

**School for New Learning
DePaul University
FA 246 Diversity in the Workplace
Spring, 2009**

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Location: O'Hare Campus
Dates/Time: April 2, 2009 – June 4, 2009 6:30 p.m. – 9:30 p.m.
Credit Hours: 3

COURSE DESCRIPTION:

The intent of this course is to raise the student's awareness of diversity. In today's global environment the workplace has become more and more diversified and it is imperative that organizations learn how to manage in this diverse climate. The course will also provide the student with a safe environment and an opportunity to "peel back" the next layer and address specific issue related to gender, race, sexual orientation, age, etc. and how they may be problematic in organizations if not managed effectively.

FACULTY BIOGRAPHICAL SKETCH

Linzy Waters has over 30 years experience in management/leadership and organization development (OD). After leaving AT&T he formed an OD consulting firm where he continues his work in the OD field. His areas of expertise are: Team building, diversity issues, managing organizational and personal change. Linzy is an adjunct faculty member in the SNL Program, teaching classes at the undergraduate and graduate level. Mr. Waters also teaches part-time at Dominican University, River Forest, IL.

COMPETENCIES OFFERED:

- H-1-A: Understands and can apply the principles of effective intercultural communication.
- L-7: Can learn collaboratively and examine the skills, knowledge, and values that contribute to such learning.
- FX: Understands and can explain how issues relating to diversity (gender, race, sexual orientation, age, etc.) can impact organizational communication.

LEARNING STRATEGIES:

The following represent experiences or learning resources that will be shared by everyone in this course.

- Engage in large and small group discussions.
- Complete readings, i.e. books, printed/electronic resources that are required for the course.
- Read, analyze and discuss case studies.
- Read, analyze and write a summary paper for case studies.
- Create and maintain a diversity journal
- View diversity video tape

POLICIES:

Attendance:

Attendance and participation are essential for this seminar. Therefore, students are expected to attend all sessions. If, however, it becomes necessary for a student to miss a session, the absence is acceptable provided the student negotiates provisions for making up the work i.e., writing an additional paper,

making an additional class presentation, etc. If the student misses more than two sessions, they will not have met the requirements for a passing grade.

Confidentiality:

We will embrace and respect the confidential nature of stories shared in the classroom. Therefore, the stories will not be shared outside of class without the permission of the individual who shared it.

Documentation:

All written assignments must be typed, spell checked, grammatically correct.

Deadlines:

All assignments are to be submitted on or before the due date.

Plagiarism:

Plagiarism is a form of academic dishonesty that involves the presentation of the work of another individual as one's own. As such, plagiarism constitutes a serious violation of DePaul University's Academic Integrity Policy.

Plagiarism violates two norms that govern academic life: (1) the acknowledgment of our indebtedness to the community of learners we have joined; and, (2) the pursuit of knowledge with honesty and integrity. In cases where students are not clear about what constitutes plagiarism, they should consult their instructors or the handbook entitled, *Plagiarism: Guidelines for Students*, available from the University bookstore and libraries. Further, students should familiarize themselves with the Academic Integrity Policy delineated in the [DePaul University Student Handbook](#).

Within the School for New Learning, seminar instructors, faculty mentors, and professional advisors have jurisdiction in determining instances of student plagiarism and imposing sanctions up to, and including, an "F" grade for the work involved and/or the seminar.

ASSESSMENT CRITERIA:

30% Case Studies

25% Attendance and class participation

45% Journal and final paper

Case Study: Two case studies will be distributed during the quarter and the student is expected to read, analyze and write (type) a 2 –3 page summary paper for each one.

Journal and final paper: Each student will maintain a journal based on their experiences as they relate to diversity topics/issues discussed in class or in assigned readings. The journal entries can be used to compose the reflective final paper. The paper should reflect your personal journey and growth in the area of diversity as well as how the student attained competencies in his/her focus area. The length of the paper shall be 7 – 8 pages; double-spaced and typed.

CLASS SCHEDULE

DATE	SESSION	TOPIC	ASSIGNMENT
4-2-09	1	-Introductions -What is diversity? -Diversity effectiveness	Read: Building a House for Diversity(BHD) pages 3-21 - Complete the pre-assessment pp. xv (text book)
4-9-09	2	-Key elements for managing diversity	Read (BHD) pp. 23 - 36
4-16-09	3	-Effective diversity, from a leader's perspective	Read (BHD) pp. 37 – 63
4-23-09	4	-Individual stories about diversity	Read (BHD) pp. 65 – 91
4-30-09	5	-Mentorship in the workplace -Sources of diversity tension	Read (BHD) pp. 92 – 115
5-7-09	6	-Let's look at two pioneering elephants	Read (BHD) pp. 116 - 139
5-14-09	7	-Diversity effectiveness: the challenge for elephants	Read (BHD) pp. 140 – 150
5-21-09	8	-The assimilated giraffe: George	Read (BHD) pp. 153 – 174
5-28-09	9	-The pioneering giraffe: Kirk	Read (BHD) pp. 175 – 199
6-4-09	10	-The individual journey	Read (BHD) pp. 203 - 226

BIBLIOGRAPHY

General

- Allport, Gordon. *The Nature of Prejudice*. Reading, Mass.: Addison-Wesley Publishing, 1979.
- Gardenswartz, Lee, and Anita Rowe. *Managing Diversity: A Complete Desk Reference and Planning Guide*. Homewood, IL.: Business One Irwin, 1992.
- Jackson, Susan E., and Associates. *Diversity in the Workplace: Human Resources Initiatives*. New York: The Guilford Press, 1992.
- Morrison, Ann M. *The New Leaders: Guidelines on Leadership Diversity in America*. San Francisco: Jossey-Bass, 1992.
- Rothenberg, Paula S. *Race, Class and Gender*. New York: St. Martin's Press, 1992.
- Simmons, George F. *Working Together: How to Become More Effective in a Multicultural Organization*. Los Altos, CA.: Crisp Publications, 1989.
- Thiederman, Sondra. *Bridging Cultural Barriers for Corporate Success: How to Manage the Multicultural Work Force*. Lexington, MA.: Lexington Books, 1991.
- Thomas, R. Roosevelt. *Beyond Race and Gender: Unleashing the Power of Your Total Work Force by Managing Diversity*. New York: AMACOM, 1991.

African-Americans

- Dickins, Floyd, Jr., and Jacqueline Dickins. *The Black Manager: Making It in the Corporate World*, rev.ed. New York: AMACOM, 1991.
- Kochman, T. *Black and White Styles in Conflict*. Chicago: University of Chicago Press, 1981.
- Terkel, Studs. *Race*. New York: New Press, 1992.

Asian-Americans

- Kitano, Harry L., and Roger Daniels. *Asian Americans: Emerging Minorities*. Englewood Cliffs, NJ: Prentice Hall, 1988.
- Takaki, Ronald. *Strangers from a Different Shore: A History of Asian Americans*. New York: Penguin Books, 1990.

Latinos

- Cattan, Peter. *The Diversity of Hispanics in the U.S. Workforce*. Monthly Labor Review, August 1993.
- Knouse, Stephen B., Paul Rosenfeld, and Amy Culbertson. *Hispanics in the Workplace*. Newbury Park, CA.: Sage, 1992.

Workers with Disabilities

- Akabas, Sheila H., Lauren B. Gates, and Donald E. Galvin. *Disability Management*. New York: AMACOM, 1992.

Gays and Lesbians

- McNaught, Brian. *Gay Issues in the Workplace*. New York: St. Martin's Press, 1993.
- Mickens, Ed. *One Hundred Best Companies for Gay and Lesbian Talent*. New York: Pocket Books, 1994.

Women

Aburdene, Patricia, and John Naisbitt. *Megatrends for Women*. New York: Villard Books, 1992.

Loden, Marilyn. *Feminine Leadership or How to Succeed in Business Without Being One of the Boys*. New York: Times Books, 1985.

White Men

Astrachan, Anthony. *How Men Feel: Their Response to Women's Demands for Equality and Power*. Garden City, NY: Anchor Press/Do