This course focuses on policies and practices for effectively managing a diverse workforce in private, public and nonprofit organizations. The current context, legal environment and historical development of equal employment opportunity, affirmative action, and diversity are addressed. Students gain theoretical and practical knowledge to understand beliefs, attitudes, biases, and prejudices to more effectively manage differences in order to enhance organization productivity. A significant amount of time will be focused on racism, origin of racism, and individual responsibility of racism.

B. Course Effective Dates: 08/01/1998 - 09/05/1999 09/06/1999 - 05/03/2017 05/04/2017 - Present

C. Outline of Major Content Areas:

See Course Description for major content areas.

D. Learning Outcomes (General)

1. Express how their individual experiences have shaped their perceptions of the behaviors and attributes of groups similar to and different from themselves.
2. Understand the various characteristics of racism and the various legacies and impacts of racism in the United States.
3. Analyze the extent and effectiveness of an organization’s diversity initiatives and formulate solutions for racism and other diversity-related problems in hiring, pay, promotions, leadership development, etc.
4. Appreciate the benefits of have better ideas for managing the challenges
5. Articulate an understanding of racism and the demographics, laws, values, and business considerations that are “driving” the trends in workplace diversity initiate
6. Define the differences between affirmative action, valuing diversity, and creating inclusive workplaces; articulate how diversity and overcoming racism can become a strategic advantage.
7. Have a deeper understanding of the experiences of groups who struggle to achieve equity in the workplace. This includes various racial groups, genders, abilities, etc. and the intersections amongst these marginalized groups.
8. Think analytically about domestic cultural diversity issues and institutional racism in the context of organizational life, applying current day research to workplace realities.

E. Learning Outcomes (MN Transfer Curriculum)

Goal LS - Upper Division Liberal Studies

None

Goal 07 - Human Diversity

1. Demonstrate an awareness of the individual and institutional dynamics of unequal power relations between groups in contemporary society.
2. Analyze their own attitudes, behaviors, concepts and beliefs regarding diversity, racism, and bigotry.
3. Understand the development of and the changing meanings of group identities in the United States' history and culture.
4. Describe and discuss the experience and contributions (political, social, economic, etc.) of the many groups that shape American society and culture, in particular those groups that have suffered discrimination and exclusion.
5. Demonstrate communication skills necessary for living and working effectively in a society with great population diversity.
G. Special Information

Racial Issues Graduation Requirement