



**MEMORANDUM**

**To:** USC Community

**From:** Andrew T. Guzman, Provost and Senior Vice President for Academic Affairs  
Felicia A. Washington, Senior Vice President of Human Resources  
Steven D. Shapiro, Senior Vice President for Health Affairs

**Date:** Sept. 11, 2023

**Re:** USC reaffirms its commitment to NASEM Action Collaborative

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We are pleased to share our progress in making higher education an inclusive and safe space as part of our continued commitment to the National Academy of Sciences, Engineering, and Medicine's (NASEM) [Action Collaborative on Preventing Sexual Harassment in Higher Education](#).

The NASEM Action Collaborative brings together leaders from colleges, universities, and other research and training programs to work toward addressing and preventing sexual harassment across all disciplines and among all people in higher education. It was established in 2019 to create an active space where academic institutions can move beyond basic legal compliance to evidence-based policies and practices at the individual and system levels for addressing and preventing all forms of sexual harassment and promoting a culture of respect.

Since becoming a [founding member of the initiative](#), USC has taken steps to ensure culture changes beyond legal compliance to prevent sexual and gender-based harassment. The following efforts are examples of how we are cultivating an environment of change and providing support resources to our community.

- USC established a NASEM working group currently chaired by Dr. Maria Guadalupe Maldonado, Clinical Assistant Professor of Family Medicine, and Catherine Spear, Vice President for USC's Office for Equity, Equal Opportunity, and Title IX (EEO-TIX).

The working group, which consists of University Park Campus and Health Sciences Campus faculty and staff, is responsible for identifying programs, research, and resources that foster an environment where harassment is neither enabled nor tolerated.

- In 2019, the [Center for Gender Equity in Medicine & Science \(GEMS\)](#) was founded at the Keck School of Medicine. Dr. Maria Guadalupe Maldonado serves as the center's director, which works towards achieving a climate of gender equity and safety for all.

### **Future of USC and NASEM**

Throughout the next four years, USC will continue to expand upon its commitment to the Action Collaborative. The established working group intends to use climate assessment data to inform training, support, and policy development; conduct forums to hear from those who have experienced sexual and gender-based harassment; and serve as a continuing resource for innovative strategies and ideas to enhance a harassment-free educational and work environment.

USC's participation in the NASEM Action Collaborative is closely aligned with our six [Unifying Values](#) and supports our mission of creating a culture that instills trust and respect within our Trojan community. Our [Culture Journey report](#) highlights our collective efforts to intentionally define and build an ethical and inclusive culture, and our NASEM work plays an important role in that effort as we advance our values and hold ourselves accountable.

We appreciate all those who dedicate their time and expertise to this initiative and thank them for championing our values and for representing USC.