

University of Arkansas - Fort Smith
5210 Grand Avenue
P. O. Box 3649
Fort Smith, AR 72913-3649
479-788-7000

General Syllabus

PRFS 3833 Diversity and Inclusion

Credit Hours: 3

Lecture Hours: 3

Laboratory Hours: 0

Prerequisite: Consent of department head

Effective: 2021-2022

I. Course Information

A. Catalog Description

Historical and contemporary perspectives of cultural diversity, including ethnicity, age, sexual orientation, gender, religion, or natural origin, which affect employees' quality of life in the workplace. Students develop theoretical models that may be applied to real life.

B. Additional Information

Students will apply critical theory to explore the readings in small groups or class. Discussion will be used to evaluate and share individual perceptions and possible ramifications of various and diverse philosophies. Issues of diversity will be addressed as either commonplace or conceivable in the workplace. Literary works on this topic area will be discussed at length.

II. Student Learning Outcomes

A. Subject Matter

Upon successful completion of this course, the student will be able to:

1. Evaluate case studies regarding diversity issues in the workplace and make recommendations based upon current literature and practice.
2. Examine several examples of current application of policies and concepts to deal with diversity in the workplace.
3. Summarize critical viewpoints that may impact the diversity that exists in the workplace.
4. Evaluate case studies and profiles relating to individuals affected by diversity issues in the workplace where viewpoints can be expressed and behavior modified to accept diversity.

B. University Learning Outcomes

This course enhances student abilities in the following areas:

Communication Skills (written and oral)

The student will express ideas and concepts through descriptive writing assignments.

Ethical Decision Making

The student will evaluate competing needs of the organization and the consumer to identify and solve ethical dilemmas.

Global & Cultural Perspectives

Through group projects, the student will reflect upon cultural differences and their implications on work to be completed with other students from diverse backgrounds.

III. Major Course Topics

- A. Introduction: Defining Diversity, Social Behaviors, Theories of Acceptance, and Readings on Cultural and Economic Diversity
- B. Psychoanalytic Criticism
- C. Diversity by Gender
- D. Diversity by Ethnicity and Race
- E. Diversity by Culture
- F. Diversity of Heritage