



FACULTY OF LIBERAL ARTS AND PROFESSIONAL STUDIES
SCHOOL OF HUMAN RESOURCES MANAGEMENT

AP/HRM3450 B

EQUITY, DIVERSITY AND INCLUSION IN THE WORKPLACE
FALL 2021 – PRELIMINARY COURSE OUTLINE¹

This course is listed as REMT: We will have regular synchronous activities at the time listed for the course (Thursdays, 7:00pm). Regular attendance and participation expected.

Hello and Welcome to EDI!

Matters of equity, diversity, and inclusion (EDI)... or lack thereof... are central to our daily lives and interactions. It is evident in the headlines and trending tweets and hashtags, and more so in the lived experiences of many of us. While some may take for granted that inclusion as a common value, recent events only highlight that prejudice, discrimination, and significant institutional barriers persist and that resistance to diversity is alive and well.

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.

The course is built into several content modules, with activities and submission deadlines throughout the term. The modules, readings, expected activities/submissions and deadlines will be posted in the full outline and updated on the course website throughout the term.

Your contribution to class discussions and activities is critical to ensure that a diverse array of voices is heard, so that we can explore the richness of lived experiences and learn from each other. To achieve that, especially when having an open discussion about sensitive matters, we all responsible to create and maintain a safe learning environment in the course – in discussion forums, in zoom breakout rooms, in email, etc... All are expected to conduct themselves in a manner that is respectful of others and of themselves.

If you have any concern with your performance, or ability to complete the course successfully, please contact me earlier in the course rather than later. I look forward to meeting you on-line and having a meaningful learning experience.

Ron ☺


Have a safe, productive and fun term!

¹ This outline is subject to change as deemed necessary by the Course Director.

COURSE ENVIRONMENT PRINCIPLES

Together we will strive to create and maintain a classroom environment that is a **safe** place for learning and discussion; a place where individual thoughts and ideas are appreciated; a space where personal feelings, beliefs, perspectives and positions are **respected**.

SECTION INFORMATION

Course Director:	Professor Ron Ophir
Email:	ophir@yorku.ca
Delivery mode:	Remote (including synchronous content)  Live Session
Timing of synchronous content:	Thursdays, 7:00pm-10:00pm (Toronto Time) (check website for specifics)
Virtual Office Hours:	Check course website
Course Web Site:	eclass.yorku.ca (Moodle)

COURSE OBJECTIVES

- ▶ To **develop** basic understanding of diversity, inclusion, and employment equity in the workplace, and the opportunities and challenges that a diverse workplace presents.
- ▶ To **develop** basic understanding of the theoretical perspectives which inform our understanding of workplace diversity issues.
- ▶ To **increase** awareness to the experiences of members of non-dominant identity groups in the workplace, including discrimination, differential access and treatment.
- ▶ To **learn** about ways in which individuals and organizations address issues of equity, diversity and inclusion within organizations.

REQUIRED COURSE READINGS AND TEXTS

Information to be provided closer to the start of the term.

IMPORTANT NOTES

- ▶ **Take care of yourself:** <https://www.yorku.ca/health/mental-health-resources-during-covid-19/>
- ▶ **Communication with the Course Director:** Please include your full name, student number, and the course/section enrolled in. Needless to say, proper conduct of behaviour is expected.
 - If responding to an eClass email announcement, please ensure to replace the recipient address with my email (ophir@yorku.ca), or else the message will not be delivered to me.
- ▶ **About course registration:** Please direct all registration questions to the main office of the School of Human Resources Management (lapsshrm@yorku.ca). Course Directors (instructors) **cannot enroll or approve** your enrollment to the course. If the section is full, the best strategy to enroll in the class is to visit the online course registration system regularly until a space becomes available. Students are expected to keep up with the course submission deadlines regardless of timing of enrolment.
- ▶ The **outline and textbook** for this section might vary from other sections in this course. Students bear the sole responsibility for keeping up with the material covered in the section in which they are registered.
- ▶ **Times and deadlines** are in **Toronto time**. Note that Clock moves backwards one November 1st, 2am. For those not in Toronto/GTA time zone, click for **time converter** (use the checkboxes to show time difference): <https://www.timeanddate.com/worldclock/converter.html?iso=20210909T230000&p1=250>

WHAT TO EXPECT

This section of the course is offered in a **REMOTE** format, where all content is accessible through the course website. We will have **weekly synchronous** content (“live” through zoom, most weeks). Internet access will be required for full access to course resources. All course content and activities will be provided on-line. This course has no in-person or on-campus activities/exams. Check for regular updates:



Synchronous Content (“Live”) (on Zoom)
([check eClass for schedule](#))

Regular “live” meetings/activities (synchronous) on **zoom** will be provided in this course within the designated timeslot for the course (Thursdays 7:00pm-10:00pm). Please consult the course website for specific weekly times/information. .



Asynchronous Content

Other course content in this course is designed for **independent learning**; however, activities, participation and other deliverables have **deadlines**.



Submission deadlines

There are **weekly/regular submission deadlines** for activities and assignments on **eClass**. Please note that some course activities may include interaction and discussion **with classmates**; therefore, mutual respect is expected to ensure meeting of deadlines. No extensions.



Textbook

Check out the eBook eClass for access and purchase at the start of the term.



Exams

Exams in this course will be **timed** and delivered at designated times during the course on **eClass**. Students are expected to be available to write the exams as scheduled. Reliable Internet connection and device are required.



Virtual Office Hours

Pre-scheduled virtual office hours times will be available throughout the term (sign-up link on the course website). Additional times can be scheduled on request.

Weekly schedule/due dates will be posted to eClass

Keep up with York U updates: <https://yubettertogether.info.yorku.ca/category/students/>