



Western Technical College

## 10809172 Introduction to Diversity Studies

### Course Outcome Summary

#### Course Information

<b>Description</b>	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.
<b>Instructional Level</b>	A.A.A. - Associate in Applied Arts
<b>Total Credits</b>	3
<b>Total Hours</b>	54

#### Textbooks

Race, Ethnicity, Gender, and Class. 9th Edition. Copyright 2023. Healey, Joseph F. Publisher: Sage Publications, Inc. **ISBN-13:** 978-1-5443-8979-0. 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

### **Assessment Strategies**

- 1.1. Oral, Written, Graphic and/or Skill Assessment

#### **Criteria**

*You will know you are successful when you*

- 1.1. define basic concepts
- 1.2. outline the social construction of basic diversity concepts
- 1.3. identify patterns of inequities
- 1.4. examine how diversity concepts impact work life
- 1.5. examine how diversity concepts are related to your field of study
- 1.6. examine how diversity concepts influence your personal life
- 1.7. examine sociodemographic variables
- 1.8. use terminology related to diversity concepts

#### **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. Evaluate patterns of intergroup relationships**

### **Assessment Strategies**

- 2.1. Oral, Written, Graphic and/or Skill Assessment

#### **Criteria**

*You will know you are successful when you*

- 2.1. define marginalization
- 2.2. compare characteristics of marginalized groups
- 2.3. analyze the relationship between institutional structures and individual behavior
- 2.4. examine forms of response to systemic oppression
- 2.5. analyze examples of agency
- 2.6. analyze examples of resistance
- 2.7. analyze examples of adaptation
- 2.8. evaluate how marginalization affects groups
- 2.9. examine forms of systemic oppression of marginalized groups

#### **Learning Objectives**

- 2.a. Research marginalized groups in society.
- 2.b. Identify various characteristics of the group.
- 2.c. Research the dynamics of historical and current examples of the treatment of marginalized groups.
- 2.d. Identify examples systemic oppression used against marginalized group.
- 2.e. Explore examples of how various groups (marginalized or other) have changed over time

## **3. Explain how power relations shape privilege within society**

### **Assessment Strategies**

- 3.1. Oral, Written, Graphic and/or Skill Assessment

#### **Criteria**

*You will know you are successful when you*

- 3.1. explain the concept of power
- 3.2. explain the concept of privilege
- 3.3. analyze the relationship between power and privilege
- 3.4. evaluate the interaction of power and privilege in your social context
- 3.5. evaluate the interaction of power and privilege in your field of study
- 3.6. explain the concept of being an ally

## **4. Examine the impact of bias on social relationships**

### **Assessment Strategies**

- 4.1. Oral, Written, Graphic and/or Skill Assessment

#### **Criteria**

*You will know you are successful when you*

- 4.1. analyze underlying social forces that influence biases
- 4.2. define bias
- 4.3. examine patterns of biases in a field of study
- 4.4. analyze how biases are reinforced through social institutions
- 4.5. identify personal biases
- 4.6. explain how bias effects behavior
- 4.7. assess the impact of bias on social relationships
- 4.8. evaluate factors that mitigate biases

## **5. Apply culturally responsive communication strategies**

### **Assessment Strategies**

- 5.1. Oral, Written, Graphic and/or Skill Assessment

#### **Criteria**

*You will know you are successful when you*

- 5.1. analyze how culture influences communication
- 5.2. identify characteristics of culturally responsive communication
- 5.3. evaluate culturally responsive communication in social institutions
- 5.4. analyze the consequences of differential communication for marginalized groups
- 5.5. examine how power affects group communication

#### **Learning Objectives**

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

## **6. Compare forces that shape diversity in an international context**

### **Assessment Strategies**

- 6.1. Oral, Written, Graphic and/or Skill Assessment

#### **Criteria**

*You will know you are successful when you*

- 6.1. compare colonialism and neocolonialism
- 6.2. analyze globalization
- 6.3. compare power structures internationally
- 6.4. relate social justice to cultural values
- 6.5. explain how global social forces influence local social context

## **7. Analyze the differential treatment of migrant groups**

### **Assessment Strategies**

- 7.1. Oral, Written, Graphic and/or Skill Assessment

#### **Criteria**

*You will know you are successful when you*

- 7.1. define types of migration
- 7.2. analyze immigration policies over time
- 7.3. identify recurring patterns of migration
- 7.4. describe the forces that shape migration
- 7.5. evaluate the social dynamics associated with migration
- 7.6. analyze how migrant groups advocate for systemic changes

### **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. Evaluate systemic oppression**

### **Assessment Strategies**

- 8.1. Oral, Written, Graphic and/or Skill Assessment

### **Criteria**

*You will know you are successful when you*

- 8.1. explain intersectionality
- 8.2. identify the role of the individual in perpetuating systemic oppression
- 8.3. identify the role of the individual in challenging systemic oppression
- 8.4. analyze group adaptation to systemic oppression

## **9. Explore social rights and inequalities**

### **Assessment Strategies**

- 9.1. Oral, Written, Graphic and/or Skill Assessment

### **Criteria**

*You will know you are successful when you*

- 9.1. define social justice
- 9.2. identify historical examples of social injustice
- 9.3. identify ways people can advocate for social justice
- 9.4. evaluate how individuals can function as allies for marginalized groups

## **10. Examine the role of social movements in effecting structural change**

### **Assessment Strategies**

- 10.1. Oral, Written, Graphic and/or Skill Assessment

### **Criteria**

*You will know you are successful when you*

- 10.1. examine how social movements relate to systemic oppression
- 10.2. identify sources of culturally responsive representation
- 10.3. analyze practices marginalized groups employ to combat systemic oppression
- 10.4. evaluate methods used to build equity among groups