A. Course Description

Credits: 4

Prerequisites: MGMT 600 Practical Research Methods for Managers

Lab Hours/ Weeks: Corequisites: None

Lecture Hours/ Week:

MnTC Goals: None

This course focuses on policies and practices for effectively managing a diverse workforce in private, public and nonprofit organizations. The current context and historical development of equal employment opportunity, affirmative action, and diversity management 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: 08/01/1998 - Present

C. Outline of Major Content Areas:

See Course Description for major content areas.

D. Learning Outcomes (General)

1. Demonstrate a significant degree of self-awareness regarding the origins of and the ways in which one’s attitudes toward variations in gender, age, race, ethnicity, disability, sexual orientation, etc. have been and are reinforced by cultural forces.
2. Articulate an understanding of the demographics, laws, values, and business considerations that are driving the trends in workplace diversity initiatives.
3. Evaluate the utility of the concept of cultural competence both as a response to disparities based on gender, race, ethnicity, disability, etc.
4. Express an understanding of the experiences of groups who struggle to achieve equity (in pay, health care, education, housing, etc.) in the workplace.
5. Think analytically about domestic cultural diversity issues in the context of organizational life, applying current day research to key business processes in order to create more inclusive workplaces.

E. Learning Outcomes (MN Transfer Curriculum)

This contains no goal areas.

G. Special Information

None