



EXTENDED CAMPUS

COLLEGE of PROFESSIONAL
and CONTINUING STUDIES

HR 5053-102: Diversity and Justice in Organizations

Course Description:

This course focuses on all key dimensions of cultural and cross-cultural diversity and relations (including but not restricted to race, ethnicity, nationality, class, gender, religion, sexual orientation, disability, and age) in various forms of organizations, with implications for problem-solving, conflict resolution, human resource development, leadership development, and organizational development.

Class Dates, Location and Hours:

Dates: March 12 - 18, 2018

Location: Army Education Center, building 9230, 8150 Marne Road, Fort Benning, Georgia.

Hours: Monday - Friday 6:00 p.m.-9:30 p.m.; Saturday 8:00 a.m.-4:30 p.m.; Sunday 8:00 a.m.-12:00 p.m.

Last day to enroll or drop without penalty: February 11, 2018

Site Director:

Email: apftbenning@ou.edu. Phone: (706) 780-1183.

Professor Contact Information:

Course Professor: Dr. Maria del Guadalupe (Lupe) Davidson

Mailing Address: 731 Elm Avenue, Room 101
Norman, OK 73069

Telephone Number: 405-325-3481

Email Address: mdavidson@ou.edu

Professor availability: The professor will be available via email to students before and after the class sessions. On-site office hours are half an hour before and after each class session, by appointment.

Textbook(s) and Instructional Materials:

Student materials are available at the OU Follett Bookstore located at 1185 Asp Avenue; Norman, OK, and can be ordered online, by phone, by email, or by fax. Ordering online at <http://www.bkstr.com/oklahomastore/home> is strongly recommended – students can track the status of their order within 48 hours. If an order has not been shipped within three days, students can contact the Follett textbook manager by phone (405) 325-3511, (800) 522-0772 (toll-free) or email 0831mgr@fhcg.follett.com. Phone orders (ask for the textbook manager and identify yourself as an Advanced Programs student) can be placed 8 a.m. to 6 p.m. Monday through Thursday; 8 a.m. to 5 p.m. on Friday; 10 a.m. to 4p.m. on Saturday (CST). Summer hours: 9 a.m. to 5 p.m. Monday through Friday (CST). Fax orders can be placed 24 hours a day at (405) 325-7770. Text prices are available online.

1. Wise, T. (2011). *White like me: Reflections on race from a privileged son*. Berkeley, CA: Counterpoint Press. ISBN 9781593764258.
2. Coates, T. (2015). *Between the world and me*. New York: Random House. ISBN 9780812993547.
3. Fisher, R., Ury, W., & Patton, B. (2011). *Getting to yes: Negotiating agreement without giving in*. New York: Simon & Schuster. ISBN 9780143118756.

4. Stone, D., Patton, B., Heen, S., & Fisher, R. (2010). *Difficult conversations: How to discuss what matters most*. New York: Penguin Books. ISBN 9780143118442.
5. Materials posted on the OU Canvas learning management system: Access Canvas at <https://canvas.ou.edu>, enter your OU NetID and password, and select course to access material. If you require assistance with Canvas, please click on the Help icon. You can search the Canvas guides, chat with Canvas support, or contact OU IT.

Note: Follett is the Advanced Programs contractual textbook provider. Should text changes become necessary after publication of the course syllabus, Advanced Programs will facilitate text returns/refunds only for texts purchased through Follett.

Course Objectives:

- Gain knowledge about different theories of justice and social justice;
- Increase ability to have difficult dialogues and informed discussions;
- further improve knowledge, understanding, and appreciation of inclusive excellence;
- examine the effects of racism, ethnocentrism, sexism, heterosexism, and the other “isms” in everyday work and life
- articulate the complex issues involved in managing diversity in the military and other places of work;
- understand skills, policies, and processes that may foster a culture that affirms inclusive excellence in the military and other places of work;
- acquire skills to create workshops, action plans, and trainings related to inclusive excellence;
- analyze issues of power and privilege.

Assignments, Grading and Due Dates:

Assignment #1 Reflection Essays

Please read Tim Wise, *White Like Me* and Ta-Nahisi Coates, *Between the World and Me* and write **2 separate reflection essays** (one essay per assignment). Each reflection essay should be 4-pages in length. Any essay that is not 4-pages in length will receive a 20-point deduction. The objective of each reflection essay is to demonstrate that you can provide a critical analysis of a given situation described in each reading.

Format for each essay:

1. provide a 1 paragraph summary of the text;
2. explore 2-3 conflicts for the main character(s) **and** discuss the sources of the conflict(s);
3. discuss your perspective of the conflict;
4. discuss 2 social justice issues that you feel the book highlights;
5. explore possible solutions for these social justice issues;
6. provide your overall assessment of the text; this is not an opportunity to discuss why you liked/disliked the book but for you to provide a critical analysis which puts the book into a larger social context.

The Reflection Essays are due to the Canvas Monday March 12th at 4:30pm (this is the first day of class). Please bring a hard of digital copy of your essay to class to reference during our discussion.

Essay submission:

All typed assignments will be submitted via Canvas. Your work should be typed using Times New Roman Font with 12-point letter size. Double-space your work, and do not place any extra spaces between your paragraphs. Please use the tab key to indicate a new paragraph. Please do not add titles or a title page to your work. **Any paper lacking the correct format will lose 10 points.** Please use the following heading for all of your papers:

Your Name
The Date
Diversity and Justice 5253-221

Assignment Name
Dr. Lupe Davidson

All of this information should be single-spaced and located on the **left-hand corner** of your document. While still in single-space, hit the return key three times. After that, start your text. Your text should be double-spaced. **Note: we will use a different format for the Action Plan.**

Assignment #2: In-Class Exam

You will have a comprehensive written examination on the last day of class. The exam will cover all the readings and lecture materials and will be a mixture of objective (i.e., true/false and multiple choice) and short-answer essay questions. You will receive a study guide on the first day of class.

Assignment #3: Social Justice Action Plan

As a final project, you will develop an action plan for responding to a **specific** scenario **from a list of topics or one approved by the professor**. The action plan will be developed in response to a set of criteria that you will be asked to address.

Late Work:

It is my policy not to accept late work though I will be flexible should the situation warrant it. Please make every effort to submit your work on time.

Grading:

This is a letter-graded course: A, B, C, D, or F. The class is worth a total of 500 points: **Points Distribution:** A 500-450, B 449-400, C 399-350, D 349-300, F <300.

Assignment	Due Date	Points
Reflection Essay on <i>White Like Me</i>	First Day of Class	100 points
Reflection Essay on <i>Between the World and Me</i>	First Day of Class	100 points
Exam	Last Class Session	100 points
Action Plan	Saturday, March 24 th at 11:59PM	150 points
Course Engagement	Assessed throughout the course	50 points

Notice: Failure to meet assignment due dates could result in a grade of I (Incomplete) or F (Failure); and may adversely impact Tuition Assistance and/or Financial Aid.

POLICIES AND NOTICES

Attendance/Grade Policy

Attendance and participation in interaction, individual assignments, group exercises, simulations, role playing, etc. are valuable aspects of any course because much of the learning comes from discussions in class with other students. It is expected that you attend all classes and be on time except for excused emergencies.

Excused absences are given for professor mandated activities or legally required activities such as emergencies or military assignments. It is the policy of the University to excuse absences of students that result from religious observances and to provide without penalty for the rescheduling of examinations and additional required class work that may fall on religious holidays. Unavoidable personal emergencies, including (but not limited to) serious illness; delays in getting to class because of accidents, etc.; deaths and funerals, and hazardous road conditions will be excused.

If you are obtaining financial assistance (TA, STAP, FA, VA, Scholarship, etc.) to pay all or part of your tuition cost, you must follow your funding agency/institution's policy regarding "I" (Incomplete) grades unless the timeline is longer than what the University policy allows then you must adhere to the University policy. Students who receive Financial Aid must resolve/complete any "I" (Incomplete) grades by the end of the term or he/she may be placed on "financial aid probation." If the "I" grade is not resolved/completed by the end of the following term, the student's Financial Aid may be suspended making the student ineligible for further Financial Aid.

Students are responsible for meeting the guidelines of Tuition Assistance and Veterans Assistance. See the education counselor at your local education center for a complete description of your TA or VA requirements.

Academic Integrity and Student Conduct

Academic integrity means honesty and responsibility in scholarship. Academic assignments exist to help students learn; grades exist to show how fully this goal is attained. Therefore all work and all grades should result from the student's own understanding and effort.

Academic misconduct is any act which improperly affects the evaluation of a student's academic performance or achievement. Misconduct occurs when the student either knows or reasonably should know that the act constitutes misconduct. Academic misconduct includes: cheating and using unauthorized materials on examinations and other assignments; improper collaboration, submitting the same assignment for different classes (self-plagiarism); fabrication, forgery, alteration of documents, lying, etc...in order to obtain an academic advantage; assisting others in academic misconduct; attempting to commit academic misconduct; destruction of property, hacking, etc...; intimidation and interference with integrity process; and plagiarism. All students should review the Student's Guide to Academic Integrity at http://integrity.ou.edu/students_guide.html

Students and faculty each have responsibility for maintaining an appropriate learning environment. All students should review policies regarding student conduct at <http://studentconduct.ou.edu/>

Accommodation Statement

The University of Oklahoma is committed to making its activities as accessible as possible. For accommodations on the basis of disability, please contact your local OU Site Director.

Adjustment for Pregnancy/Childbirth-Related Issues

Should you need modifications or adjustments to your course requirements because of documented pregnancy-related or childbirth-related issues, please contact me as soon as possible to discuss. Generally, modifications will be made where medically necessary and similar in scope to accommodations based on temporary disability. Please see <http://www.ou.edu/content/eoo/faqs/pregnancy-faqs.html>.

Title IX Resources

For any concerns regarding gender-based discrimination, sexual harassment, sexual misconduct, stalking, or intimate partner violence, the University offers a variety of resources, including advocates on-call 24/7, counseling services, mutual no-contact orders, scheduling adjustments, and disciplinary sanctions against the perpetrator. Please contact the Sexual Misconduct Office at smo@ou.edu or (405) 325-2215 (8-5), or the Sexual Assault Response Team at (405) 615 -0013 (24/7) to report an incident. To learn more about Title IX, please visit the Institutional Equity Office's website at <http://www.ou.edu/content/eoo.html>

Course Policies

Advanced Programs policy is to order books in paperback if available. Courses, dates, and professors are subject to change. Please check with your OU Site Director. Students should retain a copy of any assignments that are mailed to the professor for the course. Advanced Programs does not provide duplicating services or office supplies.

Any and all course materials, syllabus, lessons, lectures, etc. are the property of professor teaching the course and the Board of Regents of the University of Oklahoma and are protected under applicable copyright.

For more information about Advanced Programs, visit our website at: <http://www.goou.ou.edu/>

INSTRUCTOR VITA

Maria del Guadalupe Davidson, Ph.D.

Education

- 2006 Ph.D., Rhetoric, Duquesne University
- 1999 M.A., Communication Studies, Duquesne University
- 1997 M.A., English Language and Literature, Duquesne University
- 1995 B.A., English, St. Bonaventure University

Current Positions

- Director, Women's and Gender Studies Program
- Co-Director, Center for Social Justice

Frequently Taught Advanced Programs Courses

- COMM 5253 Cross-cultural Communication
- HR 5110 Multicultural Issues in Human Relations
- HR 5053 Diversity and Justice in Organizations

Major Areas of Teaching and Research Interest

- Race Theory
- Gender Theory
- Women's History
- Africana Philosophy
- Business Communication

Representative Publications and Presentations

Books

- *Black Women, Agency, and the New Black Feminism*, Routledge Press, forthcoming.
- *The Rhetoric of Race: Toward a Revolutionary Construction of Black Identity*, University of Valencia Press, 2007.

Edited Volumes

- *Mothers of Black Sons: Fears, Sorrows, and Hopes*, co-edited with George Yancy (in Progress).
- *Exploring Race in Predominately White Classrooms: Scholars of Color Reflect*, Routledge Press, 2014, co-edited with George Yancy.
- *Convergences: Black Feminism and Continental Philosophy*, State University of New York Press, 2010, co-edited with Kathryn T. Gines, and Donna-Dale L. Marcano.
- *Critical Perspectives on bell hooks*, Routledge Press, 2009, co-edited with George Yancy.
- *College Curriculum at the Crossroads: Women of Color Reflect and Resist*, co-edited with Kirsten T. Edwards (in progress).

Refereed Journal Articles

- et. al. "After Trayvon: Voices from The Academy Respond to a Tragedy." *Cultural Studies/Critical Methodologies*, 15.2 (2015).
- "Albert Memmi and Audre Lorde: Gender, Race and the Rhetorical Uses of Anger." *Journal of French and Francophone Philosophy* 20.1 (2012) 87-100.
- "Deflection from the (Real) Issues." *The American Mosaic: The American Indian Experience*. ABC-CLIO, 2015. Web. 11 Aug. 2015.
- "But Some of Us Are Brave: Black Feminism, Axel Honneth, and the Struggle for Recognition." *La Revue Internationale de Philosophie*, forthcoming.
- "Teaching About Black Women's Bodies in the Context of Abortion." *Gender and Education*, forthcoming.

Representative Honors and Awards Received

- Faculty Fellow, Center for Teaching Excellence, the University of Oklahoma, 2015-2016
- Fellow, Faculty Learning Academy, the University of Oklahoma, 2015-2016
- Feminist Teacher-Mentor Award 2014, Organization for the Study of Communication, Language, and Gender
- Black Girls Rock Award 2014, Alpha Kappa Alpha, Beta Beta Chapter
- Outstanding Faculty Award 2012, Presented by the University of Oklahoma Fraternity and Sorority Student Life
- Donald H. Wulff Diversity Travel Fellow 2012 Professional Development Network in Higher Education
- Outstanding Faculty of the Year Award 201, Presented by The University of Oklahoma African American Student Life
- National Women's Studies Association, Women of Color Leadership Project, Selected Participant 2011

Grants

- Ford Foundation *Travel and Learning Grant* \$10,000 (funding period 11/14-9/15)
- Overbrook Foundation \$10,000 for the 2015 Take Root Conference
- National Advocates for Pregnant Women \$5,000 for the 2015 Take Root Conference
- Provide \$5,000 for the 2015 Take Root Conference
- The Buffet Foundation \$7,500 for the 2015 Take Root Conference
- Alley-Rayonier International Travel Award \$1,500 2015
- OU VPR-Internal Funding for the Center for Social Justice STEM Initiative 2013-2016

Major Professional Affiliations

- National Women's Studies Association
- Women of Color Leadership Project-NWSA
- Coalition of Women Scholars in the History of Rhetoric and Composition
- The Organization for the Study of Communication, Language, and Gender
- Association for the Study of the Worldwide African Diaspora
- National Communication Association
- Rhetoric Society of America