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**Diversity in the Workplace**

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Spring, 2015

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 13. All presentations are to be given on Monday, April 20, April 27, and May 4. 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

<b>Class</b>	<b>Date</b>	<b>Topic</b>	<b>Assignment</b>
<b>1</b>	<b>Jan 26</b>	<b>Overview/Introduction</b>	<b>Get a head start on your reading</b>
<b>2</b>	<b>Feb 2</b>	<b>Leveraging Diversity</b>	<b>Required reading:</b>  ❖ <b>Chapter 1</b>
<b>3</b>	<b>Feb 9</b>	<b>Our World View</b>  <b>FORM GROUPS</b>	<b>Required reading:</b>  ❖ <b>N/A</b>
<b>4</b>	<b>Feb 16</b>	<b>Theories and Thinking about Diversity</b>  <b>White Privilege</b> <b>Whites/European Americans</b>  <b>GROUP ASSIGNMENT</b>	<b>Required reading:</b>  ❖ <b>Chapter 2</b> ❖ <b>Micro-Inequities</b> ❖ <b>Unpacking the Invisible ...</b>
<b>5</b>	<b>Feb 23</b>	<b>Affirmative Action</b>  <b>Legislation</b>  <b>African Americans</b>	<b>Required reading:</b>  ❖ <b>Chapter 3 and 4</b> ❖ <b>Catch-up on ABOVE</b>
<b>6</b>	<b>Mar 2</b>	<b>VIDEO</b>  <b>REVIEW</b>	<b>Required reading:</b>  ❖ <b>N/A</b> ❖ <b>Group Assignment Due</b>
<b>7</b>	<b>Mar 9</b>	<b>MIDTERM</b>	
<b>8</b>	<b>Mar 16</b>	<b>SPRING BREAK</b>	

9	Mar 23	<b>Latinos</b>  <b>American Indians, Alaska Natives, and Multiracial Group Members</b>	<b>Required reading:</b>  ❖ <b>Chapters 5 and 8</b>
10	Mar 30	<b>Asian Americans</b>  <b>Age</b>	<b>Required reading:</b>  ❖ <b>Chapter 6 and 13</b>
11	Apr 6	<b>Sexual Orientation</b>  <b>Religion</b>  <b>ALL WRITTEN RESEARCH DUE</b>	<b>Required reading:</b>  ❖ <b>Chapter 11 and 12</b>
12	Apr 13	<b>Sex and Gender</b>  <b>Weight and Appearance</b>  <b>GROUP PRESENTATIONS</b>	<b>Required reading:</b>  ❖ <b>Chapter 9 and 15</b>
13	Apr 20	<b>Work and Family</b>  <b>GROUP PRESENTATIONS</b>	<b>Required reading:</b>  ❖ <b>Chapter 10</b>
14	Apr 27	<b>Physical and Mental Ability</b>  <b>GROUP PRESENTATIONS</b>  <b>REVIEW</b>	<b>Required reading:</b>  ❖ <b>Chap 14</b>
15	May 4	<b>GROUP PRESENTATIONS</b>	

<b>16</b>	<b>May 11</b>	<b>FINAL</b>	