

WORKNC-42: ANTI-RACISM IN THE WORKPLACE

Effective Term

Fall 2025

CC Approval

03/07/2025

AS Approval

03/13/2025

BOT Approval

03/20/2025

COCI Approval

05/22/2025

SECTION A - Course Data Elements

CB04 Credit Status

Noncredit

CB22 Noncredit Category

Workforce Preparation

Discipline

Minimum Qualifications	And/Or
Vocational (short-term): Noncredit (Specific Degree and Professional Experience)	

Subject Code

WORKNC - Work Experience Noncredit

Course Number

42

Department

Work Skills Noncredit (WORKNC)

Division

Career Education and Workforce Development (CEWD)

Full Course Title

Anti-Racism in the Workplace

Short Title

Anti-Racism in the Workplace

CB03 TOP Code

0899.00 - *Other Education

CB08 Basic Skills Status

NBS - Not Basic Skills

CB09 SAM Code

D - Possibly Occupational

Rationale

Course updated due to renumbering.

SECTION B - Course Description

Catalog Course Description

Tips and tools to value and manage diversity in the workplace, with an emphasis on the dynamics of race. Overview of theoretical and legal perspectives, dimensions of diversity, the impact of diversity on the workplace. Case studies to acknowledge differences and successfully build relationships with people of diverse backgrounds.

SECTION C - Conditions on Enrollment

Open Entry/Open Exit

Yes

Repeatability

Unlimited - Noncredit OR Work Experience Education

Grading Options

Pass/No Pass Only

Allow Audit

No

Requisites

SECTION D - Course Standards

Is this course variable hour?

No

Total Instructional Hours

9

Distance Education Approval

Is this course offered through Distance Education?

Yes

Online Delivery Methods

DE Modalities	Permanent or Emergency Only?
Entirely Online	Permanent
Hybrid	Permanent

SECTION E - Course Content

Student Learning Outcomes

Upon satisfactory completion of the course, students will be able to:

1. Understand and value the importance of diversity and racial diversity in society and in the workplace.
2. Utilize an understanding of interpersonal dynamics and intercultural competence to effectively communicate verbally and nonverbally in the workplace.
3. Understand required workplace procedures, state and federal employment laws.

Course Objectives

Upon satisfactory completion of the course, students will be able to:

1. Delineate the historical evolution of the concept of race.
2. Explain race as a social construct and how it functions to uphold systemic inequality.
3. Define "anti-racist" and provide examples of anti-racist activism.
4. Explain the basic principles of effective communication for individuals and groups in an organizational setting, including the impacts of culture and gender on verbal and nonverbal communication.
5. Adapt verbal and nonverbal behaviors to communicate more effectively in diverse workplaces.
6. Understand current practices in diversity management and training and evaluate some of those practices.

- 7. Assess their own perceptions and stereotypes.
- 8. Identify practical approaches to apply theoretical knowledge in the workplace.

Course Content

- 1. Theoretical and historical foundations of race and anti-racism
 - a. Definitions
 - b. How race functions in societies, including analysis of intersectionality
 - c. Principles of anti-racism
- 2. Communicating in the Workplace
 - a. Definitions and Practice
 - b. Verbal and Nonverbal language
 - c. Intercultural Competence
- 3. Diversity management and training in organizations: successes and failures
 - a. Lack of policies and procedures
 - b. Lack of clear reporting practices
 - c. Employee Retention and Recruitment
- 4. Skill development
 - a. Understanding differences
 - b. Temperament styles as it relates to socialization and cultural differences
- 5. Assessing organizations

Methods of Instruction

Methods of Instruction

Types	Examples of learning activities
Group Work	Individual and group problem solving
Discussion	Case analysis
Activity	Role playing and class simulations

Instructor-Initiated Online Contact Types

- Announcements/Bulletin Boards
- Chat Rooms
- Discussion Boards
- E-mail Communication
- Telephone Conversations
- Video or Teleconferencing

Student-Initiated Online Contact Types

- Chat Rooms
- Discussions
- Group Work

Course design is accessible

Yes

Methods of Evaluation

Methods of Evaluation

Types	Examples of classroom assessments
Essays/Papers	Oral and/or written case analysis
Projects	Oral and/or written action plan
Portfolios	Journal entries

Assignments

Reading Assignments

Application of theoretical concepts in analyses of texts

Writing Assignments

Journaling

Other Assignments

Quizzes

Weekly Practice - Each week students will be given weekly practice assignments that explore the students' understanding of interpersonal workplace dynamics, and intercultural competencies

SECTION F - Textbooks and Instructional Materials

Material Type

Other required materials/supplies

Description

Handouts

Material Type

Textbook

Author

Robert Branson & Tommy Lott

Title

The Idea of Race

Edition/Version

1st edition

Publisher

Hackett Publishing Company, Inc.

Year

2000

Rationale

Canonical text in race theory

ISBN

0872204588

Material Type

Textbook

Author

Daniel Martinez HoSang, Oneka LaBennett, & Laura Pulido

Title

Racial Formation in the Twenty-First Century

Edition/Version

First edition

Publisher

University of California press

Year

2012

Rationale

Canonical text in race theory

ISBN #

9780520273443

Material Type

Textbook

Author

Ella Smith & Stella Nkomo

Title

Our Separate Ways

Publisher

Harvard Business Review Press

Year

2003

Rationale

Principle text for illustrating intersectionality in the workplace

ISBN #

ISBN-13 978-1591391890

Material Type

Open Educational Resource (OER)

Author

Patrick Bosworth

Title

The Power of Good Communication in the Workplace

Publisher

Leadership Choice

Year

2021

Course Codes (Admin Only)**CB00 State ID**

CCC000639383

CB10 Cooperative Work Experience Status

N - Is Not Part of a Cooperative Work Experience Education Program

CB11 Course Classification Status

J - Workforce Preparation Enhanced Funding

CB13 Special Class Status

N - The Course is Not an Approved Special Class

CB23 Funding Agency Category

Y - Not Applicable (Funding Not Used)

CB24 Program Course Status

Program Applicable

Allow Pass/No Pass

Yes

Only Pass/No Pass

No