

**BUS 364-040**  
**MANAGING A DIVERSE WORKFORCE**

<b>Semester:</b>	SPRING 2023
<b>Class Time:</b>	10AM TO 12:45PM, TUESDAYS AND THURSDAYS
<b>Class Room #:</b>	ED 621
<b>Instructor:</b>	NADINE MILNE
<b>Office Location:</b>	ED524.6
<b>Phone:</b>	306-501-2524
<b>Fax:</b>	N/A
<b>Email:</b>	NADINE.MILNE@UREGINA.CA

<b>UR Courses:</b>	<b>All assignments must be submitted via URcourses</b>
<b>Office Hours:</b>	<b>Via zoom, by appointment</b>
<b><u>Potential need for accommodation:</u></b>	If there is any student in this course who, because of a disability, health conditions, illnesses, and injuries may have a need for accommodations, please come and discuss this with me, as well as contacting the Coordinator of The Center for Accessibility at 585-4631 or email <a href="mailto:accessability@uregina.ca">accessability@uregina.ca</a> .
<b><u>Pre-requisites:</u></b>	<b>Prerequisite: BUS 250 (or ADMN 250) or NSLI 310**** *Note: Students may only receive credit for one of BUS 364, ADMN 364, ADMN 435AP, and NSLI 390AA.</b>
<b><u>Textbook:</u></b>	<b>There is no textbook required for this class. A reading list will be posted to our URcourses page</b>
<b><u>Course Description:</u></b>	<b>This course concerns the increasing diversity of the work force and the major challenges and opportunities faced by organizations and their managers. Topics will include: maintaining fairness and justice, making effective decisions for performance improvement, allowing flexibility, and managing in the global environment. The course also examines the legal frameworks in place that value and protect employee and employer rights related to gender, race, age, religion, sexual orientation, ability, etc.</b>
<b><u>Learning Objectives:</u></b>	<b>To introduce fundamental concepts and theories of managing a diverse workforce.</b> <input type="checkbox"/> <b>To examine and understand global and workforce trends such as cultural and religious diversity, migration of employers, diversity of gender, sexual orientation, and disability.</b> <input type="checkbox"/> <b>To understand how diversity works for organizations, their employees, and their communities.</b>

	<ul style="list-style-type: none"> <li><input type="checkbox"/> To understand the impact of society and legislation on organizational strategies and policies.</li> <li><input type="checkbox"/> To critically analyse the impact of diversity on organizational outcomes.</li> <li><input type="checkbox"/> To present and analyse models and best practices of managing a diverse workforce.</li> <li><input type="checkbox"/> To facilitate students' self-critical reflection towards diversity, justice, and management practices.</li> </ul>
<p><b><u>Academic Integrity:</u></b></p>	<p>Academic integrity plays a key role in the University's efforts to maintain a high standard of academic excellence. Students registered at the University of Regina are expected to behave responsibly and with propriety and are expected to abide by the policies and regulations of the University of Regina. When a student fails to meet these expectations, the University reserves the right, under the University of Regina Act, to take whatever action it deems warranted by the student's misconduct.</p> <p>This class does not permit the use of AI (ChatGPT). All assignments will be assessed by Turnitin, a software the compares your submission to work on the internet, the work of other students, and the work compiled by previous students. It is in our best interest to just do your own work. Students should noted that Turnitin detects the use of AI tools such as ChatGPT. Helpful information about plagiarism is provided by UR International at: <a href="http://www.uregina.ca/international/assets/doc/pdf/plagiarism.pdf">http://www.uregina.ca/international/assets/doc/pdf/plagiarism.pdf</a>.</p>

**Grading:**

TBD	best 3 of 4 pop quizzes @ 5% each	15%
Thursday May 25 at midnight	Assignment 1 - cross cultural experience	20%
Tuesday June 13 at midnight	Assignment 2 - The Anti-racist and allyship	20%
on-going	Participation	10%
26-Jun	Final exam , 9am to noon	35%
		100%

## Assignments

Late submissions will not be considered, resulting in a grade of zero. Please note that overall quality of writing (including: punctuation, spelling, sentence structure, and overall flow) will impact your mark by 20%. If I cannot understand what you are trying to say this will impact your mark. If you are unclear on the ask of the assignment, please reach out to me for confirmation.

May 25th	I want you to have an experience with a culture you know very little about. It could be as simple as sitting down with another student and learning about their culture, or it could be something like visiting a temple or synagogue and speaking to someone there. Your paper should start by briefly telling me about your background; then explain your interaction of choice and why you chose it; what did you learn; what similarities/differences did you note; and how might any differences impact the workplace/a work team. Make a connection to Hoefstede's Cultural Profiles. This paper should be between 1500 words to 2000 words. It must be submitted on the assignments tab on URcourses. You need to include any sources used in a citation list, using APA. You should be making linkages to course content and should be using no less than at least three academic sources. Be sure to follow all COVID19 safety protocols when having your interaction.
13-Jun	I would like for you to explore the concepts of anti-racism and allyship - what do they mean? How is not being a racist different from anti-racism? Why would it be important for leaders in organizations to be both anti-racist and an ally? What kind of corporate policies might we see that support these concepts? What challenges might they face? What might be the overall impact of business if leaders are anti-racists and allies? How might this knowledge impact your future practice? This paper should be between 1500 words to 2000 words. It must be submitted on the assignments tab on URcourses. You need to include any sources used in a citation list, using APA. You should be making linkages to course content and should be using no less than at least five academic sources.

### **Requirements/ Regulations:**

- ◆ Please note that you are responsible for knowing all of the material presented in the assigned readings, lectures, and presentations.
1. All assignments must be typed.
  2. Late assignments will receive a grade of zero
  3. Missed pop quizzes will receive a grade of zero. There will be 4 pop quizzes, the best 3 marks of the 4 will be used towards your final mark.
  4. Students are referred to the University Calendar for information on appeals, withdrawal dates, plagiarism, cheating, and academic misconduct. Students are expected to abide by these regulations of the University of Regina.

**CLASS SCHEDULE**

**\*\* Please note this is subject to change**

04-May	Review Course Outline, Introductions, What is diversity?
	Benefits of a diverse workforce
	Diversity and the Law
09-May	Indigenous issues - Noon group activity in the ta-tawâw Student Centre with Keenan Cummings
11-May	Visible Minorities and Immigration, How to talk about culture and other differences,
16-May	Bridging the generational Gap and Agism, LGBTQ+ considerations
18-May	Guest speaker - Meg from UR Pride "LGBT+ for Beginners with Inclusive Workplaces"
23-May	Gender and the Pay gap, Privilege, Evolving Job Benefits
	Guest speaker - Shannon Patton and Jenna Hauptstein from the Canadian Mental Health Association
25-May	Disability Rights and Accommodation
	Guest Speakers - Ally Boschman and Maegan Mason - Pathways Learning - Neurodiveristy-Affirming
30-May	Workplaces
01-Jun	Fairness and justice, Performance management, Unconscious bias
06-Jun	Dealing with Diversity Backlash
	Meaningful interaction, mentorship, development focussed on relationship building
08-Jun	Integrating diversity and inclusion into the recruitment and hiring process
13-Jun	Inclusion
15-Jun	LAST CLASS - The leaders Role
26-Jun	9am to noon FINAL EXAM