A. Course Description

Credits: 4

Lab Hours/ Weeks: Corequisites: None

Lecture Hours/ Week :

MnTC Goals: Goal 07 - Human Diversity

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.

B. Course Effective Dates: 08/27/2014 - Present

C. Outline of Major Content Areas:

See Course Description for major content areas.

D. Learning Outcomes (General)

1. Analyze the extent and effectiveness of an organization's diversity initiatives and formulate solutions for difficult diversity-related problems like hiring, pay, promotions, leadership development, etc.
2. Appreciate the benefits of and have better ideas for managing the challenges of working in homogeneous and diverse work teams.
3. Articulate an understanding of the demographics, laws, values, and business considerations that are "driving" the trends in workplace diversity initiatives.
4. Define the differences between affirmative action, valuing diversity, and creating inclusive workplaces; articulate how diversity can become a strategic advantage.
5. Express how their individual experiences have shaped their perceptions of the behaviors and attributes of groups similar to and different from themselves.
6. Have a deeper understanding of the experiences of groups who struggle to achieve equity (in its many dimensions) in the workplace.
7. Think analytically about domestic cultural diversity issues in the context of organizational life, applying current day research to workplace realities.
8. Understand cross-cultural differences that come into play in our increasingly global economy.

E. Learning Outcomes (MN Transfer Curriculum)

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