

Bemidji State University

BUAD 4509: Diversity and Inclusion

A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 0

Lab Hours/Week: 0

OJT Hours/Week: *.*

Prerequisites: None

Corequisites: None

MnTC Goals: None

This course focuses on the importance of diversity and embracing diversity in organizations. Develop cultural competency and provides students with tools to meet the challenges of an increasingly diversified world. This course covers theories and legislation, global diversity as well as examines specific groups and categories. Prerequisite(s): BUAD 4456.

B. COURSE EFFECTIVE DATES: 08/26/2019 - Present

C. OUTLINE OF MAJOR CONTENT AREAS

1. Introduction to diversity and inclusion, legislation related to diversity.
2. Dialogue about major race groups and categories: African Americans, Hispanics, Asian Americans, Whites, Native Americans, and Multi-Race Group members.
3. Conversations on sex and gender, as well as, sexual orientation and gender identity. Discussion on work and family and the effect on organizations.
4. Coverage of religion, age, physical and mental abilities, weight and appearance and how it relates to diversity and inclusion, especially in the workforce and managing people.
5. Completion of the course will include discussion on global diversity and cultural competencies.

D. LEARNING OUTCOMES (General)

1. understand theories and thinking about diversity.
2. develop programs to effectively manage diversity.
3. develop cultural competency and understanding.
4. create policies that ensure organizational inclusivity.
5. discuss how diversity impacts organizational stakeholders.

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

None

F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

G. SPECIAL INFORMATION

None noted