Diversity in the Workplace  
Psychology 490/590  
Summer 2006

Instructor: Dr. Lisa M. Perez  
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Phone: 389-5696  
Email: lisa.perez@mnsu.edu  
Office Hours: by appointment

Class Meets: Monday through Friday 10:00 am – 1:30 pm  
Additional readings: There will be other book chapters and original research articles that supplement the text. It is very important that you prepare for each and every class meeting by completing the reading before class so you can participate fully in discussions.

Course Objectives: The goals of this course are to provide an overview of various types of diversity in the workplace including gender, race, ethnicity, age, and disability. This course will attempt to raise awareness of how these important differences affect employees and organizations. Some important topics to be covered in this course will be prejudice and stereotypes, affirmative action, sexual harassment, and the Americans with Disabilities Act. We will attempt to evaluate the existing empirical research on workplace diversity and to think critically about how this knowledge can be applied in the real world.

Course Requirements:

Exams: There will be on take-home exam due on the final day of class and one class presentation.

Attendance: This is obviously a very brief course and therefore attendance is critical. I expect that each of you will be present for each class meeting. Absences will affect your grade.

Participation: Due to the short length of the course and the small class size, participation is essential. I expect you to come to class each day with the readings prepared and ready to discuss the topics critically. If it reaches a point where I feel that you are not prepared or participating adequately, I will institute daily quizzes over the readings. However, I would prefer NOT to do this. This is a class where we should be learning from one another. We should all benefit from sharing critical analysis of the readings, from expressing our opinions about the relevant issues, and from respectfully listening to the viewpoints of classmates and the instructor.

An additional note on class participation: Some people may find the topics we cover in this course to be controversial. You may have particularly strong opinions about some of these
issues and your response may be very emotional. In addition, you may find that not everyone in
the class agrees with you. It is important for you to remember that each member of the class has
a right to an opinion. If you disagree, listen respectfully and consider their viewpoint with as
open a mind as possible. When they have finished speaking, you may present your opinion as
long as you do so respectfully and thoughtfully. Each person should feel free to speak without
fear of being attacked for their position. However, one should also consider the impact your
words may have on other members of the class.

Presentation: Each student will be responsible for leading the class discussion on a particular
topic. These presentations will take place in the second week of class. Topics will be assigned
on the first day of class. Expectations regarding length and content of presentation depend upon
registration status (490 or 590). I’ll elaborate on this in a separate handout.

Grading: Grading is as follows:

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<tr>
<th>Category</th>
<th>Points</th>
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<tr>
<td>Attendance</td>
<td>50 points</td>
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<tr>
<td>Participation</td>
<td>50 points (up to 5 points per class period)</td>
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<td>Presentation</td>
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<td>Total</td>
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Grading Scale:

- A 90% - 100% 180 - 200 points
- B 80% - 89% 160 - 179 points
- C 70% - 79% 140 - 159 points
- D 60% - 69% 120 - 139 points
- F 0% - 59% 0 - 119 points

Academic Issues:

Every attempt will be made to accommodate qualified students with disabilities. If you are a
student with a documented disability, please see me as early in the semester as possible to
discuss the necessary accommodations, and/or contact the Disabilities Services Office at
(507)389-2825 (V) or 1-800-627-3529 (MRS/TTY).

Academic misconduct (e.g., cheating, plagiarism) will lead to a grade of zero on the exam or
assignment in question.
Tentative Class Schedule

<table>
<thead>
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<th>Monday</th>
<th>Tuesday</th>
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<th>Thursday</th>
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<td>July 16</td>
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<td>July 18</td>
<td>July 19</td>
<td>July 20</td>
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<tr>
<td>Course</td>
<td>Value of</td>
<td>Race/Ethnicity</td>
<td>Race/Ethnicity</td>
<td>Gender</td>
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<td>Introduction</td>
<td>Diversity</td>
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<td>Workforce</td>
<td>Stereotypes &amp;</td>
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<td>Demographics</td>
<td>Prejudice</td>
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<td>July 25</td>
<td>July 26</td>
<td>July 27</td>
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<td>Gender</td>
<td>Affirmative</td>
<td>Age</td>
<td>Disability</td>
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<td>Action</td>
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<td>Orientation</td>
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<td>Harassment</td>
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<td>Physical</td>
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<td>Discrimination</td>
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<td>Appearance</td>
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</tbody>
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Monday, July 16    Course Introduction; The Changing Workforce

Tuesday, July 17   The Value of Diversity; Discrimination, Stereotypes & Prejudice

Carr-Ruffino, N. (1999). Chapter 4: Beyond Stereotypes to Profitable Collaboration

Wednesday, July 18 Race/Ethnicity


Thursday, July 19  Race/Ethnicity


Friday, July 20  Gender


Monday, July 23  Sexual Harassment


Tuesday, July 24  Affirmative Action & Reverse Discrimination


Wednesday, July 25 Age


Thursday, July 26 Disability


Friday, July 27 Sexual Orientation & Physical Appearance


