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Diversity in the Workplace

Spring, 2019

Wednesday 6:40 p.m. – 9:30 p.m.

Beck Hall Room 213

Instructor: Darcel Lowery
Phone: (908) 252-5103
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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:

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 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

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
3	Feb 6	Our World View FORM GROUPS GROUP ASSIGNMENT	Required reading: ❖ N/A
4	Feb 13	Theories and Thinking about Diversity White Privilege Whites/European Americans	Required reading: ❖ Chapter 2 ❖ Micro-Inequities ❖ Unpacking the Invisible ...
5	Feb 20	VIDEO Affirmative Action Legislation	Required reading: ❖ Chapter 3 and 4 ❖ Catch-up on ABOVE ❖ Group Assignment Due
6	Feb 27	African Americans REVIEW	Required reading: ❖ Chapter
7	Mar 6	VIDEO	
8	Mar 13	MID-TERM	

9	Mar 20	SPRING BREAK	
10	Mar 27	Latinos American Indians, Alaska Natives, and Multiracial Group Members	Required reading: ❖ Chapter 5 and 8
11	Apr 3	Asian Americans Age	Required reading: ❖ Chapter 6 and 13
12	Apr 10	Sexual Orientation Religion RESEARCH PAPERS DUE EXAM 2	Required reading: ❖ Chapter 11 and 12
13	Apr 17	Sex and Gender Weight and Appearance GROUP PRESENTATIONS	Required reading: ❖ Chapter 9 and 15
14	Apr 24	Physical and Mental Ability GROUP PRESENTATIONS EXAM 3	Required reading: ❖ Chap 14
15	May 1	Work and Family GROUP PRESENTATIONS	Required reading: ❖ Chap 10
16	May 7	FINAL Take Home EXAM 4 Due	
