MANAGING DIVERSITY — BUSN 1320

A. Course Description

- **Credits:** 3.00
- **Lecture Hours/Week:** 3.00
- **Lab Hours/Week:** 0.00
- **OJT Hours/Week:** 0
- **Prerequisites:** None
- **Corequisites:** None
- **MnTC Goals:** None

Identify what it takes to become a diversity leader in your organization and community. Learn the complexities of managing in today’s diverse workforce. Explore the evolution of diversity from the past, present and future perspectives. Assess personal, group and organizational viewpoints toward diversity and diversity initiatives. Examine the legal aspects related to discrimination, affirmative action, bias and stereotyping in human resource activities. Implore effective communication methods to build relationships and understanding. Utilize the differences, similarities and tensions of individuals and groups into a collaborative and competitive advantage for your organization. Eliminate barriers affecting equal access and professional growth and mobility.

B. Course Effective Dates: 5/21/14 – Present

C. Outline of Major Content Areas

- As noted on course syllabus

D. Learning Outcomes

1. Define and contrast diversity through past, present and future perspectives.
2. Evaluate personal, group and organizational assumptions, biases and stereotyping.
3. Examine the legal issues and integrate diversity efforts in human resource activities.
4. Examine effective intercultural communication methods while building teamwork and collaboration.
5. Incorporate diversity initiatives into strategic planning by identifying barriers and techniques to overcome diversity challenges.
6. Employ diversity as a competitive advantage while learning how to become a diversity, equity and inclusion leader.

E. Minnesota Transfer Curriculum Goal Area(s) and Competencies

F. Learner Outcomes Assessment
As noted on course syllabus

G. Special Information

None noted