Diversity in the Workplace Fall 2013 Western Monmouth Campus Tuesday 3:00 PM – 5:40 PM

Course Number: 37:575:364: 80

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Course Description:

This course focuses on how the increasing demographic diversity of American workplaces affect social relations, cultural dynamics, and organizational effectiveness.

Texts for the Course:

Required:

Cyrus, Virginia and Roberta Fiske Rusciano. <u>Experiencing Race, Class and Gender in the United States</u>, 6th Ed., (2013:McGraw Hill)

Recommended:

Morrison, Terri et al. <u>Kiss, Bow or Shake Hands: How to Do Business in Sixty Countries</u>, 2nd Ed., (2006: Adams Media Corporation)

Rutgers Core Learning Objectives:

Analyze the degree to which forms of human difference shape a person's experiences of and perspectives on the world.

Analyze issues of social justice across local and global contexts.

Course Specific Learning Objectives:

Encourage students to develop an appreciation of their multiple identities, including their gender, religious, ethnic and cultural backgrounds.

Explore one's own personal unique blend of strengths, qualities and preferences using the <u>True Colors</u> metaphor.

Encourage class members to develop an appreciation for the gender, religious, ethnic, cultural and personal uniqueness of others.

Discuss ways to eliminate bias in the workplace.

Utilize skills within a group to build a strong group identity that transcends the Differences of individual members

Study diverse cultures expectations for doing business with Americans.

Establish a classroom atmosphere which will promote understanding and unity of diverse personal identities, allow personal friendships to develop and increase each student's awareness and appreciation of diversity.

Attendance and Assignments:

Regular attendance is necessary in order to successfully complete this course. Assignments are due on the dates scheduled in the syllabus. If you cannot complete an assignment on time see me prior to the scheduled due date for special consideration. If you have special learning needs please speak to the instructor during the first class. Office hours are available on appointment.

All cell phones, pagers and electronic devices must be turned off prior to class. Please make every effort to arrive on time to class and to stay until the class is dismissed.

Evaluation:

Identity Paper 25%

Review the paper assignment in page 68, #1 of your text which focuses on racial and ethnic features of your identity. In the same paper include gender as described on page 109, #1 and socioeconomic class as described on page 311, #1.(8-10 pages)

American Identity

10%

In many places around the world our ethnic identity will be superceded by our being identified as American. Your assignment is to write a 3-5 page paper about how you view yourself and how others may have viewed you as an American.

If you are a citizen of another country you may write your paper on your impressions of Americans including the stereotypes and the reality of your experience in the United States.

Group Project on Business Practices Around the World 25%

Groups will be assigned different geographical areas to research and report back to the class about cultural similarities and differences that could make or break business dealings with different people around the world.

Essay Analysis 20%

Select four essays from the essays in your text. For each of the four essays, please summarize the author's point of view and give a personal response to the essay in no more than two pages for each essay.

Final Exam 20%

Students will complete a final evaluation based on the learning outcomes and objectives for the course.

In this class the challenge to each of you is a very personal one. I hope that we will rise to the challenge together and share an experience of worthwhile educational knowledge and personal growth that will serve us well in our lives, both inside and outside the workplace.

The course schedule that follows is subject to change at the discretion of the instructor.

Course Schedule

Sept. 3

Introduction to Diversity in the Workplace What's in a Name?
Classic Example of Diversity
Diversity Pursuit

Fiske- Rusciano Identity-Gender- Economics Parts I-III

Sept. 10

Building a Diversity Toolkit Significant Differences Among People Workforce Trends Packing Your Cultural Bag Increasing Global Diversity The Global Village Assign Identity Paper Due 10/1

Sept.17

Personality Diversity in the Workplace True Colors

Sept.24

True Colors in Action-Building for the Future

Oct. 1

Rusciano-Fiske Part IV

Discussion of Ethnic Identity Papers Federal Law and Workplace Diversity

Oct. 8

Philip Freeman, Esq. New Jersey Division of Civil Rights- Guest Speaker Assign American identity paper due 10/13

Oct. 15

Catherine Kapferer, Human Resources Covance –Guest Speaker Diversity in the Workplace from a Human Resources Perspective

Oct. 22 Ruciano-Fiske
Part V

Gender/Sexual Identity Gender and Sexual Identity Gender and Communication in the Workplace

Oct.29

Sexual Harassment in the Workplace Anita Hill's testimony Assign group and geographical areas for group reports. Bring "Kiss Bow, etc." to class

Nov. 5

Discuss Culture class Guest speaker invited-not yet confirmed.

Nov. 12

Doing business in a global economy Class time for group project preparation

Nov. 19

Discuss film and papers

Group Reports on Business Practices Around the World

Nov. 26

No Class- Happy Thanksgiving!

Dec. 3 Fiske-Rusciano
Parts VIII & IX

Group Reports Continue What can we do? Developing strategies for addressing bias in the workplace

Dec. 10

Review for Final Exam

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