

Bryant University

Bryant Digital Repository

Resources

Bryant University UN PRME Community

October 2022

Course Content with UNPRME Goals

Maura Dowling
Bryant University

Follow this and additional works at: https://digitalcommons.bryant.edu/unprme_resources

Recommended Citation

Dowling, Maura, "Course Content with UNPRME Goals" (2022). *Resources*. Paper 4.
https://digitalcommons.bryant.edu/unprme_resources/4

This Statement is brought to you for free and open access by the Bryant University UN PRME Community at Bryant Digital Repository. It has been accepted for inclusion in Resources by an authorized administrator of Bryant Digital Repository. For more information, please contact dcommons@bryant.edu.

Description of Course Content

This class will introduce students to theoretical and practical ideas about *diversity in organizations*, increase understanding of the concept of diversity in organizations, reduce discrimination, and increase fairness and equality to employees, applicants, and customers. In this current work environment, cultivating an understanding of social justice and managing people for sustainability is imperative. It will improve students' ability to understand and address diversity as a manager and employee with the intention of building new frameworks for people oriented responsible management. By taking this course you are joining many others in the world who endeavor to change our immediate surroundings for the better. To be specific, this course is aligned with United Nations Sustainable Development Goals (UNSDGs). We focus on Goals 10 (Reduced Inequalities) and 16 (Promote Peaceful and Inclusive Societies).

Research relevant to organizations, and many functions within organizations including human resources (recruitment, selection, training and development, performance management and evaluation, safety and health, etc.), marketing, and customer relations will be discussed. We will study diversity issues in many different types of organizations. We will learn about historical bases of diversity in the United States and in U.S. organizations, about how to identify diversity concerns elsewhere, about legislation related to diversity, and about trends in diversity from a variety of sources. This is not a diversity-training course, although the knowledge from the course will be valuable for those interested in diversity training.

Team Research Paper and Presentation

This final project will provide an opportunity for you to collaborate with a team of your classmates to deeply investigate a culturally distinct subgroup within the larger context of American culture. You must select a subgroup that is underrepresented on your team, and not covered extensively in class. Using research each team will prepare an in-depth research report of **between 12 – 15 pages (single spaced)** in length and should include the following content areas (where applicable):

- What is the cultural background/practices/history of this group?
- What are some of the demographic shifts on the horizon within this subculture? How might these shifts inform and influence workplace and marketplace diversity and inclusion strategy? What about the world? How do they interrelate with UNSDGs (10 & 16)?
- What are common experiences people from this subculture having doing business within Corporate America/with majority American businesses? Beyond Corporate America?
- What are some of the common stereotypes of people from this subculture? Who holds these stereotypes? How does that impact organizational behavior and business outcomes?
- What are new issues and trends with this group/culture?
- What do individuals from this subculture wish their organizational leaders/managers knew about how to understand, respect, and leverage the difference they bring to the table?
- What should leaders and organizations do with the insights generated by your team's analysis? How can they implement some of these ideas within their organizations, as well as with their partners, customers, and clients?
- What did you learn from this assignment and how does it prepare you for working in a diverse organization?