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Diversity in the Workplace

Spring, 2012
Monday 7:15 p.m. – 10:05 p.m.
Hickman Hall Room 205

Instructor: Darcel Lowery
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Office Hour: by appointment

Required Text

Bell, Myrtle P. (2007). *Diversity in Organizations*

Course Pack (compilation of related articles to be used for class discussions)
Available on SAKAI

Learning Objectives:

This class relates to the overall objectives of a liberal arts education in the social science area. "A Rutgers University SAS graduate will be able to:

- "Understand the bases and development of human and societal endeavors across time and place." *Throughout this course you will explore 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.*

- "Analyze issues of social justice across local and global contexts." *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, but equally valuable, points of view to the workplace. In an attempt to help us understand the origins and perpetuations of our biases, prejudices, and perceptions, informed opinions, observations, and curiosity will not only be solicited but welcomed*

It is important that students keep in mind that all cultures have their own in-group and out-group prejudices and stereotypes. By raising the level of awareness of certain issues we hope to develop an attitude of tolerance and inclusion.

Grading Policy

Grades will be based on two exams, a team project (group case analysis), and class participation.

- Exam 1 (midterm) 30%
- Exam 2 (final) 30%
- Group Case Analysis 30%
    - Paper
    - Presentation/Individual Case
- Participation 10%

Exams

Both midterm and final exam will be a combination of multiple choice questions, short answer questions and essay questions. The final is not cumulative.

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 is to write a 10- page paper analyzing their case.

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

All papers are due Monday, April 9. All presentations are to be given on Monday, April 16, April 23, and April 30. Presentations should be approximately 30 minutes each.

Class Participation

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 all of your group's activities, in class, and homework assignments.

Missed Exams, Papers, and Presentations

No make-up exams will be permitted unless the instructor is advised of a valid excuse **prior** to the exam or due date. Make up exams will only be granted with a legitimate excuse. Failure to take the exam at the appointed time will result in an "0" for that exam. Failure to submit case analyses at the appointed time will result in an "0" for the case analysis portion of the grade.

Attendance

Attendance is critical in this class because much of the learning comes from interaction of the students through class discussion. Therefore, class attendance is expected each day of class. If for some reason a student is not able to attend a class, it is expected that the student discuss the absence with the instructor, ahead of time, if possible.

Changes

This course is expected to follow the syllabus as written, however situations may arise where it is reasonable to make changes. Those changes will be discussed and made during class.

CLASS SCHEDULE AND ASSIGNMENTS

Class	Date	Topic	Assignment
1	Jan 23	Overview/Introduction	Get a head start on your reading
2	Jan 30	Leveraging Diversity	Required reading: ❖ Chapter 1 ❖ Diversity Finds its Place ❖ Reaching For Diversity ❖ Diversity's Business Case
3	Feb 6	Our World View FORM GROUPS	Required reading: ❖ Our Culture Influences Who We Are and How We View Social Behavior
4	Feb 13	Theories and Thinking about Diversity GROUP ASSIGNMENT	Required reading: ❖ Chapter 3 ❖ A Bias that's skin … ❖ Theories of Prejudice ❖ Race Prejudice as a …
5	Feb 20	Affirmative Action Legislation	Required reading: ❖ Chapter 2 ❖ Handout ❖ Catch-up on ABOVE
6	Feb 27	VIDEO REVIEW	
7	Mar 5	MIDTERM	

8	**Mar 19**	**African Americans** **Whites/European Americans**	**Required reading:** ❖ **Chapter 4 and 7** ❖ **Black Caucus Group** ❖ **No More Crude at Texaco** ❖ **Bringing Diversity to …**
9	**Mar 26**	**Latinos** **American Indians, Alaska Natives, and Multiracial Group Members**	**Required reading:** ❖ **Chapters 5 and 8** ❖ **Strength in Numbers**
10	**Apr 2**	**Asian Americans** **Age**	**Required reading:** ❖ **Chapter 6 and 11** ❖ **An Age Old Problem**
11	**Apr 9**	**Sexual Orientation** **Religion** **ALL WRITTEN RESEARCH DUE**	**Required reading:** ❖ **Chapter 10 and 15** ❖ **Showing Good Faith …** ❖ **Religion vs Sexual …** ❖ **From Whispers to …**
12	**Apr 16**	**Sex and Gender** **Weight and Appearance** **GROUP PRESENTATIONS**	**Required reading** ❖ **Chapter 9 and 14** ❖ **Why Women Still Don't …**
13	**Apr 23**	**Work and Family** **GROUP PRESENTATIONS**	**Required reading:** ❖ **Chapter 13**
14	**Apr 30**	**Physical and Mental Ability** **GROUP PRESENTATIONS** **REVIEW**	**Required reading:** ❖ **Chap 12** ❖ **Hiring People with …**

15	**May 7**	**FINAL**	