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**Diversity in the Workplace**

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Fall 2019  
Tuesday 7:15 p.m. – 10:05 p.m.  
Cook/Douglas Lecture Hall 109

**Instructor:** Darcel Lowery  
Phone: (908) 252-5103  
E-mail: [dlowr@allstate.com](mailto:dlowr@allstate.com)  
Office Hour: by appointment

**Required Text**

Bell, Myrtle P. (2017). *Diversity in Organizations*

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

**Learning Objectives:**

**Rutgers Core: Contemporary Challenges**

- Analyze the degree to which forms of human difference shape a person's experiences of and perspectives on contemporary issues.
- Analyze contemporary issues of social justice.

**School of Management and Labor Relations**

- Evaluate the context of workplace issues, public policies, and management decisions

**Labor Studies and Employment Relations Department**

- Analyze the degree to which forms of human difference shape a person's experience of work.
- Analyze issues of social justice both in the U.S. and globally.

**Instructor**

- Keep in mind that all cultures have their own in-group and out-group prejudices and stereotypes.
- 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 10%
- Exam3 10%
- Exam 4 (final) 10%
- 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 Wednesday, April 10. All presentations are to be given on Wednesday, April 17, April 24, and May 1. 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 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>
<b>1</b>	<b>Sept 3</b>	<b>Overview/Introduction</b>	<b>Get a head start on your reading</b>
<b>2</b>	<b>Sept 10</b>	<b>Leveraging Diversity</b>	<b>Required reading:</b>  ❖ <b>Chapter 1</b>
<b>3</b>	<b>Sept 17</b>	<b>Our World View</b>  <b>FORM GROUPS</b>  <b>GROUP ASSIGNMENT</b>	<b>Required reading:</b>  ❖ <b>N/A</b>
<b>4</b>	<b>Sept 24</b>	<b>Theories and Thinking about Diversity</b>  <b>White Privilege</b>  <b>Whites/European Americans</b>	<b>Required reading:</b>  ❖ <b>Chapter 2</b> ❖ <b>Micro-Inequities</b> ❖ <b>Unpacking the Invisible ...</b>
<b>5</b>	<b>Oct 1</b>	<b>VIDEO</b>  <b>Affirmative Action</b>  <b>Legislation</b>	<b>Required reading:</b>  ❖ <b>Chapter 3 and 4</b> ❖ <b>Catch-up on ABOVE</b> ❖ <b>Group Assignment Due</b>
<b>6</b>	<b>Oct 8</b>	<b>African Americans</b>  <b>REVIEW</b>	<b>Required reading:</b>  ❖ <b>Chapter</b>
<b>7</b>	<b>Oct 15</b>	<b>VIDEO</b>	
<b>8</b>	<b>Oct 22</b>	<b>MID-TERM</b>	

9	Oct 29	Latinos American Indians, Alaska Natives, and Multiracial Group Members	Required reading: ❖ Chapter 5 and 8
10	Nov 5	Asian Americans Age	Required reading: ❖ Chapter 6 and 13
11	Nov 12	Sexual Orientation Religion RESEARCH PAPERS DUE EXAM 2	Required reading: ❖ Chapter 11 and 12
12	Nov 19	Sex and Gender Weight and Appearance GROUP PRESENTATIONS	Required reading: ❖ Chapter 9 and 15
	Nov 26	NO CLASS	
13	Dec 3	Physical and Mental Ability GROUP PRESENTATIONS EXAM 3	Required reading: ❖ Chap 14
14	Dec 10	Work and Family GROUP PRESENTATIONS	Required reading: ❖ Chap 10

<b>15</b>	<b>Dec 17</b>	<b>FINAL Take Home EXAM Due</b>	