Second Revision

DIVERSITY IN THE WORKPLACE

37:575:364
Spring 2012

Instructor: Lisa Charles
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Class time: Tuesday 7:15 p.m.- 10:05 p.m. Office Hours: Before Class or by Appointment
Class location: Heldrich Science Building Room 201
Cook/Douglass Campus

Required Text Bell, Myrtle P (2007) *Diversity in Organizations*

Course Pack (related articles for class discussions) Available on SAKAI

Course Description: This course will explore and analyze the issues, challenges and opportunities related to a diverse workforce. The importance of leveraging diversity in the workplace will be examined as well as examining individual cultural values, biases and behaviors.

Students will apply concepts about human and social behavior to particular questions, issues or situations. This course focuses on giving students opportunities to get familiar with real-world diversity issues and problems in the workplace. As the workforce becomes increasingly diverse, it is imperative that we learn how to listen and understand people from different group identities who may bring different, and equally valuable, points of views to the workplace.

All cultures have their own in-group and out-group prejudices and stereotypes. Raising the awareness of certain issues will help develop a propensity toward tolerance and inclusion.

Readings: All readings MUST be done prior to class. In class discussions will focus on reading materials. To facilitate the learning experience, the class will combine small group and class discussions, lectures and exercises.

Grading: Grades will be computed as follows:

15% Attendance and Participation
25% Exam 1
10% Personal Experience Assignment
25% Group Case Analysis and
* Paper
* Presentation
25% Exam II

Exams Both exams will be a combination of multiple choice questions, short answer questions and essay questions.

Group Case Analysis

Students will be divided into groups. Each group must submit one group case analysis in writing on a diversity topic. Groups are to make and announce selection by the end of the fourth class. Each group will write a 10-page paper analyzing their case.

You can use and cite materials in related readings assigned during the semester. You are expected to find additional information from other sources, e.g. academic journals, industry periodicals and /or books.

Personal Experience Assignment

Each student will write a 3-5 page paper describing the culture to which he/she indentifies and a personal experience regarding a cross cultural encounter.

Class Participation

Your participation in class is critical. The highest possible grade cannot be obtained without it! Your perceptions, informed opinions, observations and curiosities will be solicited and are welcomed.

The participation portion of your grade will be based on your contribution to class discussions using the required readings. Participation is also determined by your involvement in your group's activities.

Date	**Subject and Assignment**
January 17	Overview of the course. Introductions and expectations.
January 24	Leveraging Diversity. Chapter 1. Diversity Finds its Place; Reaching for Diversity; The Business Case for Diversity
January 31	Our World View. Chapter 1 continued. Our Culture Influences Who We Are and How We View Social Behavior
February 7	Theories and Thinking about Diversity. Chapter 2. Biases; Theories of Prejudice; Race and Discrimination. Chapter 3. Affirmative Action Legislation
	Personal Experience Assignment Due
February 14	Chapter 3 continued. Affirmative Action Legislation. Prepare for Exam I
February 21	**Exam I**

February 28	Review Exam 1. Chapters 4 and 7 African Americans and Whites/European Americans; Black Caucus Group; Lawsuits and Settlements
March 6	Latinos, American Indians, Alaska Natives and Multiracial Groups. Chapters 5 and 8; Strength in Numbers
March 13	S**PRING BREAK – NO CLASS**
March 20	Asian American and Age. Chapters 6 and 11; An Age Old Problem
March 27	Sexual Orientation and Religion. Chapters 10 and 15; Showing Good Faith; Religion vs Sexual Orientation; From the Whispers.
April 3	Sex and Gender. Weight and Appearance. Chapters 9 and 14; Why Women Still Don't…
April 10	Work and Family. Physical and Mental Ability. Chapters 12 and 13. Hiring People With…
April 17	Diversity Film
April 24	**GROUP PRESENTATIONS**
May 8	**Exam II**