Diversity in the Workplace

Professor Erika Walker
UGBA 156AC (formerly 196-7)
3 units, CCN 08426
MW 2-3:30 PM, C110

This course satisfies the American Cultures requirement.

Businesses value diversity and promote equal opportunity for the employees that make up their global workforce. What is diversity and what does it mean for young professionals who are entering the workforce? Why do businesses value diversity? What strategies do businesses use to manage their diverse employees with the goal of improving performance? How does valuing diversity play an integral role in upward mobility? What successes, if any, can be gained through self management and diversity awareness? To an employee? To an employer? This course provides a forum to examine these questions through a lens of race, ethnicity and gender within the larger context of American society to expedite your awareness, sensitivity and mobility in future careers as well as, to better equip and prepare you for effective and transformative leadership.

This course will introduce students to various theories on diversity and the importance of human capital equity and inclusion to organizations and bridge it with application via community-based projects. Projects will be provided by this year’s community partner - The Greenlining Institute www.greenlining.org. Students will engage in community-based learning, enabling them to become more conscious of the social impact of positive human relations in industry and scholarship to foster equity, social justice, and civic responsibility. The course will also emphasize reflection and experiential learning. Along with multimedia tools, there will be a strong concentration on discussing assigned readings, interacting with guest speakers, sharing experiences, participating in exercises, case studies, and self administered instruments.

Be prepared to be engaged and active in a 3-way learning partnership between student, professor and community partner!