

# AP/HRM3450 A

EQUITY, DIVERSITY AND INCLUSION IN THE WORKPLACE

FALL 2019

PRELIMINARY COURSE OUTLINE

Please check back at the beginning of the term for a more detailed outline.  
Scroll down for Midterm Exam information.

For class time and location, please visit the York University Course Website:  
<https://w2prod.sis.yorku.ca/Apps/WebObjects/cdm>

## WELCOME TO THE COURSE!

While some take for granted that inclusion is a common value, recent events, media headlines and social media feeds clearly indicate that resistance to diversity and alive and well. Looking around the classroom, and in our workplaces, it is apparent that we live, learn and work in diverse environments. This diversity brings with it great opportunities as well as significant challenges. During this course will develop basic understanding of the impact of diversity on workplace experiences, employment equity and inclusion. We will learn about the basic theoretical perspectives that inform our understanding of these concepts, and examine diversity and inclusion of specific identity groups.

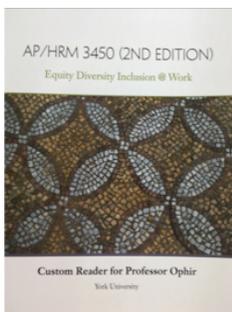
Our class discussions and activities rely on your advance preparation of the assigned readings. Your active participation in class discussion is expected (participation, not only physical attendance, is a required component of the course...). The course will also include groupwork. **When planning for this fall term, budget time for in-class and on-line participation, as well as time to work with your group outside class.**

If you have any concern with your performance, or ability to complete the course successfully, please contact Dr. Ophir earlier in the course rather than later.

We are all responsible to create and maintain **a safe learning environment** in the course – inside the classroom, outside the classroom and on-line; All are expected to conduct themselves in a manner that is respectful of others and of themselves.

I look forward to meeting each and every one of you in class.

## REQUIRED COURSE TEXTBOOK/READINGS



All chapter readings are included in the **SECOND EDITION** of a **Custom Reader** for the course. The Custom Reader is available for purchase at the University Bookstore:

***AP/HRM3450: Equity Diversity Inclusion @ Work (2nd ed.)***  
(ISBN 978-0-17-678316-7)

Limited copies available for 2-hour loan at through **library reserves @** Bronfman Library.



## COURSE EVALUATION

Your course grade will be based on several components:

Participation	10%
Group Presentation	15%
Midterm examination:	30% ( <b>Sunday, October 6, 2019, 11:00am</b> )
Final Examination:	45% (Formal examination period, <b>December 5-20, 2019</b> )

Description of components will be provided in the full outline closer to the start of the term. Dates and weighting of the components may change (adjustments may be posted by September 18, 2019, at the latest). Please mark your calendar now and check on updates closer to the start of the term.

## IMPORTANT NOTES

- ▶ Discussions and participation are an integral part of this course. Your contributions, alongside those of your peers, will enhance our learning experience. Your active participation is expected. Evaluation of participation begins in our first class. Please note that no make-up opportunities will be provided for missed participation.
- ▶ Students seeking alternate participation provisions are expected to follow York University policies and guidelines regarding accommodation procedures.



## SELECTED SCHOOL & UNIVERSITY INFORMATION AND POLICIES

- ▶ **Getting support when you need it:** Visit the following sites for various information resources that are available to you (academic and non-academic):
  - Manage your Academic Record: <http://myacademicrecord.students.yorku.ca/>
  - Learning Commons: <http://learningcommons.yorku.ca/>
  - Writing Centre: <http://writing-centre.writ.laps.yorku.ca/>
  - Student Accessibility Services: <http://accessibility.students.yorku.ca/>
  - Student Counselling & Development: <https://counselling.students.yorku.ca/>
  - Mental Health and Wellness at York: <http://mhw.info.yorku.ca/>
  - Office of Student Community Relations: <http://oscr.students.uit.yorku.ca/>
  - Additional student resources: <http://laps.yorku.ca/student-resources/>
- ▶ For **important sessional dates**, please refer to: <http://registrar.yorku.ca/enrol/dates/>
- ▶ **Religious Accommodation:** York University is committed to respecting the religious beliefs and practices of all members of the community, and making accommodations for observances of special significance to adherents. **Students seeking religious accommodation should pursue their request in timely fashion.** For deadlines and additional information on religious accommodation, please visit: <https://w2prod.sis.yorku.ca/Apps/WebObjects/cdm.woa/wa/regobs>.
- ▶ **Academic Accommodation for Students with Disabilities:** Accommodation and support for students with learning, mental health, physical, sensory, or medical disabilities is guided by the principles laid out in [York's Policy on Academic Accommodation for Students with Disabilities](#):  
 Students who seek such accommodation for their academic studies must be registered with **Student Accessibility Services**. This office arranges for academic accommodations and provides support to students with documented disabilities on the Keele Campus. Registered students will receive a Letter of Accommodation, outlining the nature and recommendation of their accommodation. To register with Student Accessibility Services, students should upload their disability-related documentation to the online registration form at: <https://accessibility.students.yorku.ca>.

(Cont. on the next page)

(Cont. from previous page – accommodations)

Once registered with Student Accessibility Services, students are responsible to arrange for their accommodation in advance and in a timely fashion, based on the accommodations suggested in their letter of accommodation. Accommodations provided shall be consistent with the guidelines established in York's policy, preserving the academic integrity of the curriculum and the academic standards of courses and programs.

- **Exams, when relevant:** Please register for your examination date(s) with Alternate Examination Centre (<http://altexams.students.yorku.ca/>) within the deadlines specified by the Centre. Any rescheduling requests should be submitted to 282 Atkinson with appropriate documentation.
  - **Other components and aspects, when relevant:** Please inform the Course Director of your accommodation letter as soon as possible. Please note that sufficient notice is needed so that reasonable steps for accommodation can be provided.
- ▶ **Services for Mature and Part-time Students:** The Atkinson Centre for Mature and Part-time Students (ACMAPS) maintains and strengthens York University's ongoing commitment to welcome and to serve the needs of mature and part-time students. For further information and assistance visit: <http://acmaps.info.yorku.ca/>.

*Have a Great Term !!!*