



## *Course Outline*

AP/HRM3450A – In-Class Fall 2021

### **EQUITY, DIVERSITY, AND INCLUSION IN THE WORKPLACE**

York University - School of Human Resource Management

**Course Director:** Ron Alexandrowich M.Ed. DHRP

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**Class Time:** Tuesday 11:30 – 2:30 (Sept 14 to Dec 7)

**Location:** LSB 106 (Life Sciences Building)

**Office Hours:** I do not have office hours. Please email me at [ronalex@yorku.ca](mailto:ronalex@yorku.ca)

### **COURSE DESCRIPTION**

This course will provide you with a basic understanding of diversity and inclusion practices in organizations and in the Canadian workforce. Issues of inequality and discrimination are examined through theoretical lenses that inform the practice of diversity management. The value of diversity and inclusion and means of accommodation are explored.

### **COURSE OBJECTIVES**

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

**PREREQUISITES:**

Prerequisite: AP/HRM 2600 3.00.

**REQUIRED TEXTS:**

Walk A Mile: A Journey Towards Justice and Equity in Canadian Society, Second Edition by Theresa Anzovino, Jamie Oresar, and Deborah Boutillier

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ISBN 9781774123614. **This is a customized eBook for this class.**

Do not order the PDF copy which is more expensive.

**Course Design****Classes**

Lectures will cover the topics in the course outline. I encourage students to ask questions and participate in discussions throughout the lecture. My style is relaxed and punctuated with real life examples which includes my own experiences. I especially encourage students to always maintain a level of critical thinking.

**My Role**

My role is to teach the material and offer examples to support the theory presented. I will facilitate discussion during each lecture and answer questions/clarify topics.

**Your role**

Students are expected to attend the lectures and participate in discussions and listen to the opinions of other students in a respectful manner. Students are expected to do the readings every week and be prepared for all assignments.

**Class Schedule:**

<b>Date</b>	<b>Chapter</b>	<b>Topic</b>
Sept 14	1	Diversity/Oppression/Privilege
Sept 21	2	Forms of Oppression
Sept 28	No class	No class
Oct 5	3 and 4	Social Inequality/Gender
Oct 12	Reading Week – no class	Reading Week – no class
Oct 19	Midterm Exam - Online	Midterm Exam - Online
Oct 26	6	Race and Racialization
Nov 2	7	Indigenous
Nov 9	8	Immigration
Nov 16	9	Multiculturalism Group Paper <u>Due Nov 19, 2021</u>
Nov 23	11	Ability Individual Journals: 10% Due Nov <u>26, 2021</u>
Nov 30	12	Age
Dec 7	Zoom Review Class	<a href="https://yorku.zoom.us/j/6607489604">https://yorku.zoom.us/j/6607489604</a>

**EVALUATION**

<b>Item</b>	<b>Percentage</b>	<b>Due Date</b>
Midterm	25%	Oct 19, 2021 Online during class time.
Group Paper:	25%	Nov 19, 2021
Individual Journals:	15%	Nov 26, 2021
Final Exam	35%	During final exam period Dec 9 – 23, 2021 Online

**Mid-term Exam Oct 19, 2021 (30%) This exam will be online during class time.**

The format will be determined and posted. It is imperative you attend the mid-term since there will be no other alternative dates to write a make-up exam. The mid-term exam is a take home open-book exam covering materials covered in class.

**Individual Journals: 10% Due Nov 26, 2021**

You will maintain **4 reflective journals** which will focus on your practicum experiences. Your journals will thoughtfully relate the descriptive, reflective, and analytic aspects of your experiences and your learning in class. **(2-3 pages for each journal entry double spaced = 8-12 pages total)**. The journals will be considered confidential and will NOT be shared.

Through this deliberate cognitive activity, you have the potential to intentionally connect thoughts, feelings, and experiences related to the learning activity in which you are engaged. Journal writing is an intentional reflective design strategy that has been used in traditional learning environments. It will facilitate your integration of new information to what can often be purely academic work. This will also enhance the development of insight; promote cognitive awareness and critical thinking. The below is only a sample of reflective questions you may ask yourself. You do not need to answer any or all these questions. These questions are here only to stimulate your thoughts.

- What would you say was the most important thing you learned because of the session?
- What are your thoughts about the topics covered?
- How might or will you use what you have learned today?
- How can you take what you learned and apply it to...?
- Describe the extent to which you understand the information discussed in class. What are you confident about? What are you confused about? What do you find particularly interesting and thought provoking?

**Group Paper: 25% Due Nov 19, 2021**

You will research a current issue facing organizations, in Canada or elsewhere, related to this course. There are multiple sources of information: the news/press, journals, managers and employees, your own experiences, academic journals, and so on. You are to research an issue and come up with recommendations on how to manage that issue/problem.

You should cover the following in your paper: **A format suggestion only.**

An introduction and purpose of your paper (1 page). Background of the problem and review/analysis of related information/what you found (8 - 9 pages). Your recommendations on how organizations can manage the issue (3 pages)

Your **written paper** should be approx. 12 - 14 pages, excluding the list of references (Arial or Times New Roman, 12 pitch, with 1" margins: double-spaced).

You must include a bibliography of articles cited, using the APA style. Your paper will be judged on style (grammar, etc.) and content (the extent and quality of your research, analysis, and recommendations). A rubric will be supplied.

**Possible topics:** Please see Detailed Table of Contents (Abridged Version) posted on our class website.

### **Final Exam (35%):**

The format and date will be determined and posted and will be cumulative. The final exam is a take home open-book exam and take place during the official final exam period of Dec 9 – 23, 2021

### **Sensitive/Offensive Subject Matter**

The classroom (both physical and virtual) is intended to provide a safe, open space for the critical and civil exchange of ideas and opinions. Some articles, media and other course materials may contain sensitive content that is offensive and/or disturbing. The Course Instructor will try to identify such material and communicate warnings to students in advance of the distribution and use of such materials, affording students the choice to either emotionally prepare for, or not to view or interact with, the content.

## **STANDARDS OF PERFORMANCE**

### *Examination and Contribution*

Examination results and contributions will determine the student's grade. It is expected that the student will write the midterm and final examinations on the scheduled day, time, and in the scheduled location. In the case of illness (accompanied by a doctor's note) or extenuating circumstances students should notify the instructor immediately. There will be no make-up exams.

*All final grades will be reviewed by the School of Human Resource Management.  
The School reserves the right to modify them in order to maintain high standards.*