



Course Outline
AP/HRM3450A – Fall 2024

EQUITY, DIVERSITY, AND INCLUSION IN THE WORKPLACE

York University - School of Human Resource Management

Course Director: Ron Alexandrowich M.Ed. DHRP

E-mail: ronalex@yorku.ca

Class Time: Tuesday 2:30 – 5:30 (Sept 10 to Dec 3)

Location: FC203

Office Hours: I do not have office hours. Please email me at ronalex@yorku.ca Or we can set up a Zoom chat.

LAND ACKNOWLEDGMENT:

York University recognizes that many Indigenous Nations have longstanding relationships with the territories upon which York University campuses are located that precede the establishment of York University. York University acknowledges its presence on the traditional territory of many Indigenous Nations. The area known as Tkaronto has been care taken by the Anishinabek Nation, the Haudenosaunee Confederacy, and the Huron-Wendat. It is now home to many First Nation, Inuit, and Métis communities. We acknowledge the current treaty holders, the Mississaugas of the Credit First Nation. This territory is subject of the Dish with One Spoon Wampum Belt Covenant, an agreement to peaceably share and care for the Great Lakes region (LA&PS Land Acknowledgement).

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:

This course examines the employer's role in the equitable management of a diverse workforce from both a local and a global perspective. Policies and practices that facilitate inclusion in a diverse workforce are discussed within the Canadian business context.

PREREQUISITES: AP/ADMS 2400 3.0

Students are personally responsible for ensuring that they have the required prerequisites as stated in the course outline. 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 appropriate prerequisites.

REQUIRED TEXT: Anzovino, T., Oresar, J., & Boutilier, D. (2020). *Walk a Mile: A Journey Towards Justice and Equity in Canadian Society (2nd Edition)*. Nelson Education Ltd.. ISBN 9781774945070 (interactive ebook) COPYRIGHT © 2020 Tophatmonocle Corp.

Note Regarding Assigned Readings

It is your responsibility to ensure that you read the material from the text and any other readings that are assigned. At times, I will spend some time lecturing on particularly important, difficult, and/or interesting text material and at other times my lectures will cover material that is not in the text. Therefore, you will be in a better position to learn and engage the lecture material if you have first read the assigned readings.

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.

(Participation) 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:

Date	Chapter	Topic
Sept 10	1	Course Introductions Diversity/Oppression/Privilege
Sept 17	1 and 2	Forms of Oppression
Sept 24	3	Social Inequality
Oct 1	4 and 5	Gender/ Sexuality
Oct 8	Topics missed and midterm review	Topics missed and midterm review
Oct 15	Reading Week – no class	Reading Week – no class
Oct 22	Midterm Exam	Midterm Exam Ch 1-5
Oct 29	6	Race and Racialization
Nov 5	7	Indigenous
Nov 12	8 and 9	Immigration/ Multiculturalism
Nov 19	11 and 12	Ability and Age
Nov 26	Presentations	Paper Due Nov 24, 2024 11:59pm Presentations
Dec 3	Presentations and final exam review	Presentations

EVALUATION

Item	Percentage	Due Date
Midterm	30%	Oct 22 (in class only)
Group Assignment	25% (15% paper 10% presentation)	Paper (Nov 24 11:59pm) Presentations Nov 26/Dec 3
Participation	10%	
Final Exam	35%	TBD

Mid-term Exam

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.

Group Paper and Presentation: 25% (15% paper 10% presentation)

Paper:

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 - 15 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.

Presentation: Each group will present its research report at the end of semester. Details will be provided in class. I will be asking questions to any member of your group so you must be aware of your entire topic not just the section you contributed to.

Possible topics: Please see Table of Contents from publisher.

Final Exam (35%): (Dec 5 - 20)

The format and date are still to be determined and will be posted. This exam will be cumulative.

Grading

The grading scheme for this course conforms to the 9-point system used in undergraduate programs at York University. For a full description of the York grading system, visit the York University Academic Calendar. GRADE	GRADE POINT	PERCENT RANGE	DESCRIPTION
A+	9	90-100	Exceptional
A	8	80-89	Excellent
B+	7	75-79	Very Good
B	6	70-74	Good
C+	5	65-69	Competent
C	4	60-64	Fairly Competent
D+	3	55-59	Passing
D	2	50-54	Marginally Passing
E	1	(marginally below 50%)	Marginally Failing
F	0	(below 50%)	Failing

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.