



EXTENDED CAMPUS

COLLEGE of PROFESSIONAL
and CONTINUING STUDIES

HR 5113-103: Cultural Diversity

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: November 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: October 14, 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: M-F 4:30-6:00PM; The professor will be available via e-mail 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. Kimmel, M. S. & Ferber, A. L. (2016) *Privilege: a reader*. (5th Ed.) London, England: Routledge. ISBN 9780813350035
2. Gay, R. (2015) *Bad feminist*. Canada: Harper Collins. ISBN 9781504647946
3. Vance, J. D. (2017) *Hillbilly elegy*. Waterville, Maine: Thorndike Press. ISBN 9781432840006

4. 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 the multiple aspects of culture;
- Increase ability to have discussions about issues related to diversity;
- Further improve knowledge, understanding, and appreciation of inclusive excellence;
- Examine the effects how culture impacts lived experience
- Articulate the complex issues involved in managing diversity in the military and other places of work;
- Acquire skills to create workshops, action plans, and trainings related to inclusive excellence;
- Analyze issue of power and privilege;
- Understand intersectionality;

Assignments, Grading and Due Dates:

Consistent with the tradition of a graduate seminar, the course has been designed to be highly-interactive, providing the students with plenty of opportunities for active student learning and participation, which is considered critical to the success of the course. The course will consist of open class discussions, collaborative learning exercises, team and individual presentations, lectures, PowerPoint presentations, video presentations, and relevant simulation exercises.

Assignment 1: Reflection Essays

Please read Vance's *Hillbilly Elegy* and Gay's *Bad Feminist* and write **2 separate reflection essays** (one per assignment). Each reflection 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:

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 2-3 cultural conflicts that you feel the book highlights;
5. Explore possible solutions for these cultural conflicts;
6. Provide your overall assessment of the text, this is not an opportunity to discuss why you likes/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 Canvas by Wednesday, November 14, 2018 at 5:30 pm. Please bring a copy of your essay t class to reference during our discussions.

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. The format is a mixture of short and long essay questions.

Assignment 3: Cultural Self-Assessment

Format:

1. Begin by articulating your self-identity through narrative (tall a story about yourself 'who are you' and 'what you value');

2. Discuss the perceived sources of your values and worldviews ('where do they come from?' 'are they culturally rooted?');
3. Analyze your culturally preferred communication style;
4. Address whether your cultural communication style causes conflicts with other whose communication style may be different;
5. Discuss how you can improve your cross-cultural communication capacity for the future

This essay should be a total of 5 double-spaced pages. Any essay that is not 5 pages in length will receive a **20-point deduction**

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
 Cultural Diversity 5113-103
 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 enter 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.**

Grading:

This is a letter-graded course: A, B, C, D, or F.

The criteria for the student's final course grade are as follows:

- A 500-450
- B 449-400
- C 399-350
- D 349-300
- F <300

Assignment	Due Date	Points
Reflection Essay – <i>Bad Feminist</i>	November 14, 2018	100
Reflection Essay – <i>Hillbilly Elegy</i>	November 14, 2018	100
Exam	Last Class Session	100
Cultural Self-Assessment	Monday, November 26, 2018; 11:59 pm	150
Course Engagement	Assessed throughout sessions	50

Notice: Failure to meet assignment due dates could result in a grade of I (Incomplete) 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