

Diversity in the Workplace
Fall 2013
Atlantic Cape/ACCC
Thursday 3:00 PM – 5:40 PM

Course Number: 37:575:364: 81

Instructor: Dianne Mills McKay

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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. Experiencing Race, Class and Gender in the United States, 6th Ed., (2005:McGraw Hill)

Recommended:

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

Learning Outcomes:

Identify ways to reduce bias in the workplace.

Explain (understand) business practices in a country other than the United States.

Analyze your personal identity as it relates to personal and workplace interactions with others.

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 True Colors 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 30%

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 2-3 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.

Culture Clash and Ethnocentrism 10%

Based on the elements of cultural differences as exposed by the film "Mister Baseball" explore the culture class between the expectations of an American baseball player hired to meet the expectations of his new Japanese

business owners. Focus on the business/employee relationships.(3-5 pages)

Group Project on Business Practices Around the World 30%

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.

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. 5

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

Fiskle- Rusciano
Intro. pp. xii-xvii

Sept. 12

Building a Diversity Toolkit
Significant Differences Among People
Increasing Global Diversity
Packing Your Cultural Bag
The Global Village
Future Workforce Trends

Sept.19

Building a Diversity Toolkit (cont'd)

Who Am I? Who Are My Others?
Understanding Diversity Terminology
The Four Cornerstones of Diversity Development
Sources of Diversity-Personal and Demographic
Assignment of Identity Paper due Oct. 9

Sept.26

Personality Diversity-True Colors

Oct. 3

True Colors=Building for the Future

Oct. 10

Discussion of Ethnic Identity Papers
Exploring being an American

View Paul Mazursky's tribute to American diversity [Moscow on the Hudson](#)
Assign American Identity paper due 10/23

Oct.17

Federal/State Legislation
Guest Speaker Invited

Oct. 24

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

Fiske-Rusciano Essays on

Oct.31

Race, Ethnicity, Socio-Economic Status
Guest speaker from the NJ Dept. of Treasury invited
Assign group and geographical areas for group reports. Bring "Kiss Bow, etc." to clas

Nov. 7

Discuss Culture clash

View "Mr. Baseball"
Assign film analysis paper due Nov. 20

Nov. 14

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

Nov. 21

Discuss film and papers
Guest speaker invited.

Dec. 5

Group Reports on Business Practices Around the World

Dec. 12

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