

GENDER AT WORK

ADMS 3120

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Format: Blended (mostly on campus with some classes “remote”, i.e. live over zoom at the time scheduled for class), see schedule on p.6 for the location of each class.

Course Overview

The purpose of this course is to examine the variety of ways in which gender is “at work” in society, in workplaces and in our relationships with others. While we all experience gender most of us rarely think about it. In this course we will review the ways in which gender has been thought about in different times and from different places. Through readings, discussions, and self-reflection we will attempt to “see” gender in our own and other people’s experiences at work as well as in patterns of difference in opportunities and quality of life. At the same time, we will examine what we know about how to effect change that results in more equality.

Learning Objectives

- To learn about how gender is implicated in shaping individual experiences, interactions and patterns of outcomes and the ways in which these patterns have been explained (theories);
- To connect these insights to your own experiences;
- To develop strategies for reflexively managing gender, particularly in your work life;
- To think about our responsibilities in generating equality and theories and research about what “works” in promoting equality.

Required Readings:

1. Purchase the case: Gender and Free Speech at Google Iveycases.com: Product 318-085 (**before Class 5**)
2. *Peer Reviewed Articles:* A list of readings for each class is on p. 6/7. All articles can be accessed through the York University Libraries web-site, links on eclass.

Assignments and Evaluation

Participation (In Class and Group Discussions):	15%
Journals (Individual x 8=15 and Group x 2=5, due before class)	20%
Group Overview (5) & Activity (15):	20%
Google Case Analysis:	25%
Final Exam (In person):	20%

Course Outline

Approach

A complete week by week schedule of readings and assignments is provided on page 6 of this outline and is also posted on the eclass site. This course is highly interactive and includes both individual and group activities that we will complete during class time, both in person and “remotely” (synchronously), i.e. during the scheduled class time. You should plan to attend all the class meetings, both on campus and remotely. The Eclass site for the course is organized by week, and course materials (i.e. powerpoint slides) and assignments are posted there for each class.

The course focuses on understanding how gender is “at work” in generating patterns of inequality and on ways of managing gender and effecting change in these patterns. Each class will include a brief review of the material from the assigned readings as well as opportunities to discuss the material in your groups and with the class.

- Before Classes: Read the assigned material for each class and reflect on how the main concepts from the article can help you see “gender at work” in your own daily life, experiences of others or more broadly in popular culture and world events (see the class by class schedule below p.6 for **required readings** for each class). Record your thoughts in a journal entry to be submitted **BEFORE** class (see assignments below for details). The required readings are peer-reviewed, scholarly articles. There are a variety of **optional readings** (short articles, podcasts etc) posted on eclass for each week. Note, these are *not required* readings but are intended as illustrations to help you to connect the main ideas in the assigned readings to everyday experience and may be helpful for discussions in class or to generate ideas for your reflective journal (see below).
- In Class/Groups: Plan to attend all classes. **Groups will be formed in the first class.** The groups are intended to provide you with a safe space in which to discuss the topics in the course and to connect them to your own life and work experiences. These reflections and discussions will be the basis of the experiential aspects of both your reflective journals and the final exam. There will be activities for groups in many classes and groups will be asked to present the results of their discussions to the class. In addition, **each group will have specific responsibilities in 2 separate classes**: groups will select a reading from one of the weeks to present to the class and will be responsible for developing an activity for a reading for another week (see below).