

COURSE INFORMATION

Description:

This course introduces the study of diversity from a local to a global perspective using a holistic, interdisciplinary approach that encourages exploration and prepares students to work in a diverse environment. The course introduces basic diversity concepts, examines the impact of bias and power differentials among groups, explores the use of culturally responsive communication strategies, and compares forces that shape diversity in an international context.

Instructional Level: A.A.A. - Associate in Applied Arts

Total Credits: 3

PURPOSE/GOALS

- This course outcome summary includes competencies and performance standards for Race, Ethnic and Diversity Studies. This course is part of the General Studies Core offered throughout the Wisconsin Technical College System (WTCS). The course competencies are consistent among the colleges and are at baccalaureate level to accommodate student success in transfer to four-year colleges.
- Evaluate multiple aspects of diversity and their implications pertaining to personal and professional relationships, the workplace and contemporary society
- Recognize, respect, accept, and value differences.
- Assess the impact of how language influences thought.
- Practice appropriate transcultural human relations and communication skills.
- Appreciate one's own cultural heritage.
- Evaluate and develop awareness of one's own prejudices, biases, and attitudes.

PRE/COREQUISITES

- 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 HISTORY

Last Revision Date: 4/26/2023

COURSE COMPETENCIES

1. Differentiate basic concepts related to diversity

Assessment Strategies

1.1. Oral, Written, Graphic and/or Skill Assessment

Criteria

- 1.1. define basic concepts
- 1.2. outline the social construction of basic diversity concepts
- 1.3. identify patterns of inequities
- 1.4. examine how diversity concepts impact work life
- 1.5. examine how diversity concepts are related to your field of study
- 1.6. examine how diversity concepts influence your personal life
- 1.7. examine sociodemographic variables
- 1.8. use terminology related to diversity concepts

2. Evaluate patterns of intergroup relationships

Assessment Strategies

- 2.1. Oral, Written, Graphic and/or Skill Assessment

Criteria

- 2.1. define marginalization
- 2.2. compare characteristics of marginalized groups
- 2.3. analyze the relationship between institutional structures and individual behavior
- 2.4. examine forms of response to systemic oppression
- 2.5. analyze examples of agency
- 2.6. analyze examples of resistance
- 2.7. analyze examples of adaptation
- 2.8. evaluate how marginalization affects groups
- 2.9. examine forms of systemic oppression of marginalized groups

3. Explain how power relations shape privilege within society

Assessment Strategies

- 3.1. Oral, Written, Graphic and/or Skill Assessment

Criteria

- 3.1. explain the concept of power
- 3.2. explain the concept of privilege
- 3.3. analyze the relationship between power and privilege
- 3.4. evaluate the interaction of power and privilege in your social context
- 3.5. evaluate the interaction of power and privilege in your field of study
- 3.6. explain the concept of being an ally

4. Examine the impact of bias on social relationships

Assessment Strategies

- 4.1. Oral, Written, Graphic and/or Skill Assessment

Criteria

- 4.1. analyze underlying social forces that influence biases
- 4.2. define bias
- 4.3. examine patterns of biases in a field of study

- 4.4. analyze how biases are reinforced through social institutions
- 4.5. identify personal biases
- 4.6. explain how bias effects behavior
- 4.7. assess the impact of bias on social relationships
- 4.8. evaluate factors that mitigate biases

5. Apply culturally responsive communication strategies

Assessment Strategies

- 5.1. Oral, Written, Graphic and/or Skill Assessment

Criteria

- 5.1. analyze how culture influences communication
- 5.2. identify characteristics of culturally responsive communication
- 5.3. evaluate culturally responsive communication in social institutions
- 5.4. analyze the consequences of differential communication for marginalized groups
- 5.5. examine how power affects group communication

6. Compare forces that shape diversity in an international context

Assessment Strategies

- 6.1. Oral, Written, Graphic and/or Skill Assessment

Criteria

- 6.1. compare colonialism and neocolonialism
- 6.2. analyze globalization
- 6.3. compare power structures internationally
- 6.4. relate social justice to cultural values
- 6.5. explain how global social forces influence local social context

7. Analyze the differential treatment of migrant groups

Assessment Strategies

- 7.1. Oral, Written, Graphic and/or Skill Assessment

Criteria

- 7.1. define types of migration
- 7.2. analyze immigration policies over time
- 7.3. identify recurring patterns of migration
- 7.4. describe the forces that shape migration
- 7.5. evaluate the social dynamics associated with migration
- 7.6. analyze how migrant groups advocate for systemic changes

8. Evaluate systemic oppression

Assessment Strategies

- 8.1. Oral, Written, Graphic and/or Skill Assessment

Criteria

- 8.1. explain intersectionality

- 8.2. identify the role of the individual in perpetuating systemic oppression
- 8.3. identify the role of the individual in challenging systemic oppression
- 8.4. analyze group adaptation to systemic oppression

9. Explore social rights and inequalities

Assessment Strategies

- 9.1. Oral, Written, Graphic and/or Skill Assessment

Criteria

- 9.1. define social justice
- 9.2. identify historical examples of social injustice
- 9.3. identify ways people can advocate for social justice
- 9.4. evaluate how individuals can function as allies for marginalized groups

10. Examine the role of social movements in effecting structural change

Assessment Strategies

- 10.1. Oral, Written, Graphic and/or Skill Assessment

Criteria

- 10.1. examine how social movements relate to systemic oppression
- 10.2. identify sources of culturally responsive representation
- 10.3. analyze practices marginalized groups employ to combat systemic oppression
- 10.4. evaluate methods used to build equity among groups