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YORK UNIVERSITY
SCHOOL OF HUMAN RESOURCE MANAGEMENT
FACULTY OF LIBERAL ARTS AND PROFESSIONAL STUDIES
EQUITY, DIVERSITY AND INCLUSIVITY
HRM 3450N (Winter 2025)

Course Information

Course Instructor: Ahmed Mohamed
E-mail: atarek21@yorku.ca
Office Hours: By appointment on
Monday 6:00-7:00 PM

Course Time & Days: 2:30-5:30 PM
Monday
Class Location: Ross Building,
South Wing 201, Keele Campus

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 Overview

Course Description

This course explores the employer's role in promoting equitable management within a diverse workforce, considering both local and global perspectives. It examines policies and practices that foster inclusion, focusing on how these strategies are applied within the Canadian business environment.

Course Learning Objectives:

By the end of this course, students will be able to:

- Gain a foundational understanding of diversity, inclusion, and employment equity in the workplace, along with the opportunities and challenges that a diverse workforce brings.

- Develop an awareness of the key theoretical perspectives that shape our understanding of workplace diversity issues.

- Increase awareness of the experiences of individuals from marginalized groups in the workplace, including challenges related to discrimination, unequal access, and differential treatment.

- Learn about strategies employed by individuals and organizations to address equity, diversity, and inclusion within the workplace.

Course Prerequisites: AP/ADMS 2400 3.00

Students are responsible for confirming they meet the prerequisites listed in the course outline. Those who lack the necessary prerequisites may be removed from the course at any point during the term. The department will not issue refunds to students who are dropped from a course due to unmet prerequisite requirements.

Required Course Material

Anzovino, T., Oresar, J., & Boutilier, D. (2019). *Walk a Mile: A Journey Towards Justice and Equity in Canadian Society (2nd Edition).* Nelson Education Ltd.

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Assigned Readings

Students are responsible for completing the course-assigned readings, including the textbook and any additional materials. While lectures will often highlight key, complex, or intriguing topics from the readings, they may also introduce new content not covered in the texts. To get the most out of the lectures, it's important to finish the assigned readings in advance.

Course Schedule

Weekly Course Schedule

Week	Topic	Text
Week 1 January 6th	Course Introduction, Diversity, Oppression, and Privilege	Chapter 1
Week 2 January 13th	Forms of Oppression	Chapter 2
Week 3 January 20th	Social Inequality (Forming Groups)	Chapter 3
Week 4 January 27th	Gender & Sexuality	Chapter 4 & 5
Week 5 February 3rd	Race and Racialization	Chapter 6
Week 6 February 10th	Mid-Term Exam(Based on Chapters 1-6)	
Week 7 February 17th Reading Week, No Lecture		

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Week	Topic	Text
Week 8 **February 24th**	Indigenous Peoples	Chapter 7
Week 9 **March 3rd**	Immigration	Chapter 8
Week 10 **March 10th**	Multiculturalism & Religion	Chapter 9 & 10
Week 11 **March 17th**	Ability	Chapter 11
Week 12 **March 24th**	Age	Chapter 12 Group Assignment Due 2:30PM, March 24th
Week 13 **March 31st**	Families	Chapter 13
TBA	Final Exam (Based on Chapters 1-13)	

Note: The instructor reserves the right to modify the course outline, syllabus, or materials with adequate notice provided to students. Additionally, supplementary readings may be added for specific classes if the instructor believes they will enhance understanding of the topic.

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Course Evaluation Chart

Assessment	Weight %
Class Participation	20
Group Assignment	25
Midterm Exam	25
Final Exam	30
Total	**100%**

Assessment Descriptions

Class Participation: 20%

Active participation is essential in this course. Students are expected to complete the assigned weekly readings before each session. To facilitate engagement, discussion questions related to the readings will be posted on the eClass discussion forum. **Students are required to submit weekly reflections on the assigned readings in the designated discussion section on eClass.** These reflections should demonstrate critical thinking and provide thoughtful insights into the material.

Points will be awarded for the quality and consistency of these reflections, as well as meaningful contributions to in-class discussions and active participation in group activities. This structure ensures that students critically engage with the material and contribute to a richer learning experience for the entire class.

Group Assignment: 25%

In the third class, students will be organized into groups of 3-4. Each group will study a topic related to the course and will work together to prepare a comprehensive research report.

The group assignment consists of a written report that accounts for 25% of the final grade. The report should be 10-11 pages long (excluding appendices and references), double-spaced, with 1-inch margins on all sides, and formatted in 12-point Times New

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Roman font. It must follow APA style for citations and include a complete list of references. Each report should also include the full names and student numbers of all group members.

The report will be evaluated on both style (grammar, organization, etc.) and content (depth and quality of research, analysis, and recommendations). The completed report must be submitted to the professor by the specified deadline. Further details will be provided in class.

Midterm Exam: 25%

A mid-term exam will take place during the sixth week of the course. **Attendance is mandatory, as there will be no alternative dates for a make-up exam**. The exam will be closed-book and will cover material from textbook chapters 1 through 6. It will include multiple-choice, short-answer, and long-answer questions to assess students' understanding of the material. Further details about the exam format and content will be provided as the date approaches.

Final Exam: 30%

The final exam will be conducted during the official examination period at the end of the semester. **Attendance is mandatory, as there will be no alternative dates for taking the exam**. It will be a closed-book, cumulative assessment covering content from textbook chapters 1 through 13. The exam will consist of multiple-choice, short, and long essay questions designed to evaluate students' comprehensive understanding of the course material. Additional details regarding the exam format and content will be shared closer to the exam date.

Exam Attendance and Responsibility

It is the responsibility of all students to ensure they can attend these exams as specified by York University. Discretionary activities, including vacations, should not conflict with the scheduled examination dates or other academic requirements for this course.

If a student misses the final exam, a deferred exam may be arranged only if appropriate medical documentation, including a signed physician's note, is submitted to the School of HRM. Deferred final exams are cumulative and consistent across all sections of HRM 3450. Students who are unable to provide acceptable medical

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documentation for a missed final exam must petition for a deferral through the faculty council.

Course Communication

Maintaining clear and effective communication between the instructor and students is essential. If you have any questions about course policies, requirements, or content, you are encouraged to email me directly at atarek21@yorku.ca. I will do my best to respond within 24 hours.

Course Announcements

I will use the Announcements section on the eClass course site to communicate important information to the class. This may include updates on exam locations, formats, course changes, and other essential details. Please make it a habit to check the Announcements board regularly to stay informed.

Lecture Slides

Lecture slides will be uploaded to the eClass course site. These materials are the intellectual property of the instructor, and unauthorized sharing or distribution is strictly prohibited. You are not permitted to download and share the slides with individuals or organizations without explicit written permission from the instructor. Violating these property rights is a serious offence and may result in severe consequences. Please ensure you understand and respect these guidelines.

Resources to help with citations:
- I need to cite and reference, Learning Commons
- Drop-in Research Support, YorkU Libraries
- Writing Centre
- SPARK Student Papers & Academic Research Kit

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

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Grade	Grade Point	Percent Range	Description
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

Note: Unofficial grades for in-class exercises, the midterm exam, and the group assignment will be available on the e-Class course site. Official final grades will be released by the Registrar's Office after the final exam.

Technical Requirements

Several platforms will be used in this course (e.g., eClass, Zoom, etc.) where students will interact with the course materials, the course director/TA, as well as with each other.

Here are some useful links for computing information, resources, and help:
- Student Guide to eClass
- Zoom@YorkU Best Practices
- Zoom@YorkU User Reference Guide
- eLearning Getting Started (LA&PS eServices)
- Student Guide to Remote and Online Learning

To determine Internet connection and speed, there are online tests, such as Speedtest, that can be run. If you need technical assistance, please consult the University Information Technology (UIT) Student Services web page or write to askit@yorku.ca.

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Course Policies

Please review the course policies in this section. All students are expected to familiarize themselves with the following information:
- Student Rights & Responsibilities
- Academic Accommodation for Students with Disabilities

Academic Integrity

Academic integrity is a fundamental and important value of York University. To maintain a fair and honest learning environment, you are responsible for understanding and upholding academic integrity in all courses and academic activities. You are encouraged to connect with reliable on-campus resources that support your coursework and academic honesty. To better understand the serious consequences of breaching academic honesty policies, familiarize yourself with the *Senate Policy on Academic Conduct*. You can learn more about upholding academic integrity in your courses by exploring Guiding Principles for LA&PS and Academic Integrity for Students.

Generative Artificial Intelligence (GenAI)

Students are not permitted to use generative artificial intelligence (AI) in this course. Submitting any work created (in whole or part) through the use of generative AI tools will be considered a violation of York University's *Senate Policy on Academic Conduct*. Using AI apps such as ChatGPT, GPT-3, DALL-E, translation software among others to complete academic work **without your instructor's knowledge or permission**, is considered to be a breach of academic honesty. For more information, please review AI Technology & Academic Integrity: Information for Students.

If you're not sure whether using an AI app for your academic work is acceptable, it is recommended that you:
- Carefully review the guidelines for your assessments
- Check for any messages from your instructor on eClass
- Ask your instructor or TA if they are permitting the use of these tools

Turnitin

To promote academic integrity in this course, students will normally be required to submit their written assignments to Turnitin (via the course's eClass site) for a review of textual similarities and the detection of possible plagiarism. In so doing, students will allow their material to be included as source documents in the Turnitin.com reference database, where they will be used only for the purpose of detecting

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plagiarism. The terms that apply to the University's use of the Turnitin service are described on the Turnitin.com website. York students may opt out of using Turnitin. If you wish to opt out, you should contact your instructor as soon as possible.

Accessibility

York University is committed to creating a learning environment which provides equal opportunity to all members of its community. If you anticipate or experience any barriers to learning in this course, please discuss your concerns with your instructor as early as possible. For students with disabilities, contact Student Accessibility Services to coordinate academic accommodations and services. Accommodations will be communicated to Course Directors through a Letter of Accommodation (LOA). Accommodations for tests/exams normally require three (3) weeks (or 21 days) before the scheduled test/exam to arrange.

Religious Observance Accommodation

York University is committed to respecting the religious beliefs and practices of all members of the community and making reasonable and appropriate accommodations to adherents for observances of special significance. Should any of the dates specified in this syllabus for course examinations, tests, or deadlines conflict with a date of religious significance, please contact the instructor within the first three (3) weeks of class. If the date falls within the formal examination periods, you must complete and submit a Religious Accommodation for Examination Form at least three (3) weeks before the start of the exam period.

Intellectual Property

Course materials are designed for use as part of this particular course at York University and are the intellectual property of the instructor unless otherwise stated. Third-party copyrighted materials (such as book chapters, journal articles, music, videos, etc.) have either been licensed for use in this course or fall under an exception or limitation in Canadian copyright law. Students may not publish, post on an Internet site, sell, or otherwise distribute any course materials or work without the instructor's express permission. Course materials should only be used by students enrolled in this course.

Copying this material for distribution (e.g., uploading material to a commercial third-party website) may lead to a charge of misconduct according to York's *Code of Student Rights and Responsibilities*, the *Senate Policy on Academic Conduct*, and/or legal consequences for copyright violations.

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Student Support and Resources

York University offers a wide range of student supports resources and services, including everything from writing workshops and peer mentorship to wellness support and career guidance. Explore the links below to access these on-campus resources:

- Academic Advising is available to provide students support and guidance in making academic decisions and goals.
- Student Accessibility Services are available for support and accessibility accommodation when required.
- Student Counselling, Health & Wellbeing offers workshops, resources, and counselling to support your academic success.
- Peer-Assisted Study Sessions (PASS) Program provides student study sessions for students to collaborate and enhance their understanding of course content in certain courses.
- Student Numeracy Assistance Centre at Keele (SNACK) supports students in courses involving math, stats, and Excel.
- The Writing Centre provides multiple avenues of writing-based support including drop-in sessions, one-to-one appointments, a Multilingual Studio, and an Accessibility Specialist.
- Centre for Indigenous Student Services offers a community space with academic, spiritual, cultural, and physical support, including writing and learning skills programs.
- ESL Open Learning Centre (OLC) supports students with building proficiency in reading, writing, and speaking English.
- Learning Skills Services provides tips for time management, effective study and learning habits, keeping up with coursework, and other learning-related supports.
- Learning Commons provides links to supports for time management, writing, study skills, preparing for exams, and other learning-related resources.
- Roadmap to Student Success provides students with timely and targeted resources to help them achieve academic, personal, and professional success.
- Office of Student Community Relations (OSCR) is responsible for administering the *Code of Student Rights & Responsibilities* and provides critical incident support.
- Peer Mentorship helps students transition through their first year by connecting them with upper-year students. The mentors can help find supports and resources. They also lead a community hub on campus.
- goSAFE is staffed by York students and can accompany York community members to and from any on-campus location, such as the Village Shuttle pick-up hub, parking lots, bus stops, or residences.

For a full list of academic, wellness, and campus resources visit Student Support & Resources.

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