

# Dakota County Technical College

## SMGT 2105: Managing Diversity

### A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: \*.\*

OJT Hours/Week: \*.\*

Prerequisites: None

Corequisites: None

MnTC Goals: None

Identify what it takes to become a diversity leader in your organization and community. Learn the complexities of managing in today's diverse workforce. Explore the evolution of diversity from the past, present and future perspectives. Assess personal, group and organizational viewpoints toward diversity and diversity initiatives. Examine the legal aspects related to discrimination, affirmative action, bias and stereotyping in human resource activities. Implore effective communication methods to build relationships and understanding. Utilize the differences, similarities and tensions of individuals and groups into a collaborative and competitive advantage for your organization. Eliminate barriers affecting equal access and professional growth and mobility. Prerequisite: None.

**B. COURSE EFFECTIVE DATES:** 08/25/2008 - Present

### C. OUTLINE OF MAJOR CONTENT AREAS

### D. LEARNING OUTCOMES (General)

1. become a diversity leader
2. build teamwork and collaboration
3. compare and contrast diversity through the past, present, and future perspectives
4. create a diversity action plan
5. define diversity
6. employ diversity as a competitive advantage
7. evaluate personal, group and organizational assumptions, biases and stereotyping
8. examine effective communication methods
9. examine the legal issues
10. identify barriers and techniques to overcome them
11. incorporate diversity initiatives into strategic planning
12. integrate diversity efforts in human resource activities

### E. Minnesota Transfer Curriculum Goal Area(s) and Competencies

None

### F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

### G. SPECIAL INFORMATION

None noted