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Workplace Diversity

Spring 2020
Wednesday 6:40 p.m. – 9:30 p.m.
Beck Hall 213

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

Required Text

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

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) 25%
- Quiz 1 10%
- Quiz 2 10%
- Exam (final) 15%
- Group Case Analysis 25%
 - Paper
 - Presentation/Individual Case
- Participation 15%

Exam and Quizzes

Exam and quizzes can be a combination of true and false, matching, multiple choice, short answer questions and essay questions. The final may or may not be cumulative. Students may have opportunities to develop quizzes for extra credit.

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 12. All presentations are to be given on Tuesday, November 19, December 3, and December 10. Presentations should be approximately 25 - 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 22 | Overview/Introduction | Get a head start on your reading |
| 2 | Jan 29 | Leveraging Diversity | Required reading: ❖ Chapter 1 |
| 3 | Feb 5 | Our World View FORM GROUPS GROUP ASSIGNMENT | Required reading: ❖ N/A |
| 4 | Feb 12 | Theories and Thinking about Diversity White Privilege Whites/European Americans | Required reading: ❖ Chapter 2 ❖ Micro-Inequities ❖ Unpacking the Invisible ... |
| 5 | Feb 19 | VIDEO Affirmative Action Legislation | Required reading: ❖ Chapter 3 and 4 ❖ Catch-up on ABOVE ❖ Group Assignment Due |
| 6 | Feb 26 | African Americans REVIEW | Required reading: ❖ Chapter |
| 7 | Mar 4 | VIDEO | |
| 8 | Mar 11 | MID-TERM | |

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| 9 | Mar 18 | Latinos American Indians, Alaska Natives, and Multiracial Group Members | Required reading: ❖ Chapter 5 and 8 |
| 10 | Mar 26 | Asian Americans Age | Required reading: ❖ Chapter 6 and 13 |
| 11 | Apr 1 | Sexual Orientation Religion RESEARCH PAPERS DUE EXAM 2 | Required reading: ❖ Chapter 11 and 12 |
| 12 | Apr 8 | Sex and Gender Weight and Appearance GROUP PRESENTATIONS | Required reading: ❖ Chapter 9 and 15 |
| | Apr 15 | NO CLASS | |
| 13 | Apr 22 | Physical and Mental Ability GROUP PRESENTATIONS EXAM 3 | Required reading: ❖ Chap 14 |
| 14 | Apr 29 | Work and Family GROUP PRESENTATIONS | Required reading: ❖ Chap 10 |

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| 15 | May 6 | FINAL Take Home EXAM | |
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