



# EXTENDED CAMPUS

COLLEGE of PROFESSIONAL  
and CONTINUING STUDIES

## HR 5053-492: Diversity and Justice in Organizations

### Course Description:

This course will offer a multi-lens perspective on the issues of diversity, inclusion and justice making within organizational settings. The course will aid students in understand the role of diversity competency in navigating organizational settings in the 21<sup>st</sup> century and incorporate the most relevant theories and topics related to human interaction and understanding from a multidisciplinary perspective. Pedagogically the course offers a critical perspective on current issues that professionals will face from a human relational perspective focusing particularly on issues related to race relations, gender and sexuality politics, and other identity politics as they bear on the experience of individuals and group dynamics within an organizational construct

### Course Dates:

May 1 – June 30, 2019

Last day to enroll or drop without penalty: April 2, 2019

### Site Director:

This is a three-credit hour online course. Please see your local Site Director or email our online site coordinator at [aponline@ou.edu](mailto:aponline@ou.edu)

### Professor Contact Information:

Course Professor:	Sterlin Mosley, PhD
Mailing Address:	601 Elm Avenue Rm. 723 Norman, OK 73019
Telephone Number:	405.406.2478
Email Address:	<a href="mailto:sterlin@ou.edu">sterlin@ou.edu</a>
Virtual Office Hours:	10am-5pm CST
Professor availability:	The professor will be available via email to students during the above listed Virtual Office Hours and other methods by arrangement.

### Textbook(s) and Instructional Materials:

Student materials are available at the OU Bookstore Website at <https://ou.textbookx.com/institutional/index.php>. There is no longer a physical bookstore, the store will remain, but textbooks will not be stocked. The website has book selling, renting, buying, returning, and order tracking capabilities. If you need help with an order, or if you have any questions contact the toll-free phone at 1-(855)-790-6637, agents are available from 9a – 5p (EST) Monday – Friday. For more information or questions about textbooks, feel free to contact [apsyllabi@ou.edu](mailto:apsyllabi@ou.edu). Text prices are available online

1. Winters, M.F (2017). *We can't talk about that at work: how to talk about race, religion, politics and other polarizing topics*. Barret-Koheler Publishers. ISBN 9781523094264
2. Banaji, M. R., & Greenwald, A. G. (2016). *Blindspot: Hidden biases of good people*. New York: Bantam Books. ISBN 9780345528438

3. Bucher, R. D., & Bucher, P. L. (2015). Diversity consciousness: Opening our minds to people, cultures, and opportunities (4th ed.). Boston: Pearson. 978-0321919069
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.

**OU Email:**

All official correspondence from instructors will be sent only to students' ou.edu address.

**Online Orientation:**

The College of Arts and Sciences offers an online orientation for students who are enrolled in online or blended courses. The purpose of the orientation is to ensure that students are well prepared both technically and practically to take online courses. The orientation can be found on their website at:

<http://www.ou.edu/content/cas/online/student-online-orientation.html>

The College of Arts and Sciences Online and Academic Technology Services office is here to assist you with any questions, problems, or concerns you may have. For assistance visit their website at

<http://www.ou.edu/content/cas/online/student-information.html> or contact them by telephone at: (405) 325-5854 or email: [casonline@ou.edu](mailto:casonline@ou.edu)

**Course Objectives:**

- Comprehend the scientific, cultural and psychological basis for bias and stereotypes and their presence in organizational interaction and leadership.
- Address and confront personal biases through critical interaction with research and peers.
- Understand the basic principles underlying theories of diversity, identity politics and inclusivity in organizational settings and apply them to practical organizational situations.
- Use theoretical understanding of diversity and justice theories to solve organizational problems surrounding issues of cultural diversity and identity politic managements

**Course Outline:**

See chart for breakdown of course below.

Week	Module	Materials	Assignments
5/1-5/10	Lesson 1: Theories of Bias, stereotyping and prejudice in organizational settings	<p>Here is Why Organizations Need to be Conscious of Unconscious Bias <a href="https://www.forbes.com/sites/pragyaagarwaleurope/2018/08/26/here-is-why-organisations-need-to-be-conscious-of-unconscious-bias/#d71c415726b2">https://www.forbes.com/sites/pragyaagarwaleurope/2018/08/26/here-is-why-organisations-need-to-be-conscious-of-unconscious-bias/#d71c415726b2</a></p> <p><i>Diversity Consciousness</i>. Chapter 1</p> <p><i>Cultural Identity Theory</i> <a href="https://www.communicationtheory.org/cultural-identity-theory/">https://www.communicationtheory.org/cultural-identity-theory/</a></p> <p>Jaspal, R., &amp; Cinnirella, M. (2012). The construction of ethnic identity: Insights from identity process theory. <i>Ethnicities</i>, 12(5), 503-530. Retrieved from <a href="http://www.jstor.org/stable/43572620">http://www.jstor.org/stable/43572620</a></p> <p><i>Us. Vs them: Understanding the neurobiology of stereotypes</i> <a href="https://www.sciencedaily.com/releases/2018/10/181015163154.htm">https://www.sciencedaily.com/releases/2018/10/181015163154.htm</a></p> <p>Are You Judging a Book by Its Cover <a href="https://www.youtube.com/watch?v=OAiNnmkHukc">https://www.youtube.com/watch?v=OAiNnmkHukc</a></p> <p>Prezi on Stereotyping and Prejudice</p>	Discussion Post #1 due Friday at 5:00pm
5/13-5/17	Lesson 2: Unpacking personal bias, “Identity Politics” Theories and navigating organizational settings	<p><i>Blindspot: Hidden Biases of Good People</i>. Chapters 1-4</p> <p>Bernstein, M. (2005). Identity Politics. <i>Annual Review of Sociology</i>, 31, 47-74. Retrieved from <a href="http://www.jstor.org/stable/29737711">http://www.jstor.org/stable/29737711</a></p> <p><i>The battle over identity politics</i> <a href="https://www.vox.com/identities/2016/12/2/13718770/identity-politics">https://www.vox.com/identities/2016/12/2/13718770/identity-politics</a></p> <p>Implicit Bias Tests <a href="https://implicit.harvard.edu/implicit/selectatest.html">https://implicit.harvard.edu/implicit/selectatest.html</a></p> <p><i>Fighting Bias in Algorithms</i> <a href="https://www.ted.com/talks/joy_buolamwini_how_i_m_fighting_bias_in_algorithms">https://www.ted.com/talks/joy_buolamwini_how_i_m_fighting_bias_in_algorithms</a></p>	Theory Reflection #1 due Friday at 5:00pm Discussion Post #2 due at Friday at 5:00pm
5/20-5/24	Lesson 3: Unpacking race and ethnicity in organizations	<p><i>People Suffer At Work When They Can’t Discuss The Racial Bias They Face Outside of It</i> <a href="https://hbr.org/2017/07/people-suffer-at-work-when-they-cant-discuss-the-racial-bias-they-face-outside-of-it">https://hbr.org/2017/07/people-suffer-at-work-when-they-cant-discuss-the-racial-bias-they-face-outside-of-it</a></p> <p><i>We Can’t Talk About That at Work</i>. Chapter 1</p> <p>The Invisible Client: Ramifications of Neglecting the Impact of Race and Culture in Professional Counseling <a href="https://www.counseling.org/docs/default-source/vistas/article_3867fd25f16116603abcacff0000bee5e7.pdf?sfvrsn=f9eb452c_4">https://www.counseling.org/docs/default-source/vistas/article_3867fd25f16116603abcacff0000bee5e7.pdf?sfvrsn=f9eb452c_4</a></p> <p>Sociology of Race and Ethnicity 2015, Vol. 1(1) 10–21 © American Sociological Association 2014 DOI: 10.1177/2332649214561306 by Elijah Anderson <a href="https://sociology.yale.edu/sites/default/files/pages_from_sre-11_rev5_printer_files.pdf">https://sociology.yale.edu/sites/default/files/pages_from_sre-11_rev5_printer_files.pdf</a></p> <p>Recorded lecture on race and ethnicity at work</p>	Discussion Post #3 due Friday at 5:00pm
5/27-5/31	Lesson 4: Unpacking religion and spirituality in organizations	<p><i>Blindspot</i> Chapters 5-8</p> <p><i>We Can’t Talk About That at Work</i> Chapters 2-4</p> <p>Religion Can’t Be Used to Justify Workplace Discrimination <a href="https://www.nbcnews.com/feature/nbc-out/religion-can-t-be-used-justify-workplace-discrimination-court-rules-n854971">https://www.nbcnews.com/feature/nbc-out/religion-can-t-be-used-justify-workplace-discrimination-court-rules-n854971</a></p> <p>In Terms of Diversity Initiatives Tolerance is Not Enough <a href="https://www.huffingtonpost.com/patti-r-rose/in-terms-of-diversity-ini_b_8255088.html">https://www.huffingtonpost.com/patti-r-rose/in-terms-of-diversity-ini_b_8255088.html</a></p> <p>Recorded lecture on religion at work</p>	Theory Reflection #2 due Friday at 5:00pm Discussion Post #4

6/3-6/7	Lesson 5: Unpacking gender and sexuality in organizations	Keating, A. (2008). "I'm a Citizen of the Universe": Gloria Anzaldúa's Spiritual Activism as Catalyst for Social Change. <i>Feminist Studies</i> , 34(1/2), 53-69. Retrieved from <a href="http://www.jstor.org/stable/20459180">http://www.jstor.org/stable/20459180</a> <i>The Transparent Allegations and the Politicized Workplace</i> <a href="https://www.theatlantic.com/entertainment/archive/2017/11/jeffrey-tambor-transparent-allegations-politicized/546368/">https://www.theatlantic.com/entertainment/archive/2017/11/jeffrey-tambor-transparent-allegations-politicized/546368/</a> Mizock, L., Riley, J., Yuen, N., Woodrum, T. D., Sotilleo, E. A., & Ormerod, A. J. (2018). Transphobia in the workplace: A qualitative study of employment stigma. <i>Stigma and Health</i> , 3(3), 275-282. <a href="http://dx.doi.org/10.1037/sah0000098">http://dx.doi.org/10.1037/sah0000098</a> Prezi on Gender Politics and Workplace	Discussion Post #5 due Friday at 5:00pm
6/10-6/14	Lesson 6: Unpacking politics and ideology in organizations	Talking Politics at Work <a href="https://www.psychologytoday.com/us/blog/the-act-violence/201806/talking-politics-work">https://www.psychologytoday.com/us/blog/the-act-violence/201806/talking-politics-work</a> Mutz, D., & Mondak, J. (2006). The Workplace as a Context for Cross-Cutting Political Discourse. <i>The Journal of Politics</i> , 68(1), 140-155. doi:10.1111/j.1468-2508.2006.00376.x Recorded Lecture on political ideology and communication	Theory Reflection #3 due Friday at 5:00pm Discussion Post #6
6/17-6/21	Lesson 7: Dealing with free speech, difficult conversations and legality in organizations	Free Speech vs. Hate Speech <a href="https://www.npr.org/templates/transcript/transcript.php?storyId=616085863">https://www.npr.org/templates/transcript/transcript.php?storyId=616085863</a> <i>Your Free Speech Rights (mostly) Don't Apply at Work</i> <a href="https://www.forbes.com/sites/tomspiggle/2018/09/28/free-speech-work-rights/#7279b2c238c8">https://www.forbes.com/sites/tomspiggle/2018/09/28/free-speech-work-rights/#7279b2c238c8</a> Diversity Consciousness. Chapter 5 <i>How To Train Employees to Have Difficult Conversations</i> <a href="https://www.ted.com/talks/tamekia_mizladi_smith_how_to_train_employees_to_have_difficult_conversations">https://www.ted.com/talks/tamekia_mizladi_smith_how_to_train_employees_to_have_difficult_conversations</a> <i>How to Get Serious About Diversity and Inclusion in the Workplace</i> <a href="https://www.ted.com/talks/janet_stovall_how_to_get_serious_about_diversity_and_inclusion_in_the_workplace">https://www.ted.com/talks/janet_stovall_how_to_get_serious_about_diversity_and_inclusion_in_the_workplace</a>	Discussion Post 7 due Friday at 5:00pm
6/24-6/30	Lesson 8: Creating "justice" oriented organizations and culturally competent leaders	<i>Diversity Consciousness</i> . Chapters 2-4, 7,8 The Danger of a Single Story <a href="https://www.youtube.com/watch?v=D9Ihs241zeg&amp;t=0s&amp;list=PLrC3Fr4WmqbA5VpOX3kYvbAJCmubU-8BT&amp;index=6">https://www.youtube.com/watch?v=D9Ihs241zeg&amp;t=0s&amp;list=PLrC3Fr4WmqbA5VpOX3kYvbAJCmubU-8BT&amp;index=6</a> Recorded Lecture on Cultural Competency	Final Organization al Reflection due Friday at 5:00pm Discussion Post #8 due Friday at 5:00pm

### Assignments, Grading, and Due Dates:

#### Theory and Practice Reflections

These assignments will challenge students to utilize theories such as cultural bias or theories of organizational interaction or leadership theories to analyze mock "real life" scenarios. This is an opportunity for students to marry theory and practice through analysis. These will be 7-8 page papers written in both a reflective and analytical and academic tone with appropriate sources and citations where possible. Proper APA format will be required.

3 x 100 points=300 points

## Discussion Posts

Discussion is an integral part of an online class. The interactive nature of the course will play out most effectively when all students respond to discussion posts thoughtfully. For full points on discussion posts it is necessary to address all questions within a given prompt. Think of these as mini essays. In most instances students will have at least two days between posts, but it is important for students to stay proactive about completing posts.

Discussion Posts will be graded on the completeness of the answer, word count, and the thoughtfulness of the response. Regurgitated reading or obvious lack of knowledge of subject matter will result in lower points.

Students are responsible for responding to at least one other student's post to help foster a cooperative learning environment, **this response will factor into the student's discussion point grade encompassing 10 points of the 30 points.**

8 x 30 points= 240 Points

## Final Organizational Assessment

Students will conduct research on an organization of their choice and analyze that organization's diversity and inclusiveness from statistics and public information they can gather about the information. They will utilize theories learned in the course to help frame their papers and will offer analysis for how or if the organization can improve the organizations cultural competency. More details later in the semester. Students must complete the final organizational assessment to pass the course. 10-12 pages.

1 x 100 points =100 points

**Total Points= 640 points**

## Point Breakdown:

640-576 A  
575-511 B  
510-446 C  
445-381 D  
380-below F

## Grading:

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

I do not "round up" grades, students should ensure grades throughout the semester are commiserate with grade they hope to achieve at the end.

If there is a discrepancy or question about final grades please email me prior to the course ending to clear up confusion.

**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.

## Policy for Late Work:

Please contact the professor regarding his/her policy for late work

## Attendance Policy:

In addition to interaction via Canvas and email contact, students are required to contact the instructor via email or telephone **before** the beginning of the course term for an initial briefing. Although physical class meetings are not part of this course, participation in all interactive, learning activities is required.

Student assignments and student/instructor communications will be conducted via Canvas, although students may contact the instructor via telephone, postal mail, email, or fax as needed

**Incomplete Grade Policy:**

A grade of “I” is not automatically assigned, but rather must be requested by the student by submitting to the instructor a “Petition for and Work to Remove an Incompleted Grade” form. An “I” can never be used in lieu of an “F” nor can an “I” be assigned because of excessive failure to participate in class activities.

**Technical Support Information:**

If you experience technical problems, contact Information Technology by visiting their website at: <http://webapps.ou.edu/it/> or contacting them by telephone at: (405) 325-HELP (4357).

## **POLICIES AND NOTICES**

### **Attendance/Grade Policy**

**Note:** Attendance/absences do not apply to online courses. However, participation in all course activities is extremely important to student success in online courses.

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](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](mailto: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.

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**

**Sterlin L. Mosley Ph.D.**

### **Education**

- Bachelor of Arts in English Writing/Critical & Cultural Studies; The University of Oklahoma 2009
- Master of Arts in Screenwriting & Critical Film Analysis (partial) Academy of Arts University, San Francisco 2007-2009
- Master of Human Relations in Personal and Organizational Change/Personality Psychology; The University of Oklahoma 2009
- Doctor of Philosophy in Intercultural Communication/Gender and Feminist Studies; The University of Oklahoma 2015
  - Dissertation: Transversal Communication: Decolonizing Communication Theory

### **Current Positions**

- Assistant Professor in Human Relations at the University of Oklahoma
- Adjunct Lecturer in Women's and Gender Studies at the University of Oklahoma
- Consultant at Insightful Innovations LLC

### **Major Areas of Teaching and Research Interest**

- Social Justice and Social Change
- Women's and Gender Studies
- Theories of Human Relations
- Interpersonal Skills and Group Dynamics
- Non-Western communication
- Epistemology Identity and Communication
- Intercultural Communication and Globalization
- Organizational Communication and Intercultural message Design
- Non-Hegemonic Practices of Intercultural Communication
- Interpersonal/Intrapersonal Communication and Personality
- Critical Race/Gender/Class Communication
- Personality and Gender Performance

### **Representative Publications and Presentations**

- Mosely, S. (2016) Navigating the naguala: Blackness, shamans and drag queens. In G. Yancy (Ed.), *Black and male: Critical voices from behind the racial veil*. Lanham Lexington Books.
- Mosely, s. (2016) Decolonizing communication theory. In *The tradition of the mestiza feminist studies: Decolonial and postcolonial approaches: A conversation*. Manuscript, submitted for publication.
- Inclusive Teaching Workshop Series: Inclusive Engagement Across Difference: Preparing Students to Step out of the Classroom
- Race and LGBTIA Identities
- The Crisis of Masculinity: "The Mask we Live in" Film
- Blackness and Sexuality
- Inclusive Teaching Workshop Series Parts I & II: "Backlash Pushing Back Against Inclusivity" and "Trigger Warning"
- Addressing the Damaging Stereotypes of LGBTQ People of color
- Sweet Outlaws: Understanding the Archetypal Role of the Mystic in Human Consciousness Structures
- Using Integral Theory for Consciousness Raising
- Using the Enneagram Personality System at Work

## **Major Professional Affiliations**

- Insightful Innovations LLC
- Demand Studios
- Art Therapy Center
- Writer's Research Group
- OU Advanced Programs