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**Diversity in the Workplace**

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Fall, 2018

Tuesday 7:15 p.m. – 10:05 p.m.

CDL Room 109

**Instructor:** Darcel Lowery  
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E-mail: [dlowr@allstate.com](mailto:dlowr@allstate.com)  
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:

- Analyze the degree to which forms of human difference shape a person’s experiences of and perspectives on contemporary issues. *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 contemporary issues of social justice.” *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 Tuesday, November 6. All presentations are to be given on Tuesday, November 13, November 27, and December 4. Presentations should be approximately 25 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 a “0” for that exam. Failure to submit case analyses at the appointed time will result in a “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

<b>Class</b>	<b>Date</b>	<b>Topic</b>	<b>Assignment</b>
1	Sept 4	Overview/Introduction	Get a head start on your reading
2	Sept 11	Leveraging Diversity	Required reading: ❖ Chapter 1
3	Sept 18	Our World View  FORM GROUPS	Required reading:  ❖ N/A
4	Sept 25	Theories and Thinking about Diversity  White Privilege Whites/European Americans  GROUP ASSIGNMENT	Required reading:  ❖ Chapter 2 and 7 ❖ Micro-Inequities ❖ Unpacking the Invisible ...
5	Oct 2	Affirmative Action  Legislation  African Americans	Required reading:  ❖ Chapter 3 and 4 ❖ Catch-up on ABOVE
6	Oct 9	Weight and Appearance  VIDEO  REVIEW	Required reading:  ❖ Chapter 15 ❖ Group Assignment Due
7	Oct 16	MIDTERM	

<b>8</b>	<b>Oct 23</b>	<b>Latinos</b> <b>American Indians, Alaska Natives, and Multiracial Group Members</b>	<b>Required reading:</b> <b>❖ Chapters 5 and 8</b>
<b>9</b>	<b>Oct 30</b>	<b>Asian Americans</b> <b>Age</b>	<b>Required reading:</b> <b>❖ Chapter 6 and 13</b>
<b>10</b>	<b>Nov 6</b>	<b>Sexual Orientation</b> <b>Religion</b> <b>ALL WRITTEN RESEARCH DUE</b>	<b>Required reading:</b> <b>❖ Chapter 11 and 12</b>
<b>12</b>	<b>Nov 13</b>	<b>Sex and Gender</b> <b>GROUP PRESENTATIONS</b>	<b>Required reading:</b> <b>❖ Chapter 9</b>
<b>13</b>	<b>Nov 27</b>	<b>Work and Family</b> <b>GROUP PRESENTATIONS</b>	<b>Required reading:</b> <b>❖ Chapter 10</b>
<b>14</b>	<b>Dec 4</b>	<b>Physical and Mental Ability</b> <b>GROUP PRESENTATIONS</b> <b>REVIEW</b>	<b>Required reading:</b> <b>❖ Chap 14</b>
<b>15</b>	<b>Dec 11</b>	<b>FINAL</b>	
