
## Wisconsin Technical College System

10-809-172 Introduction to Diversity Studies

# Course Outcome Summary

### Course Information

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|  | Description | Introduces learners to the study of diversity from a local to a global environment using a holistic, interdisciplinary approach. Encourages self-exploration and prepares the learner to work in a diverse environment. In addition to an analysis of majority/minority relations in a multicultural context, the primary topics of race, ethnicity, age, gender, class, sexual orientation, disability, religion are explored. |
|  | Total Credits | 3.00 |

Pre/Corequisites

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|  | Each Wisconsin Technical College determines the General Education course prerequisites used by their academic institution. If prerequisites for a course are determined to be appropriate, the final Course Outcome Summary must identify the prerequisites approved for use by the individual Technical College. |

### Course Competencies

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| 1 | Differentiate basic concepts related to diversity and sociodemographic variables |
|  | Assessment Strategies |
|  | Oral, Written or Graphic Assessment |
|  | Criteria |
|  | You apply the terminology in context (prejudice, discrimination, stereotype, etc.)You identify sociodemographic variablesYou provide examples of the concepts related to diversityYou compare the examples to your personal experience and your own personal demographic variables You summarize implications of the concepts to the workplace and or personal life |
| 2 | Analyze patterns of interaction and adaptations of subordinate groups within a historical context |
|  | Assessment Strategies |
|  | Oral, Written or Graphic Assessment |
|  | Criteria |
|  | You identify subordinate groupsYou define various characteristics of the group i.e. political power, healthcare, educationYou examine the dominant group’s different types of interaction/treatment of subordinate groups (genocide, expulsion, segregation, assimilation, accommodation, pluralism) You compare dominant and subordinate group development and  the impact of dominant group power over subordinate groupsYou trace the progression or non-progression of the groupYou compare how different subordinate groups have changed over time You evaluate the implications of the group’s history on its current status |
| 3 | Analyze the effect of various forms of communication among and within groups |
|  | Assessment Strategies |
|  | Oral, Written or Graphic Assessment |
|  | Criteria |
|  | You recognize how culture influences communicationYou compare verbal and nonverbal communication between groupsYou explain the consequences of invisibility, negative stereotypes and media’s role in representation of groupsYou identify factors that influence communication (such as race, ethnicity, gender and/or class)You provide real world examples of how communication varies among and within groups |
| 4 | Examine potential legal, political, social and/or economic outcomes of personal behavior as they relate to diverse populations |
|  | Assessment Strategies |
|  | Oral, Written or Graphic Assessment |
|  | Criteria |
|  | You identify relevant legal or legislative rules that apply to your occupationYou explain landmark legal casesYou identify relevant personal examplesYou identify relevant professional examplesYou explain the consequences of personal behavior to yourself and your organization |
| 5 | Assess the importance of global perspectives |
|  | Assessment Strategies |
|  | Oral, Written or Graphic Assessment |
|  | Criteria |
|  | You define the concepts of global perspectiveYou identify advantages and disadvantages of a global perspectiveYou explain how what happens at a global level impacts the local levelYou identify diversity issues worldwideYou explain the process and impact of colonization and exploitation |
| 6 | Explore material and nonmaterial aspects of cultures |
|  | Assessment Strategies |
|  | Oral, Written or Graphic Assessment |
|  | Criteria |
|  | You define material and nonmaterial aspects of cultureYou give examples of material aspects of cultureYou give examples of nonmaterial aspects of cultureYou compare your culture with other cultures exploring concepts of ethnocentrism and ethnorelativism  |
| 7 | Trace patterns of migration and immigration of diverse populations |
|  | Assessment Strategies |
|  | Oral, Written or Graphic Assessment |
|  | Criteria |
|  | You define migration and immigrationYou describe the evolution of immigration policies over timeYou map migration and immigration patternsYou relate migration and immigration to worldwide eventsYou evaluate the impact of migration and immigration on the group’s power and privilege |
| 8 | Assess how power and privilege impact individuals and groups |
|  | Assessment Strategies |
|  | Oral, Written or Graphic Assessment |
|  | Criteria |
|  | You explain the concepts of power and privilegeYou give examples of privilegeYou relate privilege to powerYou identify your own privilegesYou assess the impact of power and privilege on one’s life opportunities and challengesYou relate power and privilege to the influence you have on othersYou identify the impacts of individual and institutional discrimination |
| 9 | Examine the impact of bias and behavior on relationships (personal and group) |
|  | Assessment Strategies |
|  | Oral, Written, or Graphic Assessment |
|  | Criteria |
|  | You identify your own biasesYou explain how they impact behaviorYou assess the impact on relationshipsYou evaluate how your biases have changed over timeYou identify factors that have contributed to your change in perspective |
| 10 | Explore the concept of social justice |
|  | Assessment Strategies |
|  | Oral, Written or Graphic Assessment |
|  | Criteria |
|  | You define social justiceYou identify examples of social justice issuesYou compare issues locally and globallyYou relate social justice to cultural valuesYou identify ways you and others can advocate for equality and social justice |