

MANA 7357 - Fundamentals of Diversity, Equity, and Inclusion
Spring 2023

COURSE SYLLABUS

Faculty Information:

Instructor: Cheryl Baldwin

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Office Hours: By Appointment Only (Meetings can be scheduled via email). Zoom and phone options are available.

Course Description:

This course introduces concepts of diversity, equity, and inclusion and how individuals in organizations can sometimes act with good intentions in ways that can negatively impact others. The course examines DEI from a three-level approach, individual, group and organizational.

Learning Outcomes:

- Introduce students to current diversity issues and topics
- Learn about diversity and its wide-ranging subject matter
- Recognize the unconscious nature of stereotypes
- Understand the role culture plays in the development of stereotypes and prejudices
- Understand the importance of corporate support for successful diversity
- Demonstrate that diversity can be a competitive advantage

Instructional Methods:

This is an online course. This course is taught asynchronously and will not meet on campus.

Required Course Textbook:

Harvey, C. P., & Allard, M. J. **Understanding and Managing Diversity: Readings, Cases, and Exercises**. 6th Edition. New Jersey: Pearson Prentice Hall.

Discussion Posts:

Each week students will provide a response to the prompt located on the discussion board. Students will receive points for completing each discussion post.

Dates	Course Content	Assignments
Week 1	Introduction to the Course Understanding Individual Perspectives of Diversity	Discussion Post & Readings: <ul style="list-style-type: none"> The Emotional Connection of Distinguishing Differences and Conflict
Week 2	Understanding Individual Perspectives of Diversity	Discussion Post & Readings: <ul style="list-style-type: none"> Are You Privileged? Privilege Checklist The Emotional Connection of Distinguishing Difference and Conflict
Week 3	The Pitney Bowes Case: A Legacy of Diversity Management	Discussion Post & Readings: <ul style="list-style-type: none"> The Pitney Bowes Case Study -Writing Assignment
Week 4	Understanding the Primary Dimensions of Diversity: Race and Ethnicity	Discussion Post & Readings <ul style="list-style-type: none"> Since We Elected an African American President Twice, Is Racism Still an Issue in America?
Week 5	Primary Diversity: Race and Ethnicity	Discussion Post & Readings <ul style="list-style-type: none"> Immigration Patterns: The Transition Process
Week 6	Understanding the Primary Dimensions of Diversity: Age and Gender	Discussion Post & Readings <ul style="list-style-type: none"> Sorting Through Lesbian, Gay, Bisexual, and Transgender Issues in the American Workplace
Week 7	Understanding the Secondary Dimensions of Diversity: Age, Gender, Sexual Orientation	Discussion Post & Readings <ul style="list-style-type: none"> The Cracker Barrel Restaurants Case Study
Week 8	Understanding the Secondary Dimensions of Diversity: Social Class, Religion, Appearance/Weight, Language	Discussion Post & Readings <ul style="list-style-type: none"> Understanding Intercultural Communications in Today's Global Environment
Week 9	Understanding The Secondary Dimensions of Diversity: Social Class, Religion	Discussion Post & Readings <ul style="list-style-type: none"> Appearance and Weight: Discrimination in the Workplace Fairfax Metropolitan Hospital: The Candidate
Week 10	Managing Diversity: Ethical & Legal Issues	Discussion Post & Readings <ul style="list-style-type: none"> The Ethics of Workplace Diversity
Week 11	Managing Diversity: Ethical & Legal Issues	Discussion Post & Readings <ul style="list-style-type: none"> How Canada Promotes Diversity
Week 12	Managing Diversity: Ethical & Legal Issues	Discussion Post & Readings <ul style="list-style-type: none"> Chick-Fil-A and the Media Case Study
Week 13	Managing Organizational Change and Diversity: Current Issues	Discussion Post & Readings <ul style="list-style-type: none"> Readings: One Workplace Bully is One Too Many: The Four Faces of Bullying
Week 14	Managing Organizational Change and Diversity: Current Issues	Discussion Post & Readings <ul style="list-style-type: none"> A Case of Harassment, Discrimination, or Bullying? The Path to Inclusion: The Business Case for Diversity at Ocean Spray
Week 15	Managing Organizational Change and Diversity: Current Issues	Discussion Post & Readings <ul style="list-style-type: none"> Points of Law: The Bar Exam

Grading Table:

Grade	Percent Range	Grade	Percent Range
A	100 - 93	C+	79 - 77
A-	92 - 90	C	76 - 73
B+	89. - 87	C-	70 – 72
B	86. - 83	D	69 - 60
B-	80 – 82	F	59 - 0

Academic Honesty

(1) Bauer students shall maintain the standard of academic honesty set forth under the University of Houston's Academic Honesty policy; (2) Bauer students shall respect other students, faculty, staff, and the Bauer environment; and (3) Bauer students shall maintain individual accountability and integrity. <https://www.bauer.uh.edu/current/academic-honesty.php#:~:text=The%20University%E2%80%99s%20academic,of%2Dethics.php>

Student Academic Accommodations

The University of Houston System complies with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, pertaining to the provision of Reasonable Academic Accommodations for students who have a disability. In accordance with Section 504 and ADA guidelines, [enter name of university here] strives to provide Reasonable Academic Accommodations to eligible students who request them. If you believe that you have a disability requiring an academic accommodation, please contact the Center for Students with Disabilities at 713-743-5400 or <http://www.uh.edu/csd/>.

University of Houston Covid-19 Policies

Students are encouraged to visit the University’s COVID-19 website for important information including on campus testing, vaccines, diagnosis and symptom protocols, campus cleaning and safety practices, report forms, and positive cases on campus. Please check the website throughout the semester for updates.

Syllabus Changes

Due to the changing nature of the pandemic, **please note that the instructor may need to make modifications to the course syllabus and may do so at any time.** Notice of such changes will be announced as quickly as possible through email/Blackboard announcement.

Course Evaluations:

At the conclusion of this course, students are encouraged to complete a course evaluation that will be distributed to them through a course link. The University of Houston greatly values the input of students regarding the course and their professors. All course evaluations are done online.

Technical Requirements:

In order to facilitate communication and encourage collaboration this virtual class, we will use Blackboard and Microsoft Teams.

For individual problems with your computer or if you need help learning how to use Blackboard Learn, contact Blackboard helpdesk <http://www.uh.edu/blackboard/support/>. You can also use the Blackboard Basics tab in Blackboard for useful information.

UH Diversity and Inclusion Statement

The University of Houston embraces diversity and recognizes our responsibility to foster an open, welcoming environment where students, faculty and staff of all backgrounds can collaboratively learn, work and serve. We value the academic, social, and broader community benefits that arise from a diverse campus and are committed to equity, inclusion and accountability. Diversity enriches our university community and is a driving force instrumental to our institutional success and fulfillment of the university's mission. We commit to engaging in an ongoing dialogue to thoughtfully respond to the changing realities of our increasingly interconnected world. We will continually strive to work together to address the challenges of the future in a way that removes barriers to success and promotes a culture of inclusivity, compassion and mutual respect. The competencies gained through diverse experiences across campus prepare all of our students, staff and faculty to thrive personally and professionally in a global society.

Non-Discrimination Statement

The policy of the University of Houston (UH) is to ensure equal opportunity in all its educational programs and activities, and all terms and conditions of employment without regard to age, race, color, disability, religion, national origin, veteran's status, genetic information, or sex (including pregnancy), except where such a distinction is required by law. Additionally, UH prohibits discrimination in all aspects of employment and educational programs on the basis of sexual orientation, gender identity, or gender expression. Employees, students, applicants for employment or admission, and visitors to campus with questions and/or complaints regarding discrimination, or sexual misconduct (such as sexual violence) under Title IX may contact Toni Sanchez Benoit, [Title IX](#) Coordinator and Assistant VC/VP for [Equal Opportunity Services \(EOS\)](#) or the U.S. Department of Education's Office for Civil Rights. Ms. Sanchez Benoit serves as the Title IX Coordinator as well as the ADA and Section 504 Coordinator for UH and can be contacted at: 4367 Cougar Village Drive, Building 526, Houston, TX 77204; eos@uh.edu; 713.743.8835.