



Diversity, Equity & Inclusion Undergraduate Course Information Guide

Course Number: **BADM 225, 2 credits, 5 Weeks**
Delivery Formats: **Online Async**

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Course Description

This is a foundational course which lays the groundwork for understanding key concepts related to diversity, equity and inclusion (DEI). It teaches students to identify and understand the issues related to, and complexity of, DEI. Students also learn strategies and tactics for advancing DEI in diverse organizations. Each session invites student to take a reflective approach to understanding their and others' experience in society and in the workplace.

Learning Outcomes

After completing this course, you will be able to:

- Students will be able to define foundational DEI terms and concepts and describe how they manifest themselves in the workplace.
- Students will be able to identify and explain at a basic level some of the societal, institutional, and structural barriers to equity.
- Students will be able to apply strategies and best practices to some of the most common workplace DEI issues.
- Students will be able to explain and evaluate arguments for and against DEI initiatives and design a workplace DEI program.

Required Readings

Books and learning materials are available at the DePaul bookstore, at <http://depaul-loop.bncollege.com>, or through alternative sources.

Text: Getting to Diversity
ISBN: 9780674290068

Authors: Frank Dobbin, Alexandra Kalev
Publisher: Harvard University Press
Publication Date: 2022-09-13
Purchase from the DePaul Bookstore or another book retailer.

Additional readings may be available on Electronic Reserve, at the [DePaul Library](#). Login to Ares Course Reserves and select the course. Log in using your Campus Connect User ID and password. You will then get a page listing the courses in which you're enrolled that have readings posted in Ares. Click on the title of this course and the list of our electronic reserve readings will be displayed.

Learning Deliverables

Five weekly online discussions, worth 10 points each.

Two short quizzes, worth 10 points each.

Two short essays, worth 15 points each.

One multimedia presentation, worth 15 points.

Final project, worth 15 points.

Distribution of Grade Points

Graded Assignments	Percentage of Final Grade
Online Discussions	33%
Quizzes	13%
Short Essays	20%
Presentation	10%
Final Project	10%

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Grading Scale

A = 95 to 100	A- = 91 to 94	B+ = 88 to 90
B = 85 to 87	B- = 81 to 84	C+ = 77 to 80

C = 73 to 76	C- = 69 to 72	D+ = 65 to 68
D = 61 to 64	F = 60 or below	INC

Course Schedule

Week and Module Title or Theme	Readings / Activities	Graded Assignments
Week 1, Module 1: Intro to DEI		Module One Discussion Quiz One Short Essay One
Week 2, Module 2: Allyship & Mentorship		Module Two Discussion Multimedia Presentation
Week 3, Module 3: Generational Diversity		Module Three Discussion Quiz Two
Week 4, Module 4: Inequity		Module Four Discussion Short Essay Two
Week 5, Module 5: Wrapping Up		Discussion Five Final Project

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Course Policies

For access to all SCPS and DePaul University academic policies, refer to the following links:

[SCPS Student Resources Website](#)

[DePaul Student Handbook](#)

The [D2L Course Website](#) for this course.

Credit for Prior Learning

Students whose home college is SCPS that have not transferred more than 99 credit hours from community college or exam credit, and have not reached 132 credit hours toward graduation with prior knowledge equivalent to this course's learning outcomes may consider seeking Prior Learning Assessment (PLA) credit as an alternative to taking this course. Contact the Office of Prior Learning Assessment at scpspla@depaul.edu or the [PLA website](#) for more information.

Course Syllabus

The official syllabus for this course that includes course dates, instructor information and quarter specific details will be provided by the course instructor by the start of the course and available on the course D2L website.

Course Registration

To find out when this course will be offered next, you can go to the [SCPS Registration website](#) for details on how to register for the course.

For information on how this course can apply to your program, contact your academic advisor.

School of Continuing and Professional Studies

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Office hours: 9:00 am - 5:00 pm, Monday-Friday.
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