

SCH-MGMT 200DI

An Introduction to Diversity and Inclusion in Business

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Office Hours	By appointment or via Zoom virtual office	Class Meetings	Room: Mahar Times: Mon/Wed/Fri

Description:

The purpose of this three-credit course is to provide students with a broad introduction to diversity and inclusion in business. Students will examine a range of topics including but not limited to dimensions of diversity, unconscious bias, inclusive leadership, global cultural competency, and allyship. Upon completion of this course, students should understand how the various dimensions of diversity, techniques for developing an inclusive culture, and how competency in these areas will influence the future of work.

Objectives:

- Define and understand major terms and concepts related to diversity and inclusion in business.
- Understand the role diversity and inclusion play in business and business thought.
- Develop an awareness of the weaknesses and strengths of one’s own unconscious bias and cultural competency.
- Develop techniques aimed at allyship and inclusive leadership.
- Understand the role diversity and inclusion may play in the future of work.

Required and/or optional material:

Readings will be assigned throughout the course and made available on Blackboard Learn, email, or the Harvard Business School Publishing website for purchase.

Required: Blackboard Learn <https://uma.umassonline.net>

Required: HBSP Course Pack; What if I say the wrong thing? by Verna Myers

Requirements:

Read course materials, participate in discussions, and submit assignments on-time.

Resources:

HBSP Website; Blackboard Learn

Grading:

	B+ 88-89 points	C+ 78-79 points	D+ 67-69 points
A 93-100 points	B 83-87 points	C 73-77 points	D 60-66 points
A- 90-92 points	B- 80-82 points	C- 70-72 points	F <60 points

Assignments and Evaluation:

Reflection Journal	50% of final grade
Be THE Diversity (Minority) Exercise	20% of final grade
Book Reflection	10% of final grade
Attendance	10% of final grade
Follow-Up Survey	10% of final grade

Assignment Description:

Reflection Journal

The quality of this course is highly correlated to the reliability and consistency of student engagement in our discussions. Students must keep up with the reading to be an active and involved participant. In order to participate in class discussions, you will need to read and reflect on the readings before class. In addition, each topic must be accompanied by a reflection journal entry. Each reflection journal entry should adhere to a 500 to 650-word requirement. The grading rubric for reflection journal entries is available once you click on the "Reflection Journal" link on Blackboard Learn. There is a total of eleven reflection journal entries. Only ten (10) reflection journal entries will be graded, each worth 5% of your total grade. The lowest of the eleven reflection journal entry grades will be dropped. This assignment is worth 50% of your total grade.

Be THE Diversity (Minority) Exercise

Students must complete a week long experience, where they place themselves in an environment where they are the minority. You must journal your experiences each day. Specific details of this assignment are on Blackboard Learn and will be discussed at the beginning of this class. This assignment must be complete before the last meeting on **April 28, 2021**. There is just one (1) Be THE Diversity (Minority) Exercise worth 20% of your total grade.

- Example: If you are a man who typically only exercise with other men, and has never been to an exercise class with predominately women, then you could sign up for a week-long yoga class that is composed of mostly women, and journal your experiences.
- Example: If you are student over 35, who typically does not attend college nightlife activities, then perhaps you participate in college nightlife activities for a week and journal your experiences. Or, perhaps you spend time in spaces that are predominately occupied by 18-25 year old students.
- Example: If you are not religious, perhaps you attend religiously affiliated activities for a week and journal your experiences.

*These are just examples. I encourage you to be creative and venture beyond the examples above.

Book Reflection

Everything we do and everything we learn changes our worldly perspective in some small way. After reading the book by Verna Myers, *What If I Say the Wrong Thing?* students must upload a 5 to 7-minute video AND a 5-page review of how this book changed their thoughts and perspective on diversity and inclusion. Specific details of this assignment are on Blackboard Learn and will be discussed at the beginning of this class. This assignment is due **March 26, 2021**. This assignment is worth 10% of your total grade.

Attendance

Attendance is required. Each unexcused absence will result in a zero for that day. Attendance is worth 10% your total grade.

Follow-Up Survey

Each topic session is followed by an online survey, which you must complete within the 7-day. There is a total of ten (10) follow-up surveys, each worth 1%, for a total of 10% of your total grade.

Course Policies and Procedures:

See course schedule for specific deadlines. Late work will be penalized and deducted 10% for each day late. Please do not hesitate to contact the instructors. We monitor our email regularly and will do our best to respond within 24 hours.

Academic Honesty Policy:

The Academic Honesty Policy was established to ensure that the learning environment at the university is honest and fair. Students are expected to uphold the academic honesty policy at all times. To learn more about the UMass Amherst academic honesty policy visit <http://www.umass.edu/honesty/>.

Isenberg's Culture of Inclusion

Isenberg School of Management is a culture that values individual differences and respects the unique diversity that each and every person brings to our School. Everyone has a voice, and everyone will be treated with dignity and respect. We work every day, to make this course welcoming and inclusive, so that each person feels comfortable being their authentic self, so long as they do not marginalize or infringe on others' dignity, respect, and sense of safety.

Rights and Responsibilities of People with Disabilities:

People with disabilities at the university have the right to: equal access to courses, programs, services, jobs, activities, and facilities offered through the university; an equal opportunity to work and to learn, and to receive reasonable accommodations; appropriate confidentiality of all information regarding their disability and to choose to whom, outside the university, information about their disability will be disclosed, except as disclosures are required or permitted by law; information, reasonably available in accessible formats. People with disabilities at the university have the responsibility to: meet qualifications and maintain essential institutional standards for courses, programs, services, jobs, activities, and facilities; identify as an individual with a disability when an accommodation is needed and to seek information, advice, and assistance as necessary; demonstrate and/or document (from an appropriate professional) how the disability limits their participation in courses, programs, services, jobs, activities, and facilities; follow published procedures for obtaining reasonable accommodations. The full statement is available at Disability Services <http://www.umass.edu/disability/>.

Technical Assistance:

If you are having any technical problems with the course website, contact the phone number provided 24 hours a day, 7 days a week: UMass online help desk 1-855-757-7055 (24-hours).

Course Schedule:

*Dates	Topic	**Assignments Due by 11:59pm on the Friday following each topic
1- January 20 th	Welcome from the Dean and Professors	→ Pre-work
2- January 25 th and 27 th	Topic 1 – Introduction to D&I and the Future of Work (panel)	→ Reflection Journal Entry 1 Due on 1/29/21
3- February 1 st and 3 rd	Topic 2 – Diversity & Identity	→ Reflection Journal Entry 2 Due on 2/5/21
4- February 8 th and 10 th	Topic 3 – Stereotypes and Bias (Discrimination and Prejudice)	→ Reflection Journal Entry 3 Due on 2/12/21
5- February 16 th and 17 th	Topic 4 – Gender in the Workplace	→ Reflection Journal Entry 4 Due on 2/19/21
6- February 22 nd and 24 th	Topic 5 – Race and Ethnicity in the Workplace	→ Reflection Journal Entry 5 Due on 2/26/21
7- March 1 st and 3 rd	Topic 6 – Underrepresented and Underserved People (in the workplace and communities)	→ Reflection Journal Entry 6 Due on 3/5/21
8- March 8 th and 10 th	Topic 7 – Allyship	→ Reflection Journal Entry 7 Due on 3/12/21
9- Spring Break	_____	→ NONE
10- March 22 nd and 24 th	Topic 8 – Historical Global and Domestic Perspectives on Equity and Inclusion	→ Book Reflection 3/26/21 → Reflection Journal Entry 8 Due on 3/26/21
11- March 29 th and 31 st	Topic 9 – Inclusiveness and Workplace Culture	→ Reflection Journal Entry 9 Due on 4/2/21
12- April 5 th and 7 th	Topic 10 – Inclusive Leadership	→ Reflection Journal Entry 10 Due on 4/9/21
13- April 12 th and 14 th	Topic 11 – Cultural Competency and Inclusive Teams	→ Reflection Journal Entry 11 Due on 4/16/21
14- April 21 st and 26 th	Topic 12 – Diversity, Inclusion, and The Future of Work	→ None
15- April 28 th	Last Day of Class Panel Discussion	→ Be THE Diversity (minority) Exercise → Course Evaluation

*Course schedule subject to change at instructors' discretion. Changes will be communicated via Blackboard Learn and/or email.