

Department:

Sociology

Course Description:

This course examines human diversity and integrates personal and organizational perspectives, research, and theories. The course will focus on diversity in terms of teamwork, communication, leadership, conflict, social networking, and other issues in the workplace, school, and community.

Course Competencies:

Upon completion of the course, the student should be able to:

1. Define the terms diversity and inclusiveness.
2. List and explain the importance of specific interpersonal skills needed for successfully dealing with diversity issues.
3. Identify both personal strengths and barriers related to diversity and inclusiveness issues.
4. Explain the role and importance of communication principles in successfully dealing with diversity and inclusiveness issues.
5. Describe the impact of social networking in a global society.
6. Apply culturally appropriate, high performance teamwork strategies in situations related to diversity and inclusiveness.
7. Describe effective leadership skills in terms of cultural context.

Course Content:

- A. Diversity: An Overview
 1. Our Changing Cultural Landscape
 2. A Range of Reactions
 3. Assimilation and Pluralism
 4. Dimensions of Diversity
 5. Diversity Between and Within Groups
 6. Diversity Myths
 7. Diversity Consciousness
- B. Diversity Consciousness and Success
 1. Definitions of Success
 2. Sociocultural Theory and Success
 3. Importance of Diversity Skills
 4. Success at School
 5. Success at Work
- C. Personal and Social Barriers to Success
 1. Six Barriers to Success

2. Overcoming Diversity Barriers
- D. Developing Diversity Consciousness
 1. The Importance of Diversity Consciousness
 2. Cultural Encapsulation
 3. Six Areas of Development
 4. Examining Ourselves and Our Worlds
 5. Expanding Our Knowledge of Others and Their Worlds
- E. Communicating in a Diverse World
 1. Communication and Culture
 2. Electronic Communication
 3. Diversity Consciousness and Communication
 4. Barriers to Effective Communication
 5. Micro-aggressions
 6. Eight Ground Rules for Difficult Dialogues
 7. Communicating Inclusively
- F. Social Networking
 1. Online and Face-to-Face Networking
 2. The Social Context of Networking
 3. Changing Dynamics of Social Networking
 4. The Global Reach of Social Networking
 5. Benefits of Diverse Social Networks
- G. Teamwork
 1. Leveraging Diversity Through Teamwork
 2. Developing Teamwork Skills
 3. Diversity Consciousness and Teaming
 4. High-Performance Teams
 5. Ten Proven Strategies for Building High-Performance Teams
- H. Diversity-Conscious Leadership
 1. Definition of Leadership
 2. Characteristics and Skills of a Diversity-Conscious Leader
 3. Thinking and Communicating Inclusively
 4. Four Building Blocks of Diversity-Conscious Leadership
 5. Leadership Theories
 6. Leadership in a Cultural Context

Learning Assessments:

Course competencies will be assessed by assignments and practical exercises, participation, vocabulary quizzes, mid-term exam, and final exam.

Instructional Materials:

Diversity Consciousness: Opening our Minds to People, Cultures and Opportunities, Bucher, 3rd Ed., Prentice-Hall, 2010 ISBN-10: 0135014638 ISBN-13: 9780135014639

**Guidelines for Requesting Accommodations Based on
Documented Disability or Medical Condition**

It is the intention of Highland Community College to work toward full compliance with the Americans with Disabilities Act, to make instructional programs accessible to all people, and to provide reasonable accommodations according to the law.

Students should understand that it is their responsibility to self-identify their need(s) for accommodation and that they must provide current, comprehensive diagnosis of a specific disability or medical condition from a qualified professional in order to receive services. Documentation must include specific recommendations for accommodation(s). Documentation should be provided in a timely manner prior to or early in the semester so that the requested accommodation can be considered and, if warranted, arranged.

In order to begin the process all students **must** complete the “Disabilities Self-Identification Form” at this link:

<https://highlandcc.edu/pages/disability-services>.

This form can also be accessed at the Highland Community College homepage under Students Services/Student Resources/Disability Service or by contacting the Disabilities Coordinator.