OGL 350

Fall 2024

August 22-October 11

Faculty Information

Professor: Dr. Ellsworth

E-Mail: allison.ellsworth@asu.edu

Office Hours: Zoom by Appointment

Credits: 3

Prerequisites: ENG 102 or 105 or 108 with C or better; minimum 56 hours.

This course is offered by the College of Integrative Sciences and Arts. For more information about the college, visit our website: https://cisa.asu.edu/Links to an external site.

Catalog Description: Students will engage in a critical analysis of individual, cultural, and organizational diversity.

Course Description: This course develops students' understanding of the importance and diversity of cultures worldwide and within the United States. The goal is to provide students with models and tools to appreciate culture, discuss cross-cultural issues as they apply to human behavior and interaction in various settings, and develop the cultural competence needed to effectively interact with people from diverse cultures in an increasingly global and interconnected world. The course approaches diversity from local and global perspectives. It addresses issues of cultural pluralism and multiculturalism, intercultural communication, interpersonal and small-group interaction, and the impact of diversity on informal and formal organizations.

Course Objectives

- Define culture and articulate the components of cultural diversity and its historical, economic, political, and social roots.
- Identify prejudice, discrimination, bias, and privilege and examine how one's identity influences interactions with others.

- Examine specific forms of discrimination (e.g., ableness, age, ethnicity, gender, nationality, race, religion, sexual orientation, and socioeconomic status) within organizational settings.
- Analyze how structures create and reproduce different forms of inequality in organizations and society.
- Develop intercultural skills for effective leadership in diverse organizations.

Course Materials: All Course Materials are included within the course as part of the Inclusive Access Program and will automatically be charged to your Bursar account. You will be emailed two codes from the bookstore, one for your e-text in Persuall and one for the EI Games Diversity, Inclusion & Equity Game. If you don't receive the code, check your spam folder and email your professor if you can't locate it.

This course uses an e-text in the Perusall social annotation tool that allows students to engage with online readings and videos in a learning environment that encourages collaboration:

Hays-Thomas, R. (2022). Managing Workplace Diversity, Equity, and Inclusion: A Psychological Perspective (2nd ed.).

Routledge. https://doi.org/10.4324/9780367808884Links to an external site.

Additionally, the course uses the "Diversity, Inclusion & Equity Game" game by E.I. Games: Allen, K. (n.d.). E.I. Games | Diversity, Inclusion & Equity Game. http://play.eigames.comLinks to an external site.

*Be on the lookout for the access codes from the bookstore. It will be sent as **one email** with two codes (Perusall and the Bookstore). Please check your junk and spam folder if you don't see it.

Course Schedule

| Course Schedule | Points | |
|-----------------|--------|-----------|
| | | Due Date: |
| | | |

| | | All assignments are due at 11:59 pm AZ time on the dates shown |
|---|---------|--|
| Module 0: Course Setup & Registrati | on | |
| Getting to Know You | 10 | August 26 |
| Syllabus Quiz | 5 | August 26 |
| Academic Integrity Agreement | 5 | August 26 |
| Module 1: Navigating Diversity, Equi | ty, and | Inclusion: |
| Foundations & Measurement | | |
| | | |
| Perusall Initial Comments | 40 | August 29 |
| Activity & Questions | 35 | August 29 |
| Small Group Discussion Initial Post | 25 | August 29 |
| Perusall Peer Comments | | September 2 |
| Small Group Discussion Responses | 10 | September 2 |
| Quiz | 15 | September 2 |
| Extra Credit | +5 | September 2 |
| Module 2: Understanding Perspecti | ves | |
| Privilege, Social Constructs, Attribu | tion, F | airness, and Identity Significance |
| Perusall Initial Comments | 40 | September 5 |
| Small Group Discussion Initial Post/Recording | 25 | September 5 |
| Perusall Peer Comments | | September 9 |

| Small Group Discussion Responses | 10 | September 9 |
|----------------------------------|-----|-------------|
| Quiz | 15 | September 9 |
| Interview Paper | 100 | September 9 |
| Extra Credit | +5 | September 9 |

Module 3: Inclusive Workplaces

Tackling Stereotypes, Prejudice, Discrimination, Mentorship, Organizational Structure, and Pay Equity Challenges

| Perusall Initial Comments | 40 | September 12 |
|---|----|--------------|
| Module 3 Activity & Questions | 35 | September 12 |
| Small Group Discussion Initial Post/Recording | 25 | September 12 |
| Small Group Discussion Responses | 10 | September 16 |
| Perusall Peer Comments | | September 16 |
| Quiz | 15 | September 16 |
| Cultural Immersion Proposal | 10 | September 16 |
| Extra Credit | +5 | September 16 |

Module 4: Gender Dynamics

Exploring Gender/Sex Dynamics and Sexual Orientation Impact

| Perusall Initial Comments | 40 | September 19 |
|-------------------------------------|----|--------------|
| Activity & Questions | 35 | September 19 |
| Small Group Discussion Initial Post | 25 | September 19 |
| Perusall Peer Comments | | September 23 |
| Small Group Discussion Responses | 10 | September 23 |

| Quiz | 15 | September 23 |
|-----------------------------------|------|--------------|
| Extra Credit Game Night on Zoom | +10 | September 23 |
| Module 5: Diverse Dimensions at M | /ork | " |

Module 5: Diverse Dimensions at Work

Exploring Ability, Appearance, Weight, Age, Religion, Social Class, and Legislation, with a Focus on Transformative Discourse on Disabilities

| 40 | September 26 |
|----|----------------------|
| 35 | September 26 |
| 25 | September 26 |
| | September 30 |
| 10 | September 30 |
| 15 | September 30 |
| +5 | September 30 |
| | 35 25 10 15 |

Module 6: Diversity Leadership

Team Dynamics, Race, Ethnicity, and Cultivating Organizational and Diversity Competence

| Perusall Initial Comments | 40 | October 3 |
|---|-----|------------|
| Small Group Discussion Initial Post/Recording | 25 | October 3 |
| Perusall Peer Comments | | October 7 |
| Small Group Discussion Peer Responses | 10 | October 7 |
| Quiz | 15 | October 7 |
| Cultural Immersion Experience Paper | 100 | October 11 |

| Final Assessment | 100 | October 11 |
|----------------------------|-----|--------------------------------|
| Final Grades Posted to ASU | | October 14 by 11:59 pm AZ time |

Assignment Descriptions

Detailed grading rubrics for each assignment will be posted in each Module.

Perusall: Your textbook "Managing Workplace Diversity, Equity, and Inclusion: A Psychological Perspective" will be assigned through Perusall's online system. The text will be automatically charged to your account through the bookstore. There is no need for you to purchase the book in advance. If you would **also** like a physical copy, you can purchase it through Amazon.

Perusall is designed to generate discussion. While you read, you can highlight, comment, ask questions, and answer the questions of others. To get the most out of the conversation, your goal should be to make a minimum of 7 substantial comments/questions/answers for each Perusall assignment and log in at least twice, once to post your initial questions and a second time to respond to your peers or to continue conversations that you started with your peers.

Small Discussions: Each module contains small group discussions designed to explore different aspects of the curriculum with your peers.

Activities and Questions: The module activities supplement discussions, reflection questions, and writing assignments. They are meant to help make this course more experiential and help those students who learn best by doing. Each activity is accompanied by a short survey that you must complete. (Modules 1,3,4,5)

Interview Paper: You are to interview someone from a culture other than your own and report on the cultural insights you gained. (Module 2)

Cultural Immersion Experience & Paper: This experiential-based assignment allows you to experience a different culture. Families, children, and significant others are encouraged to attend this experience with you. (Module 6)

Final: You are to reflect upon and respond to questions related to the course content. (Module 6)

Grading

Your grade will be determined based on the following grading schema:

| Grade | Points Range |
|-------|---------------|
| A+ | 970-1000 |
| Α | 969-940 |
| A- | 900-939 |
| B+ | 870-899 |
| В | 840-869 |
| B- | 800-839 |
| C+ | 770-799 |
| С | 700-769 |
| D | 699 - 600 |
| E | 599 and below |

Final grades will be submitted to the University by the deadline indicated in ASU's calendar

Submitting Assignments

Unless otherwise announced, all assignments MUST be submitted to the designated area of Canvas. Do not submit an assignment via email.

Assignment due dates follow Arizona Standard Time. Click the following link to access the <u>Time ConverterLinks to an external site</u>, to ensure you account for the difference in Time Zones. Note: Arizona does not observe daylight savings time.

Grading Procedure

Grades reflect your performance on assignments and adherence to deadlines. Grades on assignments will be available in the Gradebook within one week of the due date unless otherwise indicated.

Late or Missed Assignments

Late assignments receive 20% off the total points each day they are late. Extra Credit **and peer responses** are not accepted after the due date. No late assignments will be accepted after the last day of class.

If possible, notify the instructor BEFORE an assignment is due if an urgent situation arises and you cannot submit the assignment on time.

Follow the appropriate University policies to request an <u>accommodation for religious</u> <u>practicesLinks to an external site.</u> or to accommodate a missed assignment <u>due to University-sanctioned activitiesLinks to an external site.</u>

Communicating With the Instructor

Cyber Café

This course uses a discussion topic called "Cyber Café" for general questions and comments about the course. Before posting a question or comment, check the syllabus, announcements, and existing posts to ensure it's not redundant. The community forum is primarily for <u>student-based discussions</u>. Please communicate questions and concerns (especially of a personal nature) to your professor directly via email.

Email

ASU email is an <u>official means of communicationLinks to an external site.</u> among students, faculty, and staff. Students are expected to read and act upon email in a timely fashion. Students are responsible for missed messages and should check their ASU-assigned email regularly. All instructor correspondence will be sent to your ASU email account.

Announcements

Please also be sure to check the Canvas course announcement page. Your instructor will post important information on assignments and other relevant information here weekly.

ASU Online Course Policies

View the ASU Online Course Policies Links to an external site.

Citations

Examples of In-Text Citations:

As stated by Harro (2010), the cycle of socialization begins before we are born. OR: These studies suggest that social mobility is not as fluid as we would like to believe (Fahy, 2009). Classism is defined as "prejudices based on false assumptions" (Fahy, 2009, p. 158). OR: Class is often ignored as a contributing factor to life chances (Konrad et al., 2006). OR: I thought Moore's (2008) discussion of multicultural teams was really interesting. I connected with...

Example of Works Cited:

Fahy, C. (2009). Social class diversity. In: C. Harvey & J. Allard, J. (Eds.), *Understanding and managing diversity: Readings, cases, and exercises* (4th ed.) (pp. 158-171). New York: Pearson.

Smith, M. A. (2015). Making my grade: Privilege and student-faculty interaction at a twenty-first-century U.S. research university. *Journal of Contemporary Ethnography, 45*(5), 553-579.

Plagiarism

The College of Integrative Sciences and Arts and the Faculty of Leadership and Interdisciplinary Studies take an offense of the academic dishonesty or plagiarism policy very seriously and faculty hold students to the highest standards for academic integrity. Students who commit academic dishonesty are taking away from themselves the opportunity to learn, creating an unfair grading environment for others, impacting the value of an ASU degree, and even affecting innocent students' grades. Therefore, any student found providing materials of any type to a homework help site or a study resource site is in direct violation of the Academic Integrity Policy: "Aiding academic integrity policy violations and inappropriately collaborating". The Faculty of Leadership and Interdisciplinary Studies will not tolerate such actions and will seek sanctions in conjunction with the Office of Student Rights and ResponsibilitiesLinks to an external site., including but not limited to an "XE" in the courseLinks to an external site. There is no statute of limitations on Academic Integrity violations.

- Plagiarism—complete the "Q&A" found at this link if you have questions about what constitutes plagiarism: http://www2.umf.maine.edu/plagiarism/q-a-for-plagiarism/Links to an external site.
- <u>Links to an external site.</u>Citing Sources—the following online sources are useful if you have any questions on how to properly cite a

source: http://www.wisc.edu/writing/Handbook/DocAPACitations_Def.htmlLinks to an external site., http://library.duke.edu/research/citing Links to an external site.

Use of Generative Al

In this course, all assignments must be completed by the student. Artificial Intelligence (AI), including ChatGPT and other related tools used for creating text, images, computer code, audio, or other media, are not permitted for use in any work in this class without written permission from your instructor. Using these tools without the instructor's permission risks your academic integrity. When permission is given, AI should be used cautiously and with proper citations that note its use. AI is not a replacement for your thinking and research.

Using these generative AI tools without the instructor's permission and proper citations will violate the ASU Academic Integrity Policy, and students may be sanctioned for confirmed, non-allowable use in this course.

Use of Grammarly

Students can use Grammarly to help improve their writing and check for clarity, spelling, grammar, and punctuation. However, it cannot be used as a form of generative AI to complete assignments. Using Grammarly AI to generate assignments will be considered a violation of the ASU Academic Integrity Policy, and students may be sanctioned for confirmed, non-allowable use in this course.

Prohibition of Commercial Note-Taking Services

In accordance with <u>ACD 304-06 Commercial Note-Taking ServicesLinks to an external site.</u>, written permission must be secured from the official instructor of the class in order to sell the instructor's oral communication in the form of notes. Notes must have the notetaker's name as well as the instructor's name, the course number, and the date.

Establishing a Safe Environment

Learning takes place best when a safe environment is established in the classroom. In accordance with SSM 104-02 of the Student Services Manual, students enrolled in this course have a responsibility to support an environment that nurtures individual and group differences and encourages engaged honest discussions. The success of the course rests on your ability to create a safe environment where everyone feels comfortable sharing and exploring ideas. We must also be willing to take risks and ask critical questions. Doing so will effectively contribute to our own and others' intellectual and personal growth and development. We welcome disagreements in the spirit of critical academic exchange, but

please remember to be respectful of others' viewpoints, whether you agree with them or not.

All incidents and allegations of violent or threatening conduct by an ASU student (whether on- or off-campus) must be reported to the ASU Police Department (ASU PD) and the Office of the Dean of Students. If either office determines that the behavior poses or has posed a serious threat to personal safety or to the welfare of the campus, the student will not be permitted to return to campus or reside in any ASU residence hall until an appropriate threat assessment has been completed and, if necessary, conditions for return are imposed. ASU PD, the Office of the Dean of Students, and other appropriate offices will coordinate the assessment in light of the relevant circumstances.

Student Conduct Statement

Students are required to adhere to the behavior standards listed in the Arizona Board of Regents Policy Manual Chapter V – Campus and Student Affairs: Code of Conduct located online at students.asu.edu/srr/code and the ACD 125: Computer, Internet, and Electronic Communications available at asu.edu/aad/manuals/acd/acd125.html.

Students are entitled to receive instruction free from interference by other members of the class. An instructor may withdraw a student from a course when the student's behavior disrupts the educational process under USI 201-10 asu.edu/aad/manuals/ssm/ssm201-10.html. An instructor may withdraw a student from a course with a mark of "W" or "E" when the student's behavior disrupts the educational process. Disruptive classroom behavior for this purpose is defined by the instructor.

Statement on Inclusion

ASU is a comprehensive public research university, measured not by whom we exclude, but rather by whom we include and how they succeed; advancing research and discovery of public value; and assuming fundamental responsibility for the economic, social, cultural, and overall health of the communities it serves.

Arizona State University is deeply committed to positioning itself as one of the great new universities by seeking to build excellence, enhance access, and have an impact on our community, state, nation, and the world. To do that requires our faculty and staff to reflect the intellectual, ethnic, and cultural diversity of our nation and world so that our students learn from the broadest perspectives, and we engage in the advancement of knowledge with the most inclusive understanding possible of the issues we are addressing through our scholarly activities. We recognize that race and gender historically have been markers of diversity in institutions of higher education. However, at ASU, we believe that diversity includes additional categories such as socioeconomic background, religion, sexual

orientation, gender identity, age, disability, veteran status, nationality, and intellectual perspective.

Harassment Prohibited

ASU policy prohibits harassment on the basis of race, sex, gender identity, age, religion, national origin, disability, sexual orientation, Vietnam-era veteran status, and other protected veteran status. Violations of this policy may result in disciplinary action, including termination of employees or expulsion of students. Contact the professor if you are concerned about online harassment of any kind, and he/she will put you in contact with the Dean of Students office.

Title IX

Title IX is a federal law that provides that no person be excluded on the basis of sex from participation in, be denied benefits of, or be subjected to discrimination under any education program or activity. Both Title IX and university policy make clear that sexual violence and harassment based on sex are prohibited. An individual who believes they have been subjected to sexual violence or harassed on the basis of sex can seek support, including counseling and academic support, from the university. If you or someone you know has been harassed on the basis of sex or sexually assaulted, you can find information and resources at https://sexualviolenceprevention.asu.edu/faqsLinks to an external site.. As a mandated reporter, I am obligated to report any information I become aware of regarding alleged acts of sexual discrimination, including sexual violence and dating violence. ASU Counseling Services, https://eoss.asu.edu/counselingLinks to an external site., is available if you wish to discuss any concerns confidentially and privately.

Accessibility

View the <u>ASU Online Student AccessibilityLinks to an external site.</u> page to review accessibility statements for common tools and resources used in ASU Online courses.

If you need academic accommodations or special consideration of any kind to get the most out of this class, please let me know at the beginning of the course. If you have a disability and need a reasonable accommodation for equal access to education at ASU, please call Disability Resources for Students (DRC). The site can be found at eoss.asu.edu/drc. Instructors cannot provide accommodations without authorization from the DRC.

In compliance with the Rehabilitation Act of 1973, Section 504, and the Americans with Disabilities Act of 1990, professional disability specialists and support staff at the Disability Resource Center (DRC) facilitate a range of academic support services and accommodations for qualified students with disabilities.

Qualified students with disabilities may be eligible to receive academic support services and accommodations. Eligibility is based on qualifying disability documentation and assessment of individual needs. Students who believe they have a current and essential need for disability accommodations are responsible for requesting accommodations and providing qualifying documentation to the DRC. Every effort is made to provide reasonable accommodations for qualified students with disabilities. Qualified students who wish to request an accommodation for a disability should contact their campus DRC.

| Tempe Campus http://www.asu.edu/studentaffairs/ed/drc/ 480-965-1234 (Voice) 480-965-9000 (TTY) | Polytechnic Campus http://www.asu.edu/studentaffairs/ed/drc/ 480-727-1165 (Voice) 480-727-1009 (TTY) |
|--|---|
| | |
| West Campus | Downtown Phoenix Campus and ASU Online |
| West Campus http://www.west.asu.edu/drc/ | Downtown Phoenix Campus and ASU Online http://campus.asu.edu/downtown/DRC |

Mental Health

As a student, like anyone else, you may experience a range of challenges that can interfere with learning, such as strained relationships, increased anxiety, substance use, feeling down, difficulty concentrating, and/or lack of motivation. These emotional health concerns or stressful events may diminish your academic performance and/or reduce your ability to participate in daily activities. ASU Counseling Services provides counseling and crisis services for students who are experiencing mental health concerns. Any student may call or walk into an ASU counseling center for the same day or future appointment to discuss any personal concerns. Here is the Web site: eoss.asu.edu/counseling. After office hours and 24/7 ASU's dedicated crisis line is available for crisis consultation by calling 480-921-1006.

Trigger Warning

Please note that some course content may be deemed offensive by some students, although it is not my intention to offend anyone. In addition, some materials that we link with online might also be considered offensive, troubling, or difficult to review in terms of language or graphics. I attempt to provide warnings when introducing this kind of material;

yet if I forget to do so, or if something else (in my materials or posts from fellow students) seems offensive, please contact me at jessica.hirshorn@asu.edu

University Services

As ASU students, you have access to an array of both academic and personal support services. I encourage you to tap into these resources when necessary.

- ASU Libraries offers 24/7 access to librarians through "Ask a Librarian" online chat and help by librarians in person at the Reference Desk during most hours the libraries are open.www.asu.edu/lib/Links to an external site.
- TUTORS -Arizona State University (ASU) provides a range of free, live online
 academic support options to currently enrolled ASU students. Using Adobe
 Connect, an Adobe product, ASU students can receive support with course
 concepts, their writing, or academic skills by interacting in real-time with peer
 tutors—ASU students who have successfully completed the courses they tutor—or
 with peer academic mentors. Currently, enrolled ASU students can access tutoring
 sessions from anywhere with just a reliable internet connection.

Writing: Make an appointment

- Any course
- Any writing project
- Real-time
- Appointment based
- 50-minute appointment
- Undergraduate & graduate-level support
- Trained ASU students

Academic Mentoring: Make an appointment

- A personalized approach to meeting your academic goals
- One-on-one time
- Build study skills
- Time management
- Note-taking
- Test-taking strategies
- Trained ASU students

Visit the ASU Online Writing Center at: https://tutoring.asu.edu/writing-centersLinks to an external site. Or call 480-965-9072. The schedules for all services, along with information on how students can make and attend appointments, can be found online at https://tutoring.asu.edu/online-tutoring.

- E-mail Issues—be sure you are checking ASU email or have it forwarded properly to a different account. Problems? Check these sites and then call one of the numbers below if you aren't sure. http://help.asu.edu/node/99Links to an external site. and email to emailq@asu.edu
- Counseling and Consultation—provides confidential mental health and career counseling services for all ASU students. http://students.asu.edu/counselingLinks to an external site.
- Student Success Centers
 the Student Success Center (SSC) on each ASU campus provides an array of support services that promote students' academic success.

 The SSC supports classroom instruction by helping students become better learners and gain the confidence and skills to achieve their greatest possible academic success. http://studentsuccess.asu.edu/Links to an external site.
- Career Services offers assistance to students in choosing a major, setting career goals, interviewing, and job hunting strategies. http://students.asu.edu/careerLinks to an external site.
- Student Financial Aid Office offers information and applications for student funding such as grants, loans, scholarships, and student employment.http://students.asu.edu/financialaidLinks to an external site.
- Student Health and Wellness Center provides non-emergency medical health care to all ASU students regardless of insurance status. Most visits with a physician or nurse practitioner are free of charge, but fees will be incurred for x-rays, lab results, etc. www.asu.edu/health/Links to an external site.
- Student Recreational Center
 offers individual and group fitness opportunities, as
 well as information on nutrition and wellness, and massages. Use of the general
 facilities (weights, circuit training, and cardio machines) is free, and other services
 (yoga classes, massages) are fee-based. www.asu.edu/src/Links to an external site.
- Student Legal Assistance provides legal advice and counsel free of charge to all ASU students in areas such as landlord-tenant law, credit reports and collection issues, taxability of scholarships and grants, etc. Notary service is available, at no charge. http://www.asu.edu/studentaffairs/mu/legal/Links to an external site.
- ASU Campus Police: https://cfo.asu.edu/policeLinks to an external site.
- International support and Services: https://issc.asu.edu/support-services/students-f-j/academic-resourcesLinks to an external site.

- Student Organizations: https://eoss.asu.edu/clubsLinks to an external site.
- *Help Wiki* provides a frequently asked questions resource for technology users at ASU. http://wiki.asu.edu/help/Links to an external site.
- EMPACT Crisis Hotline offers free 24-hour support for mental health crises. Call (480) 784-1500 in the Phoenix area, (866) 205-5229 outside of Phoenix, and (480) 736-4949 for the sexual assault hotline. All services are free and confidential. http://www.empact-spc.com/Links to an external site.

Course Access

Your ASU courses can be accessed by both <u>my.asu.eduLinks to an external</u> <u>site.</u> and <u>myasucourses.asu.eduLinks to an external site.</u>; bookmark both in the event that one site is down.

Computer Requirements

This is a fully online course; therefore, it requires a computer with internet access and the following technologies:

- Web browsers (ChromeLinks to an external site., Mozilla FirefoxLinks to an external site., or SafariLinks to an external site.)
- Adobe Acrobat ReaderLinks to an external site. (free)
- Webcam, microphone, headset/earbuds, and speaker
- Microsoft Office (<u>Microsoft 365 is freeLinks to an external site</u>. for all currently enrolled ASU students)
- Reliable broadband internet connection (DSL or cable) to stream videos.

Note: A smartphone, iPad, Chromebook, etc. will not be sufficient for completing your work in ASU Online courses. While you will be able to access course content with mobile devices, you must use a computer for all assignments, quizzes, and virtual labs.

Help

For technical support, use the Help icon in the black global navigation menu in your Canvas course or call the ASU Help Desk at +1-(855) 278-5080. Representatives are available to assist you 24 hours a day, 7 days a week.

Technical Support

The tech support help desk can be reached at 1-855-278-5080.

Syllabus Disclaimer

The syllabus is a statement of intent and serves as an implicit agreement between the instructor and the student. Every effort will be made to avoid changing the course schedule but the possibility exists that unforeseen events will make syllabus changes necessary. Remember to check your ASU email and the course site often.