



Western Technical College

10809172 Introduction to Diversity Studies

Course Outcome Summary

Course Information

Description	This is a course that draws from several disciplines to reaffirm the basic American values of justice and equality by teaching a basic vocabulary, a history of immigration and conquest, principles of transcultural communication, legal liability and the value of aesthetic production to increase the probability of respectful encounters among people. In addition to an analysis of majority/minority relations in a multicultural context, the topics of ageism, sexism, gender differences, sexual orientation, the disabled and the American Disability Act (ADA) are explored. Ethnic relations are studied in global and comparative perspectives.
Instructional Level	Associate Degree Courses
Total Credits	3
Total Hours	54

Textbooks

Racial and Ethnic Groups - Revel Access. 15th Edition. Copyright 2018. Schaefer, Richard T. Publisher: Pearson. **ISBN-13:** 978-0-13-519328-0. Required.

Success Abilities

1. Live Responsibly: Develop Resilience
2. Live Responsibly: Embrace Sustainability
3. Refine Professionalism: Improve Critical Thinking
4. Refine Professionalism: Practice Effective Communication

Course Competencies

1. **Differentiate basic concepts related to diversity and sociodemographic variables.**

Assessment Strategies

- 1.1. Oral, Written or Graphic Assessment

Criteria

You will know you are successful when

- 1.1. you apply the terminology in context (prejudice, discrimination, stereotype, etc.).
- 1.2. you identify sociodemographic variables.
- 1.3. you provide examples of the concepts related to diversity.
- 1.4. you compare the examples to your personal experience and your own personal demographic variables.
- 1.5. you summarize implications of the concepts to the workplace and or personal life.

Learning Objectives

- 1.a. Define terminology.
- 1.b. Investigate socioeconomic variables.
- 1.c. Explore examples of the concepts related to diversity.
- 1.d. Reflect on your own personal experiences.
- 1.e. Explore and identify connections and implications of concepts to the workplace and your personal life.
- 1.f. Identify your personal demographic variables.

2. Analyze patterns of interaction and adaptations of subordinate groups within a historical context.

Assessment Strategies

- 2.1. Oral, Written or Graphic Assessment

Criteria

You will know you are successful when

- 2.1. you identify subordinate groups.
- 2.2. you define various characteristics of the group i.e. political power, healthcare, education.
- 2.3. you examine the dominant group's different types of interaction/treatment of subordinate groups (genocide, expulsion, segregation, assimilation, accommodation, pluralism).
- 2.4. you compare dominant and subordinate group development and the impact of dominant group power over subordinate groups.
- 2.5. you trace the progression or non-progression of the group.
- 2.6. you compare how different subordinate groups have changed over time.
- 2.7. you evaluate the implications of the group's history on its current status.

Learning Objectives

- 2.a. Research subordinate groups in society.
- 2.b. Identify various characteristics of the group.
- 2.c. Research the dynamics of historical and current examples of the dominant group's treatment of subordinate groups.
- 2.d. Identify examples of how the dominant group gained power and used it on the subordinate group.
- 2.e. Identify the progression or non-progression of the group.
- 2.f. Explore examples of how various dominant and subordinate groups have changed over time.
- 2.g. Investigate the history and current status of various dominant and subordinate groups.
- 2.h. Define genocide, expulsion, segregation, assimilation, accommodation, and pluralism.

3. Analyze the effect of various forms of communication among and within groups.

Assessment Strategies

- 3.1. Oral, Written or Graphic Assessment

Criteria

You will know you are successful when

- 3.1. you recognize how culture influences communication.
- 3.2. you compare verbal and nonverbal communication between groups.
- 3.3. you explain the consequences of invisibility, negative stereotypes and media's role in representation of groups.
- 3.4. you identify factors that influence communication (such as race, ethnicity, gender and/or class).
- 3.5. you provide real-world examples of how communication varies among and within groups.

Learning Objectives

- 3.a. Explore the relationship between culture and communication.
- 3.b. Research verbal and nonverbal communication between groups.

- 3.c. Explore the consequences of invisibility, negative stereotypes, and media's role in representation of groups.
- 3.d. Investigate factors that influence communication (such as race, ethnicity, gender, and/or class).
- 3.e. Identify real-world examples of how communication varies among and within groups.

4. Examine potential legal, political, social, and/or economic outcomes of personal behavior as they relate to diverse populations.

Assessment Strategies

- 4.1. Oral, Written or Graphic Assessment

Criteria

You will know you are successful when

- 4.1. you identify relevant legal or legislative rules that apply to your occupation.
- 4.2. you explain landmark legal cases.
- 4.3. you identify relevant personal examples.
- 4.4. you identify relevant professional examples.
- 4.5. you explain the consequences of personal behavior to yourself and your organization.

Learning Objectives

- 4.a. Explore relevant legal or legislative rules that apply to your occupation.
- 4.b. Research landmark legal cases.
- 4.c. Explore relevant personal examples.
- 4.d. Explore relevant professional examples.
- 4.e. Correlate the consequences of personal behavior to yourself and your organization.

5. Assess the importance of global perspectives.

Assessment Strategies

- 5.1. Oral, Written or Graphic Assessment

Criteria

You will know you are successful when

- 5.1. you define the concepts of global perspective.
- 5.2. you identify advantages and disadvantages of a global perspective.
- 5.3. you explain how what happens at a global level impacts the local level.
- 5.4. you identify diversity issues worldwide.
- 5.5. you explain the process and impact of colonization and exploitation.

Learning Objectives

- 5.a. Define the concepts of global perspective.
- 5.b. Explore advantages and disadvantages of a global perspective historically and currently.
- 5.c. Investigate how what happens at a global level impacts the local level.
- 5.d. Research diversity issues worldwide.
- 5.e. Identify the processes and impacts of colonization and exploitation.

6. Explore material and nonmaterial aspects of cultures.

Assessment Strategies

- 6.1. Oral, Written or Graphic Assessment

Criteria

You will know you are successful when

- 6.1. you define material and nonmaterial aspects of culture.
- 6.2. you give examples of material aspects of culture.
- 6.3. you give examples of nonmaterial aspects of culture.
- 6.4. you compare your culture with other cultures exploring concepts of ethnocentrism and ethnorelativism.

Learning Objectives

- 6.a. Define material and nonmaterial aspects of culture.
- 6.b. Identify examples of material aspects of culture.

- 6.c. Identify examples of nonmaterial aspects of culture.
- 6.d. Identify aspects of your culture that are different and/or similar to other cultures, exploring concepts of ethnocentrism and ethnorelativism.

7. Trace patterns of migration and immigration of diverse populations.

Assessment Strategies

- 7.1. Oral, Written or Graphic Assessment

Criteria

You will know you are successful when

- 7.1. you define migration and immigration.
- 7.2. you describe the evolution of immigration policies over time.
- 7.3. you map migration and immigration patterns.
- 7.4. you relate migration and immigration to worldwide events.
- 7.5. you evaluate the impact of migration and immigration on the group's power and privilege.

Learning Objectives

- 7.a. Define migration and immigration.
- 7.b. Identify the evolution of immigration policies over time.
- 7.c. Research migration and immigration patterns.
- 7.d. Identify migration and immigration patterns and issues and how they relate to worldwide events.
- 7.e. Research the impact of migration and immigration on the group's power and privilege.

8. Assess how power and privilege impact individuals and groups.

Assessment Strategies

- 8.1. Oral, Written or Graphic Assessment

Criteria

You will know you are successful when

- 8.1. you explain the concepts of power and privilege.
- 8.2. you give examples of privilege.
- 8.3. you relate privilege to power.
- 8.4. you identify your own privileges.
- 8.5. you assess the impact of power and privilege on one's life opportunities and challenges.
- 8.6. you relate power and privilege to the influence you have on others.
- 8.7. you identify the impacts of individual and institutional discrimination.

Learning Objectives

- 8.a. Define the concepts of power and privilege.
- 8.b. Identify examples of privilege.
- 8.c. Identify examples when power and privilege interact.
- 8.d. Explore your own privileges.
- 8.e. Identify the impact of power and privilege on one's life opportunities and challenges.
- 8.f. Explore power and privilege to the influence you have on others.
- 8.g. Research examples of individual and institutional discrimination.

9. Examine the impact of bias and behavior on relationships (personal and group).

Assessment Strategies

- 9.1. Oral, Written, or Graphic Assessment

Criteria

You will know you are successful when

- 9.1. you identify your own biases.
- 9.2. you explain how they impact behavior.
- 9.3. you assess the impact on relationships.
- 9.4. you evaluate how your biases have changed over time.
- 9.5. you identify factors that have contributed to your change in perspective.

Learning Objectives

- 9.a. Explore your own biases.

- 9.b. Recognize how your own biases impact behavior.
- 9.c. Identify the impact of biases on relationships.
- 9.d. Identify your biases that have changed over time.
- 9.e. Explore factors that have contributed to your change in perspective.

10. Explore the concept of social justice.

Assessment Strategies

- 10.1. Oral, Written or Graphic Assessment

Criteria

You will know you are successful when

- 10.1. you define social justice.
- 10.2. you identify examples of social justice issues.
- 10.3. you compare issues locally and globally.
- 10.4. you relate social justice to cultural values.
- 10.5. you identify ways you and others can advocate for equality and social justice.

Learning Objectives

- 10.a. Define social justice.
- 10.b. Research examples of social justice issues.
- 10.c. Research issues locally and globally.
- 10.d. Identify how social justice is related to cultural values.
- 10.e. Explore ways you and others can advocate for equality and social justice.