**MANA 4326, AAST 4326 Diversity in Organizations**

Fall 2018

**Professor:** Dr. Myrtle P. Bell

**Office Number:** 214 Business.

**Office Telephone Number:** (817) 272-3857. Email is the best way to reach me (mpbell@uta.edu).

**Email Address:** mpbell@uta.edu. Official correspondence, including additional readings and changes to syllabus, will be sent to you at your mavs.uta.edu e-mail address, so check it regularly. The UTA help desk (817 272-2208) can help you with gaining access to your e-mail account if you do not have it already. For grade inquiries you must e-mail from your UTA account.

**Read this syllabus carefully and refer to it throughout the semester for class information and requirements.**

**Dr. Bell’s faculty Profile:** <https://www.uta.edu/profiles/myrtle-bell>

**Office Hours:** By appointment. E-mail to request.

**Section Information:** MANA 4326-001 AAST 4326-001

**Time and Place of Class Meetings:** COB 151, 4 – 5:20 MW

**Description of Course Content:** The purpose of this class is to introduce students to theoretical and practical ideas about *diversity in* *organizations*, increase understanding of the concept of diversity in organizations, reduce discrimination, and increase fairness and equality to employees, applicants, and customers. It will improve students’ ability to understand and address diversity as a manager and employee. Research relevant to organizations, and many functions within organizations including human resources (recruitment, selection, training and development, performance management and evaluation, safety and health, etc.), marketing, and customer relations will be discussed. We will study diversity issues in many different types of organizations. We will learn about historical bases of diversity in the United States and in U.S. organizations, about how to identify diversity concerns elsewhere, about inter- and intra-national diversity, about legislation related to diversity, and about trends in diversity from a variety of sources. This is not a diversity-training course, although the knowledge from the course will be valuable for those interested in diversity training.

This class requires students to come to class prepared to contribute to discussions, ask questions, and discuss the material. **Remember: 3 for 1**. A general rule is that students should prepare and study 3 hours outside of class for each 1 hour of class time (don’t laugh! It works very well if you do it with 9 of the 168 hours in each week). As a college graduate, you will join a privileged group: less than 7% of the world’s population has earned a college degree. Make the most of your time left in college.

Much of your learning of the material will occur during the 3 for 1 time, and it’s such an interesting and important topic, you may find yourself reading ahead in the book, and seeking outside sources of diversity research. We will not cover all material in the book, and students are responsible for the material in the chapters and should ask questions if items in the book are unclear. There is a lot of material, so be sure to keep up. For every week, there are additional articles and videos that should be read, in addition to the chapter material. I will supplement these materials during the semester with additional readings, videos, and articles.

In studying and discussing the material, learning to couch our individual experiences and anecdotal evidence against data and research is an important part of the diversity-learning experience. As employees, supervisors, and managers, managers to be, executives, or entrepreneurs, it is important to also learn how to manage and embrace the diversity of employees, applicants, and customers. It is also important to understand how diversity may affect us and how to use our diversity and multiple-group memberships in positive ways.

Diversity in organizations is a broad topic, affected by many issues *outside* of organizations, including historical views of men’s and women’s roles (for example, societal norms, socialization), legislation (for example, who can/can’t marry, who can/can’t immigrate, where certain people can/can’t work), demographic trends, and other complexities of diversity issues. As historical foundations and perspectives provide the opportunity to level-set and increase understanding of present day issues, some of these issues will be covered as well. Many of the issues that have occurred in the past have similar or parallel issues today. We will spend time investigating stereotypes and myths, and will use data to help dispel them.

For those of you who are currently employed or have ever worked, make notes of examples in your workplace of the diversity concepts addressed in this course. Use what you’re learning to help your organization function better and to increase equality, diversity, and inclusion in the organization.

**Required Textbooks and Other Course Materials:**

Bell, M. P. 2017. *Diversity in Organizations* (3rd Edition). *Diversity in Organizations* is a research-based textbook and references hundreds of academic studies and data from the U.S. Census Bureau, Department of Labor, EEOC, and other sound sources.

Cengage MindTap. Access available at campus bookstore and Cengage.com. Once you have purchased the book, you must register through Blackboard for access.

MindTap includes various features such as links to videos, flashcards, and vocabulary, which will be helpful to you in mastering the material and in preparing for exams and quizzes. This work can be part of your 3/1 study time.

Bookstore: (Navigate to course to find book)

<http://www.bkstr.com/texasatarlingtonstore/shop/textbooks-and-course-materials>

ISBNs below. Cengage provides up to 2 weeks free access.

Bell - Bundle: Diversity in Organizations, Loose-Leaf Version, 3rd + MindTap Management, 1 term (6 months) Printed Access Card | ISBN: 9781337495042
7/20/2016 (c) 2017 3rd Edition

Bell - MindTap Management, 1 term (6 months) Printed Access Card for Bell's Diversity in Organizations
ISBN: 9781305576964 | 1/1/2016 (c) 2017 3rd Edition

This can also be purchased as part of a “Cengage Unlimited” package if Cengage books are being used in any of your other courses. See this for info:

https://www.cengage.com/unlimited?channel=eloqua&elq\_mid=24954&elq\_nm=4AR\_HED\_CE\_F18\_StudentReg\_SSO\_NonLMS\_594934&elq\_cid=813445&utm\_medium=email&utm\_source=eloqua&utm\_campaign=Fall2018DigitalEngagementCampaign&utm\_content=594934.

**Note:** Other required materials and info will be uploaded onto Blackboard. Be sure to check your Blackboard regularly.

​**Attendance:** At the University of Texas at Arlington, taking attendance is not required but attendance is a critical indicator in student success. Each faculty member is free to develop his or her own methods of evaluating students’ academic performance, which includes establishing course-specific policies on attendance. However, while UT Arlington does not require instructors to take attendance in their courses, the U.S. Department of Education requires that the University have a mechanism in place to mark when Federal Student Aid recipients “begin attendance in a course.” UT Arlington instructors will report when students begin attendance in a course as part of the final grading process. Specifically, when assigning a student a grade of F, faculty report the last date a student attended their class based on evidence such as a test, participation in a class project or presentation, or an engagement online via Blackboard. This date is reported to the Department of Education for federal financial aid recipients.

As the instructor of this section, I will take attendance regularly. I will make a seating chart in week 2 based on where you sit in week 1. This will enable me to get to know your names as well as note attendance each class. Please be sure to sit in the seat you have chosen. Please do not be disruptive or distracting to others. This includes improper cellphone use or leaving the room during class. Please do not use your cellphone, surf the web, or prepare for another class. **It is better to miss class than to be disruptive and rude in class.**

**Please do not sit in the far right top seat at the back of the classroom, nearest the west door.**

 **Standards of Classroom Behavior and Interactions**

At times, some of the course material may make us uncomfortable, nervous, angry, guilty, or other emotions. It is therefore very important for us to be sensitive to and respectful of each other and the topic at all times. We are all different and contribute to the diversity in our society and workplaces. We are also all products of the environments in which we grew up, have visited, currently live, and our life experiences. We have been exposed to many images and messages that have shaped our beliefs, including stereotypes, prejudice, and fears. In this class we will learn and grow from each other, as well as from the course content. Discussing topics and ideas does not mean we espouse them, nor does it mean we are racist, sexist, heterosexist, homophobic, or other hold ‘isms’. We will ground our discussions **with research and data, and most importantly, we will be respectful of each other and the topic at all times.**  If the line of respect is crossed, I will ask for and appreciate your help in turning around and learning from the experience.

Other points about class conduct, learning, and interactions (adapted with permission from D. Kravitz):

1. Together, we are here to learn about very complex issues that have plagued society, in one form or another, since the beginning of civilization.

2. We all have some prejudices or biases against and stereotypes about some thing, group, or individual.

3. We all have experienced some level of prejudice, stereotyping, and bias.

4. We all have of some lack of knowledge concerning another group or class of people. No one in the class knows everything there is on issues related to diversity, so it is expected that we come to class with an open mind. Learning that some things about which we were certain are inaccurate can be very eye-opening.

5. Learning about diversity issues occurs in a supportive environment, where there is a climate of openness and trust, thus, we will try to discuss honestly our experiences and feelings without fears of being judged, stereotyped, categorized, or harmed.

6. Some of the readings, discussions, and presentations in this course will trigger a wide range of emotions-- some of which may be painful or uncomfortable to explore, but exploring these feelings will probably be the greatest catalyst for our growth and development.

7. Students should view expression of alternative viewpoints as an inevitable, necessary, and important part of education about diversity in organizations. Part of a student's learning in this course involves awareness of and understanding of various viewpoints and gaining awareness about one's own point of view.

8. Many students notice that they become acutely aware of diversity issues in and outside of class over the semester. Some students mistakenly believe that they are becoming more prejudiced, intolerant, etc. because of their class learning. What's actually happening is that students are becoming more aware of things that have always been present, but that they haven't been attuned to. This is part of the learning process.

9. Respect people's confidentiality outside of this class. Please mask the identity of individuals who may have been involved in a conversation when discussing the class with those who are not enrolled.

**Participation Guidelines:**

It is extremely important that every student read and adhere to the following:

1.Always feel free to express yourself, even if you disagree with others’ views.

2.Be respectful of others. That does not mean that you have to agree with them. Rather, frame your disagreement as a dissension of opinion as opposed to a personal attack, which will not be tolerated!

3.Listen to one another to try to understand each other’s perspective. One of the many benefits of a diverse university is the ability to learn from those who are different. Embrace it.

4. Don’t take dissenting opinions personally. You cannot learn if all you expect to hear is your own opinion. Others will disagree; discussion of those disagreements is when learning takes place.

5. Remember that we are trying to learn about diversity, and many of our opinions and beliefs are not grounded in facts and data. Remember also that research also shows that people sometimes hold fast(er) to erroneous beliefs when presented with evidence to the contrary.

6. Wait your turn. Discussions may get very passionate. When this happens, I will direct traffic so that everyone has an opportunity to speak and to be heard.

**ELECTRONIC DEVICES IN THE CLASSROOM**

Cell phones must be on silent (no ringing or buzzing) during class time. Please do not use your cellphone during class or leave class to use your phone unless it is an emergency. Doing so is rude and distracting. You can make it for 80 minutes without it.

iPads, laptops, tablets, and other electronic devices must be used for class purposes only.

\*\*Researchers have found that using these items in class for non-class purposes is detrimental to those who use them and their neighbors. Please do not do it. Improper use of electronic devices will be recorded.

**Do not record classes unless you have a provided documentation of a disability from OSD that requires it.**

**Student Learning Outcomes**

Upon completion of the course, students should:

1. be able to identify and explain the commonly studied areas of diversity and discuss their interactions with one another.

2. be able to discuss the legislation and acts that are related to diversity in organizations and explain the historical and current legal and social issues that affect today’s workers and organizations.

3. demonstrate understanding of factors related to the management of diversity in organizations.

4. be able to express the importance of diversity in organizations to all workers.

5. be able to explain research results relevant to key areas of diversity in organizations.

6. be able to describe and dispel common myths and misperceptions about diversity in organizations.

If you allow it, you may well learn more interesting and useful information in this class (that will help you both inside and outside of work) than you have in any other class you’ve taken in the past. You will see diversity continually.

**FORMAT**: Students should come to class prepared to participate in discussions, having read all assigned readings and supplemental materials and completed all assignments and homework as required. We will **not** cover all or most of the material in the book; however, you are responsible to keep up with material.

This will be a rigorous and demanding course, but hopefully also enjoyable, interesting, and useful. Having taken previous introduction to management, organizational behavior, sociology, and/or psychology courses is helpful.

**Grading**: **Any changes will be announced in class and communicated via the official uta email account.**

Students are expected to keep track of their performance throughout the semester and seek guidance from available sources (including the instructor) if their performance drops below satisfactory levels; see “Student Support Services,” below.

**DESCRIPTIONS OF MAJOR ASSIGNMENTS AND EXAMINATIONS:**

**1.** **Exams (40 points each)**

There will be three exams during the semester and the final exam. The lowest exam grade is dropped. Exams may consist of multiple choice, true/false, short answer, essay, fill-in-the-blank, case questions, or other type of questions. Bring a **SCANTRON** **882E** **(LONG version**) for exams. Students will be required to demonstrate knowledge and understanding of course concepts, including the ability to apply knowledge from the classes, readings, assignments, exercises, viewing materials, and textbook and a knowledge of vocabulary (flashcards in the book are very helpful). Most of the material will build upon other material, so be sure to keep up and to ask questions if you are unsure about something.

**2. Homework (15 points each) BRING TO CLASS ON MONDAY (AND WEDNESDAY) OF EACH WEEK TO DISCUSS AND TURN IN:**

There are homework assignments for each week, lettered A, B, C, etc. Some of them have lower case alphabets, and this indicates multiple parts that need answering. Be sure to do each part. Unless the question requires a short one word answer or specific definition, answers generally be 2-4 sentences for each question. They should be thoughtful, reasoned, and/or supported by the book or research.

Although everyone should do all homework, each week a particular group has to turn in their homework. In addition, other homework may be collected at any time.

**Check the syllabus for the date your alphabet group’s homework must be turned in.** Be sure to bring your homework to class that day, or give it to a classmate if you will not be there. If yours is not ready to be picked up when it is collected, please do not email it to me or request a later time to turn it in. **Sometimes the printers do not cooperate with our timetable, so give yourself enough time to get it done. In addition to the homework that is assigned to specific groups each week to be turned in, other homework may be picked up and graded during the semester. Some content from homework will appear in the exams.**

**Use the following format:**

**For each assignment, include a cover sheet, with your name, date, and name of assignment (for example, HOMEWORK A, Project Implicit) on the front.**

Because this an interactive and participatory class, active outside work is important. All readings and homework should be completed and prepared for discussion by the date assigned. Bring homework to class for class discussions. **All homework** must be type-written (computer printed), error-free (no spelling, word usage, grammatical, punctuation, or other errors), and **instructions should be followed carefully**. Points will be deducted for spelling, word-usage, grammatical, and other errors. Do not miss class to complete or print your assignment. Again, sometimes the printers do not cooperate with our timetable, so give yourself enough time to get it done.

Do each homework on the syllabus, along with the ones that are to be turned in for your last name group. All homework will be used for discussions and may be picked up at any time during the semester, so be sure to bring it to class.

**Minimum Points possible:**

3 – 40 point exams each 120

1 – Homework on syllabus

 Last name pre-assigned 15

 1-“Everyone” 15

**Note: Some items may be deleted or additional graded items (homework, quizzes, etc.) may be added during the semester, changing points possible. If so, the percentages for final grades will remain as follows:**

A: 90% or more C: 70% to 79.9%

B: 80 to 89.9% D: 60% to 69.9%

C: 70% to 79.9% F: <60%

**Make-up Exams:** There are no make-up exams. The lowest exam grade is dropped, so if you miss one, that will be your dropped exam. If you miss two exams, one grade earned will be a zero. There are no makeups for missed quizzes, other assignments, or missed in-class activities.

**Expectations for Out-of-Class Study**: Beyond the time required to attend each class meeting, students enrolled in this course should expect to spend at least an additional 9 hours per week of their own time in course-related activities, including reading required materials, completing assignments, preparing for exams, etc. Documenting the time you spend studying is helpful as it enables you to know how much you are and need to be studying. Try it, and see how much of a difference it makes. Put your phone away or on silent, and try it. When you think you’ve studied enough, study some more to get to your allocated time.

**Drop Policy:** Students may drop or swap (adding and dropping a class concurrently) classes through self-service in MyMav from the beginning of the registration period through the late registration period. After the late registration period, students must see their academic advisor to drop a class or withdraw. Undeclared students must see an advisor in the University Advising Center. Drops can continue through a point two-thirds of the way through the term or session. It is the student's responsibility to officially withdraw if they do not plan to attend after registering. **Students will not be automatically dropped for non-attendance**. Repayment of certain types of financial aid administered through the University may be required as the result of dropping classes or withdrawing. For more information, contact the Office of Financial Aid and Scholarships (<http://wweb.uta.edu/aao/fao/>).

**Disability Accommodations:** UTArlington is on record as being committed to both the spirit and letter of all federal equal opportunity legislation, including *The Americans with Disabilities Act (ADA), The Americans with Disabilities Amendments Act (ADAAA),* and *Section 504 of the Rehabilitation Act.* All instructors at UT Arlington are required by law to provide “reasonable accommodations” to students with disabilities, so as not to discriminate on the basis of disability. Students are responsible for providing the instructor with official notification in the form of **a letter certified** by the Office for Students with Disabilities (OSD).Only those students who have officially documented a need for an accommodation will have their request honored. Students experiencing a range of conditions (Physical, Learning, Chronic Health, Mental Health, and Sensory) that may cause diminished academic performance or other barriers to learning may seek services and/or accommodations by contacting: **The Office for Students with Disabilities, (OSD)** [www.uta.edu/disability](http://www.uta.edu/disability) or calling 817-272-3364. Information regarding diagnostic criteria and policies for obtaining disability-based academic accommodations can be found at [www.uta.edu/disability](http://www.uta.edu/disability).

Counseling and Psychological Services (CAPS) [www.uta.edu/caps/](http://www.uta.edu/caps/) or calling 817-272-3671 is also available to all students to help increase their understanding of personal issues, address mental and behavioral health problems and make positive changes in their lives.

**Non-Discrimination Policy:** *The University of Texas at Arlington does not discriminate on the basis of race, color, national origin, religion, age, gender, sexual orientation, disabilities, genetic information, and/or veteran status in its educational programs or activities it operates. For more information, visit*[*uta.edu/eos*](http://www.uta.edu/hr/eos/index.php)*.*

**Title IX Policy:** The University of Texas at Arlington (“University”) is committed to maintaining a learning and working environment that is free from discrimination based on sex in accordance with Title IX of the Higher Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex in educational programs or activities; Title VII of the Civil Rights Act of 1964 (Title VII), which prohibits sex discrimination in employment; and the Campus Sexual Violence Elimination Act (SaVE Act). Sexual misconduct is a form of sex discrimination and will not be tolerated.*For information regarding Title IX, visit* [www.uta.edu/titleIX](http://www.uta.edu/titleIX) or contact Ms. Jean Hood, Vice President and Title IX Coordinator at (817) 272-7091 or jmhood@uta.edu.

**Academic Integrity:** Faculty are encouraged to discuss the Honor Code, below, and the consequences of cheating, including plagiarism with their students.

*I pledge, on my honor, to uphold UT Arlington’s tradition of academic integrity, a tradition that values hard work and honest effort in the pursuit of academic excellence.*

*I promise that I will submit only work that I personally create or contribute to group collaborations, and I will appropriately reference any work from other sources. I will follow the highest standards of integrity and uphold the spirit of the Honor Code.*

UT Arlington faculty members may employ the Honor Code in their courses by having students acknowledge the honor code as part of an examination or requiring students to incorporate the honor code into any work submitted. Per UT System *Regents’ Rule* 50101, §2.2, suspected violations of university’s standards for academic integrity (including the Honor Code) will be referred to the Office of Student Conduct. **Violators will be disciplined in accordance with University policy, which may result in the student’s suspension or expulsion from the University**. Additional information is available at <https://www.uta.edu/conduct/>. Students are encouraged to review these guides on plagiarism [http://libguides.uta.edu/researchprocess/plagiarism](https://na01.safelinks.protection.outlook.com/?url=http%3A%2F%2Flibguides.uta.edu%2Fresearchprocess%2Fplagiarism&data=02%7C01%7Cteik.lim%40uta.edu%7C196da9f1a3a040158cbb08d5e4d38701%7C5cdc5b43d7be4caa8173729e3b0a62d9%7C0%7C0%7C636666519504536062&sdata=JtmboLEGpBAFS8Hy%2Bd%2BtiQ%2FcEmgi2yrfsk9FijWRqJQ%3D&reserved=0)

 [http://libguides.uta.edu/copyright/plagiarism](https://na01.safelinks.protection.outlook.com/?url=http%3A%2F%2Flibguides.uta.edu%2Fcopyright%2Fplagiarism&data=02%7C01%7Cteik.lim%40uta.edu%7C196da9f1a3a040158cbb08d5e4d38701%7C5cdc5b43d7be4caa8173729e3b0a62d9%7C0%7C0%7C636666519504546076&sdata=k9dZFTsjHZk8VVjA3dyLLdK2ysRmHkMidviCAPGgLkI%3D&reserved=0)

**PLEASE DON’T CHEAT. Any suspected academic dishonesty will be turned in to the student conduct office.**

**Electronic Communication:** UT Arlington has adopted MavMail as its official means to communicate with students about important deadlines and events, as well as to transact university-related business regarding financial aid, tuition, grades, graduation, etc. All students are assigned a MavMail account and are responsible for checking the inbox regularly. There is no additional charge to students for using this account, which remains active even after graduation. Information about activating and using MavMail is available at <http://www.uta.edu/oit/cs/email/mavmail.php>.

**Campus Carry:** Effective August 1, 2016, the Campus Carry law (Senate Bill 11) allows those licensed individuals to carry a concealed handgun in buildings on public university campuses, except in locations the University establishes as prohibited. Under the new law, openly carrying handguns is not allowed on college campuses. For more information, visit <http://www.uta.edu/news/info/campus-carry/>

**Student Feedback Survey:** At the end of each term, students enrolled in face-to-face and online classes categorized as “lecture,” “seminar,” or “laboratory” are directed to complete an online Student Feedback Survey (SFS). Instructions on how to access the SFS for this course will be sent directly to each student through MavMail approximately 10 days before the end of the term. Each student’s feedback via the SFS database is aggregated with that of other students enrolled in the course. Students’ anonymity will be protected to the extent that the law allows. UT Arlington’s effort to solicit, gather, tabulate, and publish student feedback is required by state law and aggregate results are posted online. Data from SFS is also used for faculty and program evaluations. For more information, visit <http://www.uta.edu/sfs>.

**Final Review Week:** for semester-long courses**,** a period of five class days prior to the first day of final examinations in the long sessions shall be designated as Final Review Week. The purpose of this week is to allow students sufficient time to prepare for final examinations. During this week, there shall be no scheduled activities such as required field trips or performances; and no instructor shall assign any themes, research problems or exercises of similar scope that have a completion date during or following this week *unless specified in the class syllabus*. During Final Review Week, an instructor shall not give any examinations constituting 10% or more of the final grade, except makeup tests and laboratory examinations. In addition, no instructor shall give any portion of the final examination during Final Review Week. During this week, classes are held as scheduled. In addition, instructors are not required to limit content to topics that have been previously covered; they may introduce new concepts as appropriate.

**Emergency Exit Procedures:** Should we experience an emergency event that requires us to vacate the building, students should exit the room and move toward the nearest exits, which are located just outside the classroom to the left and right, up a short stairwell. When exiting the building during an emergency, one should never take an elevator but should use the stairwells. Faculty members and instructional staff will assist students in selecting the safest route for evacuation and will make arrangements to assist individuals with disabilities.

**Student Support Services**:UT Arlington provides a variety of resources and programs designed to help students develop academic skills, deal with personal situations, and better understand concepts and information related to their courses. Resources include [tutoring](http://www.uta.edu/universitycollege/current/academic-support/learning-center/tutoring/index.php), [major-based learning centers](http://www.uta.edu/universitycollege/resources/college-based-clinics-labs.php), developmental education, [advising and mentoring](http://www.uta.edu/universitycollege/resources/advising.php), personal counseling, and [federally funded programs](http://www.uta.edu/universitycollege/current/academic-support/mcnair/index.php). For individualized referrals, students may visit the reception desk at University College (Ransom Hall), call the Maverick Resource Hotline at 817-272-6107, send a message to resources@uta.edu, or view the information at <http://www.uta.edu/universitycollege/resources/index.php>.

**Emergency Phone Numbers**: In case of an on-campus emergency, call the UT Arlington Police Department at **817-272-3003** (non-campus phone), **2-3003** (campus phone). You may also dial 911. For non-emergencies, contact the UTA PD at 817-272-3381.

**COURSE SCHEDULE** (**tentative schedule and subject to change**; changes will be announced in class or via official UTA email). The schedule may be adjusted as needed during the semester.

Read, watch, and/or complete the following before the class period during the 3 for 1 studying time for this class each week. If there’s a link, click on it. Throughout the semester, we will build on the material, so keep up and engage with learning.

**NOTE: Be prepared to participate in class discussions of the Homework for each week and be prepared to turn the homework in**.

**\*\*\*At the beginning of the semester, make a note of all of the homework, quizzes, and exams that are noted on the syllabus. Put these dates in your calendar, with reminders several days before, and the immediate day before.**

**Due dates and content may be adjusted as needed during the semester.**

**COURSE SCHEDULE. CHANGES OR CORRECTIONS WILL BE MADE AS NECESSARY AND WILL BE ANNOUNCED IN CLASS.**

|  |  |
| --- | --- |
| **Date** | **Read/Watch/Complete *as required, before class date*** |
| **8/22** | **FIRST CLASS DAY!** **Getting Started: Diversity Hats** |
| **8/27, 29** | **TEXTBOOK: Read Chapters 1 (Introduction) and 2 (Theories).** Chapters 1-3 set the foundation for the rest of the semester, with recurring themes, theories, legislation, and information.**SYLLABUS QUIZ.** |
|  | **INTRODUCTION, 100 YEARS…****Let’s watch:** Bob Stephenson (AT&T) becomes aware.**Let’s watch:** Worlds apart: https://www.thedrinksbusiness.com/2017/05/heinekens-social-experiment-ad-campaign/**Let’s discuss:** Why are you interested in studying diversity in organizations? **Dweck (see Blackboard): Even Geniuses…****HOMEWORK A (EVERYONE READ, DECIDE, AND SHARE THIS INFORMATION!)**1. Decide to be a genius! (IN THIS CLASS, YOUR OTHER CLASSES, AND IN LIFE. Help others decide this also). The negative messages you or they may have received about “being smart” or “good at something” can be destructive. Be a genius!  |
| **9/3** | **LABOR DAY! (DO SOME WORK! It is a privilege to be able to do so!** What proportion of the world’s population has a college degree? |
| **9/5 (Wed)** | **TEXTBOOK: Read Chapters 2 (Theories) and 3 (Legislation).** Again, chapters 1-3 set the foundation for the rest of the semester, with foundational themes, theories, legislation, and information. **Start strong and finish strong.**  |
|  | **HOMEWORK B (EVERYONE):** Go to **Project Implicit** website at <https://implicit.harvard.edu/implicit/>, then click on the Demonstration box on the left side of the page to take **at least 3**tests of your choosing. **Note**: It is not necessary to turn in or discuss the specifics of your results. When you’ve completed the tests, read the FAQs, too. Think about the following questions: 1. What tests did you choose? Why? 2. What do you think about the results? 3. If valid, how might one’s results affect one’s actions and assumptions as a manager, journalist, politician, teacher, doctor, police officer,  retail clerk, or customer service rep? **Spend some time exploring and thinking about the content of the Breaking Prejudice website:****http://breakingprejudice.org/** |
|  | **HOMEWORK C (EVERYONE):** **Note**: It is not necessary to turn in or discuss in class if you do not wish to. But, do it, and think about it. 1. If you were describing yourself to others, what would you say? 2. How would those who don’t know you describe you? 3. Are there areas in which you are a member of a dominant group? A non-dominant group? How do these group memberships affect your life, opportunities, outcomes, and experiences? 4. Are there areas in which your group membership has changed? 5. Are there areas in which your group membership is concealable? |
| **9/10,12** | **TEXTBOOK: Read Chapters 3 (Legislation) and 4 (Blacks/African Americans).** If you have not had previous exposure to HR-related legislation, spend quite a bit of time on Chapter 3. You will need to know and understand the laws and their roles in diversity in organizations. |
|  | **HOMEWORK DUE MONDAY, 9/10.** **\*\*TURN IN: LAST NAME GROUP A THROUGH C, CHOOSE HOMEWORK D, E, OR F** **HOMEWORK D EVERYONE DO:**Spend some time scrolling through eeoc.gov to look at laws, case filings, and decisions and thinking about why the laws exist, what happened in the cases, the types of organizations and environments, the perpetrators and targets, etc., etc. 1. What are your general thoughts after spending some time at eeoc.gov?2. Pick one case that appears on EEOC.gov that **was resolved** (e.g., settled, with monetary benefits). Print it and answer the following questions:a. What happened such that a case was filed?b. What were the laws involved?c. For how much was it resolved?  i. Is that enough?  ii. Why or why not?  |
|  | **HOMEWORK E: Mortgage Loans** <http://usatoday30.usatoday.com/money/industries/banking/story/2012-07-12/wells-fargo-fine-discrimination-settlement/56170446/1> 1. How does losing one’s home to foreclosure affect the accumulation of wealth? 2. How does wealth affect other aspects of one’s life? 3. Aside from dealing with the fine, what should Wells Fargo do?4. Prior to reading this case had you thought about discrimination against customers or the consequences of such discrimination? |
|  | **HOMEWORK F:****Loan officer fired:** [*http://thegrio.com/2016/07/27/loan-officer-gets-fired-for-racist-tweet-about-michelle-obama/*](http://thegrio.com/2016/07/27/loan-officer-gets-fired-for-racist-tweet-about-michelle-obama/)**QTC:**1. How is this kind of issue related to situations like the Wells Fargo case? 2. Aside from terminating the employee, what should the employer do in this specific situation? |
| **9/17,****19** | **TEXTBOOK: Read Chapters 3 (Legislation) and 4 (Blacks/African Americans).**  |
|  | **\*\*HOMEWORK DUE MONDAY 9/17** **EVERYONE DO.** **TURN IN: LAST NAME GROUP D THROUGH I, CHOOSE HOMEWORK G, H, I, J, K, OR L** **HOMEWORK G:****Microaggressions:**<https://www.buzzfeed.com/hnigatu/racial-microagressions-you-hear-on-a-daily-basis?utm_term=.ijWQ2DDbb#.csOxdyyaa> 1. What is the formal definition of “microaggression” from the text? 2. Have you experienced a microaggression? If yes, what happened?3. What are likely consequences for organizations when microaggressions occur? |
|  | **HOMEWORK H:****Racial Socialization:**<http://www.ted.com/talks/clint_smith_how_to_raise_a_black_son_in_america> Read the following article, and watch the embedded Proctor and Gamble Ad.<https://www.dallasnews.com/opinion/editorials/2017/07/27/procter-gamble-ad-offers-blunt-insight-racism-talk> **HOMEWORK I:** 1. According to the text, what is “racial socialization”?2. How is “racial socialization” different from training other parents must provide their children?**IN CLASS: “Two Americas”** |
|  | **HOMEWORK J:****a. “Why did you shoot me, sir?”**<http://www.nbcnews.com/news/us-news/ex-south-carolina-trooper-pleads-guilty-after-shooting-unarmed-man-n538411> <https://www.theguardian.com/us-news/2016/jul/21/florida-police-shoot-black-man-lying-down-with-arms-in-air>1. Do you see evidence of racial socialization in these videos? 2. Aside from racial socialization of Black children, what else can be about shootings such as these?**b. Dine and dash?** <https://kplr11.com/2018/07/19/city-of-clayton-apologizes-to-african-american-wash-univ-students/> 1. What could the police have done differently in this situation? 2. What procedures could be implemented to avoid situations such as this?3. Do you always take your receipt when dining or shopping? **c. Stealing Mentos?** <https://www.nytimes.com/2018/05/07/us/police-mentos-gun-video.html?action=click&module=RelatedCoverage&pgtype=Article&region=Footer>1. What are your thoughts about this video, from a diversity perspective? |
|  | **HOMEWORK K:****Consumer Racial Profiling:** Macy’s Herald Square: [http://www.cnbc.com/id/101933055#](http://www.cnbc.com/id/101933055). Norstrom: <https://www.nytimes.com/2018/05/08/business/nordstrom-black-men-profiling-shopping.html>  Barney’s NY: <http://www.theguardian.com/world/2014/aug/11/barneys-racial-profiling-settlement>  1. Which of Cox & Blake’s 6 reasons are likely to be affected by consumer racial profiling? 2. What kinds of organizational consequences are there of watching certain customers and ignoring others? 3. What effects might social media have on consumer racial profiling? 4. Explain what research cited in the text says about who commits retail theft.  5. What are some **specific approaches** retail entities might employ to prevent and address consumer racial profiling? |
|  | **HOMEWORK L:****Compliance with discriminatory customer requests:**[*http://www.usatoday.com/story/news/nation-now/2015/08/11/black-delivery-driver-lowes-home-improvement-white-worker/31451023/*](http://www.usatoday.com/story/news/nation-now/2015/08/11/black-delivery-driver-lowes-home-improvement-white-worker/31451023/)1. In what ways does this kind of behavior affect Blacks’ opportunities and employment levels?2. What are the potential organizational consequences of this, using Cox and Blake?3. What might an “anti-racist” manager have done in this situation?4. What kinds of procedures should organizations put into place to prevent and address this kind of behavior? |
| **9/24,****26** | **TEXTBOOK: Read Chapters 4 (Blacks/African Americans) and 5 (Latinos/Hispanics).** **EXAM 1, WEDNESDAY, SEPT 26**  |
|  | **\*\*HOMEWORK DUE MONDAY 9/24** **EVERYONE DO.** **TURN IN: LAST NAME GROUP K THROUGH M, CHOOSE HOMEWORK M OR N** **HOMEWORK M:****Fan ejected:**<http://www.knbr.com/2016/08/02/%E2%96%B6%EF%B8%8E-umpire-ejects-fan-during-giants-game-in-philly/> <http://www.espn.com/mlb/story/_/id/19294487/boston-red-sox-apologize-fans-racial-taunts-baltimore-orioles-adam-jones> <https://www.npr.org/sections/thetwo-way/2012/03/15/148703015/southern-miss-band-hurls-wheres-your-green-card-chant-at-latino-player> 1. What roles can sporting organizations play in shaping acceptable and unacceptable behavior among fans, players, and others? 2. What negative roles do sporting organizations play in fostering unacceptable attitudes and behaviors related to race, ethnicity, sex, and gender?3. What proactive measures can the NCAA do to curb the kinds of behaviors that happened at the NCAA tournament?4. In U.S. history, what roles have professional athletes played in working for racial and social justice? **IN CLASS: BAYLOR POSTER, DRINK VENDORS.** |
|  | **HOMEWORK N:****On bilingualism:** <http://www.nytimes.com/2011/05/31/science/31conversation.html?_r=0> 1. Do you know any families in which subsequent generations do not speak their parents’ native language? Do you know why this happened? 2. What does science say about the benefits of bilingualism? 3. What can organizations do to address some of the problems and reap some of the benefits associated with employees speaking multiple languages? |
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| **10/1,****3** | **TEXT BOOK: Read Chapters 5 (Latinos/Hispanics) and 6 (Asians/Asian Americans).** **\*\*HOMEWORK DUE MONDAY 10/1** **EVERYONE DO.****TURN IN:** **LAST NAME GROUP N THROUGH P, CHOOSE HOMEWORK O, P, OR Q**  |
|  | **HOMEWORK O:**1. What proportion of Asians are immigrants?2. What factors cause differences among immigrants (not just Asian immigrants) in their organizational experiences?3. Speculate on why organizations hire immigrants.  |
|  | **HOMEWORK P:****Jeremy Lin:**<http://www.nydailynews.com/entertainment/tv-movies/jeremy-lin-slur-honest-mistake-fired-espn-editor-anthony-federico-claims-article-1.1025566> <http://www.slate.com/articles/sports/the_good_word/2012/02/chink_in_the_armor_jeremy_lin_why_it_s_time_to_retire_the_phrase_for_good_.html> 1. What kinds of things should be considered when determining a course of action in cases such as this?2. What specific things could be used to avoid these kind of “honest mistakes” or “blunders”?3a. What are some other (raced, classed, gendered, ableist, ageist, heterosexist, etc.) words are common in U.S. language?  b. What effects might everyday usage of these words have?  |
|  | **HOMEWORK Q:** **a. When the patient is racist:**<http://well.blogs.nytimes.com/2013/07/25/when-the-patient-is-racist/>1. What are some other “ists” might hospitals and medical organizations might have to deal with from patients?2. What should medical facilities do when faced with these issues?3. What are some other diversity concerns hospitals deal with? **b. Healthcare disparities:**<http://www.nbcnews.com/id/22463720/ns/health-health_care/t/prescribing-gap-may-leave-blacks-more-pain/#.V62w8aKquAY> <https://health.usnews.com/health-care/patient-advice/articles/2018-05-10/is-race-a-factor-in-whether-you-or-your-child-get-antibiotics> 1. What should hospitals do about these disparities?2. What should individuals do about these disparities?  |
| **10/8,****10** | **TEXTBOOK: Read Chapters 6 (Asians/Asian Americans) and 7 (Whites/Caucasians).** <https://www.washingtonpost.com/news/post-nation/wp/2017/08/10/think-all-millennials-are-woke-a-new-poll-suggests-some-are-still-sleeping-on-racism/?tid=hybrid_collaborative_2_na&utm_term=.e7b800151281>TO DO: Click on some of the links in the story and read the associated articles. Here is one (but click on some others): <https://lettersforblacklives.com/letters-for-black-lives-south-asian-american-version-f5d8ec9a46ac> **In class: Joan Trumpauer Mulholland****\*\*HOMEWORK DUE MONDAY 10/8** **EVERYONE DO.** |
|  | **HOMEWORK R:**<https://www.youtube.com/watch?v=_zjj1PmJcRM> 1. How does class, or SES, relate to and affect the “white privilege” discussed? 2. How does class relate to and affect other kinds of privilege (e.g., unearned advantages)?3. What kinds of multi-group memberships affect Whites, and their experiences with and interactions regarding diversity in organizations?4. Dakota, who goes to an HBCU, said he found himself counting the other white people on campus. Have you ever been acutely  aware of the people who are similar to you in race in a particular setting? Where? How did that feel?5. One speaker noted that students in the video were all Native American, but teachers were White. What are some consequences of disproportionate representation of Whites among teachers?6. Have you had open conversations about race or racial issues among diverse friends as they had in this video? If no, why not?  If yes, what are those conversations like?**WHO IS JOSE ANTONIO VARGAS?**<https://www.nytimes.com/2011/06/26/magazine/my-life-as-an-undocumented-immigrant.html><https://www.cnn.com/2018/06/18/us/jose-antonio-vargas-school/index.html>  |
| **10/15,****17** | **TEXTBOOK: Read Chapters 7 (Whites/Caucasians) and 8 (Native Americans and Multi-Racial Group Members).**  |
|  | **In Class** **A Class Divided:** |
|  | **HOMEWORK TURN IN:** **LAST NAME GROUP Q THROUGH T** **DUE MONDAY, 10/15****HOMEWORK S: Multi-racial couple denied license**: <http://www.nbcnews.com/id/33332436/ns/us_news-life/t/interracial-couple-denied-marriage-license/#.U_pzPxEg99A> 1. When did this occur?2. Who else has recently been denied marriage licenses?  a. Why? b. What similarities and differences exist between these denials? Multiracial discrimination cases:<https://www.eeoc.gov/eeoc/newsroom/release/archive/5-18-09.html> <https://www.eeoc.gov/eeoc/newsroom/release/11-10-16a.cfm> 3. What specific kind of discrimination is occurring in these cases? Native Americans profiled:<https://www.cnn.com/2018/05/04/us/colorado-state-university-racial-profiling-trnd/index.html>4. Aside from his strong statements, what are two things that the Colorado State President should do? 5. What consequences of this may ensue for the prospective students?  |
| **10/22,****24** | **TEXTBOOK: Read Chapters 8 (Native Americans and Multi-Racial Group Members and 9 (Sex and Gender).****Miss Representation.****EXAM 2 Wednesday 10/24.****IN CLASS: PHOTOS****Homework:**<https://www.salon.com/2013/07/02/my_year_of_modesty/> 1. Read and think deeply about this. |
|  |  **HOMEWORK T, DUE MONDAY, 10/22** **EVERYONE DO.** **TURN IN: LAST NAME GROUP U-Z (choose from homework U, V, OR W)** **HOMEWORK U** **Sexual harassment by customers:** https://www.nytimes.com/2018/07/22/us/savannah-waitress-video.html1. What factors in society lead to these kinds of incidents? 2. What should managers do about these kinds of incidents? 3. What are the potential ramifications for employees and organizations of these kinds of incidents? 4. How might the perpetrators be negatively affected by this kind of behavior?  **HOMEWORK V**  **Nursing is physically demanding work:**<https://www.nytimes.com/2018/07/18/nyregion/nurses-sex-discrimination-settlment-nyc.html>1. What are the long-term individual and societal consequences of this kind of sex discrimination? 2. Is the settlement fitting for what occurred? Why or why not?  |
|  |  **Homework V, continued** **Equal Pay Efforts** [*https://blog.dol.gov/2016/08/04/massachusetts-leading-the-way-on-equal-pay/*](https://blog.dol.gov/2016/08/04/massachusetts-leading-the-way-on-equal-pay/)1. Why do employers seek to prevent employees from discussing their pay?2. What is the relationship between women’s relative lack of success in negotiating salary and gender bias? 3. What, specifically, should employers do to avoid gender bias in compensation? **HOMEWORK W:****a. Gender Identity/Gender TedxTalk:**Beyond the gender binary:<https://www.youtube.com/watch?v=-Lm4vxZrAig> 1. How much do you think most people know about sex, gender, and gender identity?2. What happens to people when they do not behave in ways perceived to be gender appropriate? **b. Kroger:**http://www.cincinnati.com/story/money/business/2016/03/28/kroger-unisex-bathroom-explanation-draws-attention/82339114**/**1. What potential consequences of Kroger’s stance may ensue?**IN CLASS: VIDEO, PHOTOS** |
| **10/29, 31** | **TEXTBOOK: Read Chapters 9 (Sex and Gender) and 10 (Work and Family).**  **HOMEWORK W:****EVERYONE DO:****https://www.nytimes.com/2018/08/08/upshot/chores-girls-research-social-science.html**1. How do societal gender roles affect women, men, families, and organizations?2. What are two specific steps organizations can take to minimize the effects of gender and gender roles on individuals’ careers?3. What are two specific steps parents can take to address gender imbalances in the home?  |
| **11/5,****7** |   **TEXTBOOK: Read Chapters 10 (Work and Family) and 11 (Sexual Orientation and Gender Identity).**  **IN CLASS: “The Nature of Prejudice”, Dr. Douglas Klahr****HOMEWORK X:****EVERYONE DO.** **John Browne, Former CEO of BP, on Being a Closeted Executive**<http://www.nytimes.com/2014/06/28/business/john-browne-former-chief-of-bp-on-being-a-closeted-executive.html?smid=fb-share&_r=1> **Tim Cook, Apple CEO coming out:**http://www.bloomberg.com/news/articles/2014-10-30/tim-cook-speaks-up**Tim Cook, Apple CEO speaks on coming out** [**http://time.com/4036006/tim-cook-coming-out-gay/**](http://time.com/4036006/tim-cook-coming-out-gay/)1. What about John Browne’s and Tim Cook’s experiences are unique? Tim Cook said: “Being gay has given me a deeper understanding of what it means to be in the minority and provided a window into the challenges that people in other minority groups deal with every day.” 2. How might having a non-dominant group member as CEO affect company diversity policies?3. How might having a dominant group member ally as CEO affect company diversity policies? **Human Rights Campaign buyers’ guide:**http://www.hrc.org/blog/hrc-releases-2018-buyers-guide-in-time-for-holiday-shopping-season1. Take a look at the 2018 buyers’ guide. Think about Cox & Blake. 2. Note that many companies that have high (or low) ratings are weak (or strong) in terms of other diversity areas.  |
| **11/12,****14** |  **TEXTBOOK: Read Chapters 12 (Religion) and 15 (Weight and Appearance).**  **EVERYONE DO:** **HOMEWORK Y:** **a. Religion in the news** <http://www.nbcnews.com/id/38792399/from/toolbar#.WZQ0EhFK2cw>1. What is the dominant religious group in the United States?2. How can dominant group membership affect ability to see privilege?3. If another religion’s event were held and mandatory in non-religious organizations, what might be the outcome? **b. Complexities:**<https://www.nytimes.com/2018/08/10/health/catholic-hospitals-procedures.html> 1. What suggestions do you have, having studied diversity and relevant laws, for addressing these complexities in a responsible, fair manner?**c. On the power of genetics:**<http://www.omaha.com/columnists/grace/grace-two-lawyers-in-their-s-worked-together-for-months/article_f648a7de-55ca-11e6-a244-6387ace6af77.html>1. According to this story, what apparent similarities exist between the two women in this article? 2. According to the text, what factors influence weight? 3. How is weight similar to and different from other aspects of diversity? |
| **11/19,** |  **TEXTBOOK: Read Chapters 14 (Physical and Mental Ability) and 13 (Age).** E **EVERYONE DO:** <http://breakingprejudice.org/multimedia/video-diaries/brittany.html><http://breakingprejudice.org/multimedia/video-diaries/bri.html>**Matt Stutzman: Archer**<https://www.youtube.com/watch?v=EFMxzyuYoZw> **Inspiration Porn:**<https://www.youtube.com/watch?v=8K9Gg164Bsw> **HOMEWORK Z:**1. What effects can inspiration porn or superhero status have on others with disabilities? 2. Is the Matt Stutzman video inspiration porn? Why or why not?**American Girl Doll:**<http://mobile.nytimes.com/blogs/well/2016/05/04/american-girl-has-a-hit-with-diabetes-doll-kit/?smid=fb-nytimes&smtyp=cur&_r=0&referer=http://m.facebook.com> 3. What Cox and Blake factor is the doll manufacturer capitalizing on?4. Aside from the Cox and Blake factors, what other benefits of creating diverse dolls may exist?  |
| **11/21** | T **NO CLASS THANKSGIVING WEDNESDAY! BE GRATEFUL! BE CAREFUL! STUDY! START STRONG, FINISH STRONG!**  |
| **11/26,****28** | **EXAM 3, WEDNESDAY, 11/ 28****TEXTBOOK: Read Chapters 14 (Physical and Mental Ability) and 13 (Age).**  **EVERYONE DO:** **Racist Millennials, LGBTQ Supportive Millennials?** <https://www.washingtonpost.com/news/wonk/wp/2015/06/23/millennials-are-just-as-racist-as-their-parents/> <http://www.hrc.org/blog/poll-majority-of-young-adults-in-america-support-pro-lgbtq-policies> **HOMEWORK AA:**1. How and why might one’s age affect one’s belief systems? 2. What other factors affect one’s belief systems?3a. What role does multiple group membership play in these attitudes?  b. How might people deal with conflicts between identities?  |
| **12/3, 5** | **TEXTBOOK: Content catch up. Review.**  |
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| **12/12** | **Final EXAM**

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|  **Wednesday**  | **Dec. 12, 2018**  | **2 - 4:30 p.m.**  |

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