

Diversity in the Workplace
37:575:364:82
Tuesday, 6:30 pm to 9:00 pm, MCCC, Room TBA

Instructor: Debbie L. Hines
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By appointment, if before or after class does not work well

Diversity in the Workplace

In this class we will examine human behavior and social culture of diversity in the workplace. Students will analyze the framework of diversity, human difference and conflict. The course will focus on structural explanations for inequality in the labor market, benefits of inclusion and a value added workforce.

Student learning will be assessed primarily by an objective exam covering readings, lectures, speakers, and group exercises.

Grading Criteria:

- 10 points Project Implicit Bias Tests (Skin-Tone, Gender, Religion)
- 10 points Four Case Studies (Complete and bring to class for discussion)
- 40 points Mid-term Exam
- 40 points Final Exam

Laptop/Recording Policy:

Students are permitted to bring and use a laptop computer in class, for taking notes and viewing class readings. However, please do not engage in laptop-related activities that may distract other students. Students are **not** permitted to record, videotape, or photograph any classroom lecture or activity, absent prior express consent and authorization by the Instructor.

Course Materials:

Course reading materials may be found on Sakai under "Resources." The instructor reserves the right to supplement, substitute, and/or modify the listed reading selections.

Week 1:

January 17, 2017

Course Overview: Dimensions of Diversity

Introduction: Discussion of key themes and concepts and the law Handout: Diversity

Awareness Self-Assessment

What is diversity? Why are organizations using the term diversity in employment?

Week 2:

January 24, 2016

Dimensions of Diversity

Social Constructs and Forms of Self-Assessment

Reading: Implicit Bias Tests (Skin-Tone, Gender, and Religion)

Reading: Diversity-Social Perception

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Week 3:

January 31, 2016

Dimensions of Diversity: Gender Perceptions, Ethical Awareness and Organizational Behavior

Reading: Ethical Standards

Reading: Diversity-Attitudes

Reading: Diversity-Gender Issues

Week 4: February 7, 2016

Dimensions of Diversity: Structural and institutional factors associated with global issues and differences across the labor market

Reading: Diversity - Behavior

Reading: Diversity - Culture

Case Study: Diversity at Johnson and Johnson

Hand out: Understanding Culture

Week 5: February 14, 2016

Dimensions of Diversity: Conscious and Unconscious Behavioral Patterns and the Communication Outcomes

Reading: Diversity-Barriers

Reading: Organizational Communication

Case Study: Communicating Ethics and Cisco

Week 6: February 21, 2016

Dimensions of Diversity: Managerial Traits, Expectations and Performance Recognition

Reading: Diversity-Effectiveness

Review

Week 7: Midterm February 28, 2016

Week 8: March 7, 2016

Dimensions of Diversity

Inter-cultural Sensitivity; theories and concepts of adaptation and acceptance

Reading: Diversity - Developing Intercultural Sensitivity

Reading: Diversity - Gender Perception

Reading: Diversity - Sexual Orientation

EEOC: <https://www.eeoc.gov/eeoc/newsroom/release/7-28-15.cfm>

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Week 9: March 21, 2016

Dimensions of Diversity: Team Building and Organizational Leadership

How are decisions made?

Reading: Diversity-Organizational Structure

Reading: Diversity-Ethical Standards

Week 10: March 28, 2016

Dimensions of Diversity

Analyze social theories and workplace relationships among assumptions and stereotypes.

Movie: CRASH

Group Discussion

Week 11: April 4, 2016

Dimensions of Diversity: Workplace inclusion and conflict resolution

Reading: Diversity - Classification

Reading: Diversity - Culture of Inclusion

Case Study: Building a Culture of Inclusion at Whirlpool

Week 12: April 11, 2016

Dimensions of Diversity: Understanding the use of power and influence

Reading: Diversity-Social Interactions

Reading: Learning Styles and Types of Fit

Reading: Diversity-Organizational Culture

Case Study: Diversity at Johnson and Johnson

Week 13:

April 18, 2016

Dimensions of Diversity: Workplace climate and leadership

Reading: Diversity-Conflict Perspective

Dimensions of Diversity: Ability to influence and inspire others.

Reading: Diversity-Organizational Politics

Week 14:

April 25, 2016

FINAL EXAM