and university resources and services

## ACTIONS COMPLETED

- Sponsored our first Minority Pre-Law Summit (11/4/23).
  - 26 students from USC and local HBCUs attended the event.
  - Attendees participated in a mock law class and legal writing workshop.
  - The agenda included panel discussions with current students, law faculty, and alumni.
- Sponsored Student Resources Connect in August to connect current students to campus and community resources (e.g., mental health, assistance with food/rent/utilities/clothing, academic services, and substance abuse).
  - 21 agencies/offices attended the event and connected with our students.
- Met with the officers of the Columbia National Black Law Students Association Pre-Law Chapter.
  - We will collaborate in future on mentoring opportunities and classroom visits for their members.

## *Improving* Climate and Intergroup Relations

- Climate assessment
- Support for affinity groups
- Cultural awareness, recognition, and celebration

## ACTIONS COMPLETED

- Organized student inclusion workgroups to plan monthly cultural celebrations and recognitions.
- Currently collaborating with DEI committee, EAB, Diversity & Inclusion Task Force, and IE Law Fellow on the development and implementation of climate survey in Jan/Feb.
- Collaborated with Latinx, Native American, LGBTQ+, and veteran student affinity groups on new programming projects.
  - NALSA held its first panel discussion in November.
- Organized the Staff of Color affinity group and held meetings/trainings/fellowships in August and October.



## The Office of Inclusive Excellence

### *Promoting* Education, Training, and Scholarship

- Student education and training related to belonging
- Faculty and staff education and training related to belonging

#### ACTIONS COMPLETED

- Implemented required Cultural Competency, Bias, and Racism training for all 1Ls.
- Facilitated first session of *Responding to Microaggressions Effectively Using the RAVEN Approach* for staff.

### *Strengthening* The Institutional Infrastructure

- Strategic diversity planning
- Collection, analysis, and communication of disaggregated student data
- Standardization of inclusive hiring and other HR-related practices and processes
- Institution-wide communication of efforts and initiatives to increase belonging, diversity, and inclusion

#### ACTIONS COMPLETED

- Created an Inclusive Excellence Instagram and LinkedIn accounts.

### *Developing* Community Partnerships and Engagement

- Legal profession pathway programs
- Community partnerships

#### ACTIONS COMPLETED

- Started the middle school pathway program: *Storytelling in the Law*.
  - 22 students from Hopkins Middle School participate in monthly sessions.
  - Professor Jan Baker developed the curriculum and other faculty assist in sessions.
  - 10 current law students serve as mentors to the middle schoolers.
  - Last session is in March 2024.
- Produced the theatrical production *The Laramie Project* for LGBT History Month in collaboration with the United States Attorney's Office, and the Richland County Bar Association.
- Facilitated *Creating a Culture of Belonging* session at the TRIO Southern Regional Conference.
- Supervised three summer interns from the USC TRIO program.

*Creating A Place Where...*

*We ALL Feel a Sense of* **BELONGING**

#### CONTACT

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