

CUYAMACA COLLEGE
COURSE OUTLINE OF RECORD

Counseling 125 – Diversity, Identity, and Career Development in the Workplace

3 hours lecture, 3 units

Catalog Description

This course examines diversity in the workplace as a critical social institution, focusing on policies, practices, and organizational dynamics that shape inclusivity. It explores the historical legislation and current societal movements influencing diversity, emphasizing the importance of cultural competency. Students will analyze individual identity, personal values, and the impact of culture on career development through various theories. The course also addresses culturally relevant workplace issues such as stereotypes, discrimination, and inclusive practices while promoting advocacy and allyship. By the end of the course, students will have a reimagined approach to diversity, incorporating social justice principles, inclusive team development, and effective multicultural communication strategies.

Prerequisite

None

Course Content

- 1) The study of diversity in the workplace
 - a. Workplace as a social institution
 1. Policies and practices
 - b. Organizational dynamics
 - c. Defining diversity and diversity in the workplace
 - d. Historical legislation that shaped diversity in the US
 - e. Current trends and societal movements that impact workplace diversity
 - f. Cultural Competency training
- 2) Individual Identity & Personal Values
 - a. Influence of culture on personal values
 - b. Recognizing other's values and perspectives
 - c. Cultural factors that influence career development
 - d. Dominant societal discourses that impact career development
 - e. Effects of implicit bias
 - f. Intersectionality
 - g. Social Cognitive Theory
 - h. Emotional Intelligence
 - i. Multiple Intelligences
 - j. Yosso's Cultural Wealth Model
 - k. Intercultural communication
- 3) Career Development
 - a. Career development theories
 1. Social Capital Theory
 2. Circumscription Theory
 3. Lifespan Theory
 4. Super's Development Self-Concept Theory
 - b. Fundamentals of occupational research
 - c. Online and offline career research tools and resources
 - d. Career decision-making methods

- e. Networking
- 4) Culturally relevant workplace issues
 - a. Defining stereotypes and stereotypical reactions
 - b. Racial discrimination and hate symbols
 - c. Institutional discrimination
 - d. Inclusive employer practices
 - e. Breaking down barriers and advocacy through job training and allyship
 - f. Increasing multicultural perspectives and understanding
- 5) Reenvisioning diversity in the workplace
 - a. Diversity training from a social justice lens
 - b. Developing inclusive teams
 - c. Employee resource groups
 - d. Multicultural communication and practices
 - e. Data collection and analysis

Course Objectives

Students will be able to:

- 1) Analyze the definitions, historical context, and significance of diversity in the workplace, while identifying key legislation and current trends that shape organizational practices.
- 2) Assess how organizational dynamics and policies influence diversity, examining their impact on workplace culture and the role of cultural competency training in promoting inclusion.
- 3) Reflect on how individual identity and personal values are influenced by culture and recognize the perspectives of others in a diverse workplace.
- 4) Utilize various career development theories (e.g., Social Capital Theory, Super's Developmental Self-Concept Theory) to understand the interplay between diversity and career development.
- 5) Examine the effects of implicit bias, intersectionality, and cultural factors on career development and professional interactions.
- 6) Identify and define stereotypes, discrimination, and institutional barriers, and propose strategies for advocacy, allyship, and inclusive employer practices.
- 7) Analyze data related to diversity initiatives and outcomes and recommend evidence-based approaches for enhancing diversity and inclusion in the workplace

Method of Evaluation

Grades are based on demonstrated proficiency in the subject matter determined by multiple measurements for evaluation. Assessment frameworks may include alternative, equity-minded approaches to evaluation, such as ungrading, labor-based grading, contract-based grading, etc. The instructor continually evaluates students' assignments and provides regular and timely feedback so that students can improve their skills. Feedback is strengths-based and supportive. The instructor also proactively addresses concerns with attendance and assignment outcomes before the student is in danger of failing the course.

- 1) Essay exams, quizzes and a final assessment
- 2) Writing assignments
- 3) Oral Presentation
- 4) Individual Projects
- 5) Class participation

Special Materials Required of Student

Access to high speed internet

Minimum Instructional Facilities

Smart classroom and computer lab

Method of Instruction

- 1) Lecture
- 2) Large group and small group discussion
- 3) Classroom or individual activities
- 4) In-class writing
- 5) Audiovisual Presentations
- 6) Individualized feedback on student work

Out-of-Class Assignments

- 1) **Reading:** Required reading materials
- 2) **Writing:** Research-based papers and assignments; Written reflection and journals on assigned multicultural activities
- 3) **Other:** N/A

Texts and References

- 1) Required (representative examples):
 - a. Managing Diversity: Toward a Globally Inclusive Workplace, Mor Barak, Michalle E. 2022, 5th Edition.
 - b. Diversity, Anti-Racism, & the College Experience, Thompson, Aaron and Joseph B. Cuseo 2022.
 - c. Problem Solving in Teams and Groups, Piercy, Cameron W. 10/29/2019.
<https://opentext.ku.edu/teams/>
- 2) Cuyamaca College Catalog
- 3) Supplemental: None

Student Learning Outcomes

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

- 1) Assess the effects of culture, implicit bias, and intersectionality on individual identity and career development.
- 2) Identify and define stereotypes, discrimination, and institutional barriers, and propose evidence-based strategies for advocacy and allyship, utilizing career development theories to enhance diversity and inclusion initiatives in the workplace.