

School of Human Resource Management

York University

Winter 2020 Course Outline

AP/ADMS and AP/HRMS 3450 M 3.0 M Employment Equity and Diversity

Term: W

Classes: Wednesdays, 11:30 a.m. in Vari Hall 1152A

First Class: January 8, 2020

Course Instructor Contact: Lynne Van Buskirk lynnevan@yorku.ca

Calendar Description:

Examines the employer's role in the equitable management of a diverse workforce. Policies and practices which facilitate the accommodation and benefits of a diverse workforce are discussed. Prerequisite: AK/ADMS 2600 3.00 or AK/ADMS 3480 3.00 (prior to Summer 2001). Course credit exclusion: None.

Prerequisite / Co-requisite: AK/ADMS 2600 3.00 or AK/ADMS 3480 3.00 (prior to Summer 2001). Course credit exclusion: None.

Students are personally responsible to ensure that they have the required prerequisites as stated in the course outline or in the course calendar. Students who do not have the prerequisites are at risk of being dropped from the course at any time during the course. The department will not be responsible for refunds resulting from students being dropped from a course due to a lack of the appropriate prerequisites.

Required Course Readings:

A course kit will be available in the Bookstore closer to the beginning of classes. Relevant academic and contemporary articles will also be posted to the course web site (Moodle). The Moodle site is normally not available until close to the beginning of the class.

Policies regarding the printing/sharing of articles posted to the Moodle site will be discussed in the first class, and also posted to the site.

Expanded Course Description:

- Examines roots of bias and discrimination against women, racial minorities, immigrants, etc.
- Examines the issues around the equitable management of a diverse workforce.
- Defines and discusses concepts such as employment equity, designated groups, equity legislation.
- Examines tribunal/court rulings on previous workplace equity cases, and discusses compliance issues for managers.
- Discusses policies and practices which facilitate the development of a diverse workforce and outlines its benefits to an organization.
- Weaves relevant organizational theories and their application throughout the course materials

Organization of the Course:

Lectures will bring in a variety of materials and resources; there is much material to cover during the term. The course schedule (syllabus) will be posted to the class Moodle site.

Students are urged to read the relevant materials **in advance** of each week's class. It is easy to fall behind in your reading. In order to do well on the assignments and examinations, students must keep up with their readings and attend lectures.

Note that in rare cases a class may have to be cancelled due to poor weather or illness. Please ensure that you have provided your most recent e-mail address on the Registrar's web site, as Moodle announcements to the class in the case of an emergency or update draw on the Registrar's address files. Class cancellation information would also be posted on the Moodle site.

Course Learning Objectives:

- to learn of the background issues which influenced the development of biased attitudes and discrimination in the workplace in Canada and which resulted in the denial of opportunity to women, racial minorities, the disabled, etc.
- to study legislative and other initiatives which have changed the face of discrimination and have informed employment equity.
- to examine current employment equity issues, understand the strengths and weaknesses of EE legislation and to examine the outlook for equity in employment in today's workplace.
- To thoroughly examine equity cases and decisions to help us learn appropriate strategies for developing equity policies and procedures in the workplace.

Weighting of Course:

(Details of topics and expectations for assignments will be discussed in class and posted to Moodle.)

Component	Grade Value	Due Date
Class Participation:		
Participate in class discussions and debates: present in small groups on newspaper/magazine articles, web postings, etc. concerning equity issues, and lead class discussions. This work will vary, depending on the class size.	5%	Throughout the term. Details to be discussed in first class.
Attendance	5%	
Mid -Term Exam: Testing on the first half of the course materials and concepts.	40%	In class; date TBA class. There will be no make-up exam for students who miss this mid-term.
Final Examination: To be held in the final examination period. This exam normally will take the form of a case analysis.	50%	Date and location TBA

Grading Scheme and Feedback Policy

<http://www.yorku.ca/secretariat/legislation/senate/gradfeed.htm> or on the class Moodle site.

“Final course grades may be adjusted to conform to Program or Faculty grades distribution profiles.”

"20 % Rule"

No examination or test worth more than 20% of the final grade will be given during the last two weeks of classes in a term, with the exception of classes which regularly meet Friday evenings or on the weekend (Saturday and/or Sunday at any time). (Approved by Senate, November 28, 1996)

IMPORTANT COURSE INFORMATION

Students are expected to familiarize themselves with the following information, which will be linked to the Moodle site.

- **York's Academic Honesty Policy and Procedures/Academic Integrity Website**
- Course requirement accommodation for students with disabilities, including physical, medical, systemic, learning and psychiatric disabilities
- **Religious Observance Accommodation**

Last Revised: November 4, 2019