

WORKNC-620D: SOCIAL DIVERSITY & AWARENESS IN THE WORKPLACE

Effective Term

Fall 2024

CC Approval

03/01/2024

AS Approval

03/12/2024

BOT Approval

03/21/2024

COCI Approval

05/15/2024

SECTION A - Course Data Elements

Send Workflow to Initiator

No

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

620D

Department

Work Skills Noncredit (WORKNC)

Division

Career Education and Workforce Development (CEWD)

Full Course Title

Social Diversity & Awareness in the Workplace

Short Title

Workplace Diversity Awareness

CB03 TOP Code

0506.00 - *Business Management

CB08 Basic Skills Status

NBS - Not Basic Skills

CB09 SAM Code

C - Clearly Occupational

Rationale

Industry Request- In line with Foundation for Community Colleges New World of Work.

SECTION B - Course Description**Catalog Course Description**

This course is designed to provide students with certain key skills in the area of social diversity and awareness so that they may develop self-awareness, professionalism, and sensitivity in the workplace.

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?
Hybrid	Permanent
Entirely Online	Permanent

SECTION E - Course Content**Student Learning Outcomes**

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

1. Demonstrate sensitivity and respect towards others with diverse backgrounds and cultures both locally and globally.

Course Objectives

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

1. Use professionalism and interpersonal skills to establish rewarding relationships with diverse individuals and groups.

Course Content

1. Identify social diversity & awareness
 - a. Definition
 - b. Where social diversity & awareness come from
2. Understand common social diversity & awareness problems at work

3. Analyze how social diversity & awareness are communicated
4. Evaluate how social diversity & awareness is communicated in order to project the best attitude possible

Methods of Instruction

Methods of Instruction

Types	Examples of learning activities
Activity	Creation of cooperative learning tasks such as a small group or paired activities to expand the concept of "normal" and generate new ideas.
Discussion	In class discussion and/or online Canvas discussions on the importance of respecting differences in beliefs and backgrounds
Other	Survey at beginning and end of class to develop self-awareness.
Lecture	Presentation of topic in content with case studies and problems.

Instructor-Initiated Online Contact Types

Announcements/Bulletin Boards
 Chat Rooms
 Discussion Boards
 E-mail Communication
 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
Class Participation	Class discussion and questions to identify how the variety of beliefs and backgrounds within the class impact viewpoints.
Oral Presentations	Presentations on development of methods for using diversity to generate new ideas.
Other	Activity-based analysis of videos and reading materials as applied to the concepts of the course.

Assignments

Reading Assignments

1. Read articles focused on diversity issues
2. Read case studies that evaluate the impact of diversity in the workplace.

Writing Assignments

1. Written scenario analysis
2. Action Plan
3. Multiple worksheets handed out in-class
4. Journal entries on how student applied techniques learned in class to various environments including the workplace and at home.

SECTION F - Textbooks and Instructional Materials

Material Type

Textbook

Author

Mahzarin R. Bangi & Anthony G. Greenwald

Title

Blindspot: Hidden Biases of Good People

Publisher

Bantam

Year

2016

ISBN #

0345528433

Proposed General Education/Transfer Agreement

Do you wish to propose this course for a Local General Education Area?

No

Do you wish to propose this course for a CSU General Education Area?

No

Do you wish to propose this course for a UC Transferable Course Agreement (UC-TCA)?

No

Course Codes (Admin Only)

CB00 State ID

CCC000644876

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

S - The Course is 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

Reviewer Comments

Seth Anderson (sethe.anderson) (Mon, 05 Dec 2022 23:49:28 GMT): Added Vocational (short-term): Noncredit to discipline field

Seth Anderson (sethe.anderson) (Wed, 22 Feb 2023 17:45:52 GMT): Please add types/example for Methods of Instruction, Online Adaptation, and Methods of Evaluation. You may also want to consider adding a few more bullet points under the Course Content section and providing examples of Reading Assignments. I'm also wondering if this is the correct textbook (which seems more about energy and motivation in the workplace than diversity).

Seth Anderson (sethe.anderson) (Wed, 22 Feb 2023 17:49:56 GMT): Rollback: Please add types and example for Methods of Instruction, Online Adaptation, and Methods of Evaluation fields. You may also want to consider adding a few more bullet points under the Course Content section and providing examples of Reading Assignments. I'm also wondering if this is the correct textbook (which seems more about energy and motivation in the workplace than diversity).