

What is the Center for GEMS?

The Center for GEMS was established with the goal of creating an innovative, sustainable structure to achieve a culture of equity and safety at the Keck School of Medicine. Led by Zea Borok, MD, the Center brings together diverse groups to champion solutions for important gender equality issues for everyone at the Keck School.

What we're doing...

Launched in March, 2019, the Center is led by a Governing Board with input from an Advisory Council. Three Working Groups, each co-led by two faculty members who serve on the Center's Governing Board, have been meeting on a regular basis to advance the gender equity initiative. Working Group members were solicited through an open call for volunteers and include faculty, staff and trainee representation. Each working group is defining their short- and long-term goals.



Leadership Development Working Group

Leaders: Rima Jubran, MD, MPH and Kevin Lohenry, PhD, PA-C

This working group is planning a leadership summit next year and is developing leadership competencies related to gender equity.



Equity & Representation Working Group

Leaders: Daphne K. Walker, MD and Mark Frey, PhD

This working group plans to implement implicit bias trainings and establish standards for composition of search committees and applicant pools.



Sexual Harassment Working Group

Leaders: Parveen Parmar MD, MPH and Gabriel Zada, MD, MS

This working group is reviewing sexual harassment policies at both USC and other academic institutions and is researching climate surveys for potential implementation at KSOM.

“Establishment of the Center for GEMS provides a clear path forward to effect culture transformation that goes beyond mere compliance. Please join me in supporting a culture that promotes integrity, respect and inclusivity.”

– DEAN LAURA MOSQUEDA, MD

Organizational Chart



Announcements

SAVE THE DATE! Leadership Conference

April 22, 2020

USC Health Sciences Campus

Open to all at the Keck School and Keck Medicine

Co-sponsored by Center for GEMS and the KSOM Office of Leadership and Wellness

Why GEMS?

The Keck School of Medicine endeavors to provide its students, faculty and staff with an experience at a top academic institution that is characterized by gender equity and respect. Gender discrimination and sexual harassment have a detrimental impact on many facets of an organization, ranging from loss of talented faculty, poor morale, and diverse perspectives to negative patient outcomes. The good news is that organizations with inclusive cultures are more likely to be high-performing, meet or exceed financial targets, and be innovative and agile. The Center for GEMS aims to effect such a culture change through a comprehensive approach directed more broadly at achieving gender equity at all levels of the organization.

30-52%
of female faculty
members in academic medicine
experience sexual harassment

60%
of medical trainees
experience at least one form of
harassment or discrimination
during their training

Gender Partnership Trainings

The Keck School hosted a series of workshops for leadership between May and October of this year. Nearly 200 leaders at the Keck School and Keck Medicine learned about the roles they can play in creating an inclusive environment and mitigating gender-based blind spots in both individuals and the organization.

Collaboration Across the University

USC is a founding member of the **National Academies of Sciences, Engineering and Medicine (NASEM) Action Collaborative on Preventing Sexual Harassment in Higher Education** (<https://sites.nationalacademies.org/sites/sexualharassmentcollaborative/index.htm>). As a founding member of the collaborative, the university will play a substantial role in developing the scope and vision of this important project and is making a pledge of significant financial support for the next four years. Several leaders from USC, including faculty at the Keck School, are actively participating in a working group within the collaborative focused on Measuring Climate and Gauging Progress on Campus. Inspired by these efforts, the university is hosting a leadership retreat in January, 2020 to further explore how we can effect genuine systemic change to prevent sexual harassment throughout the institution.



Visit our website for more information: keck.usc.edu/center-for-gems
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