

HR-BAS 401 : Managing Diversity, Equity, Inclusion and Belonging

Credits 5

Quarter Offered Spring

This course will provide students an opportunity to explore key concepts from intersectionality and biases to scarcity mentality and equity. Several crucial soft skills that will allow student to develop and implement meaningful diversity, equity, inclusion and belonging (DEIB) strategies with empathy and effectiveness will be introduced. This class may include students from multiple sections.

Must be seeking a Bachelor of Applied Science in Management degree to enroll. If interested, visit pencol.edu/bas

Prerequisites

Human Resources Management BAS Program Admittance

Course Outcomes

- Describe the Objective, Uniform in application, Consistent in effect, and Has job relatedness (OUCH) test and its four components and identify when it is useful in an organizational setting.

- Identify the major equal employment opportunity laws and the groups of people that each law protects.

- Discuss the major functions of the Equal Employment Opportunity Commission (EEOC).

- Contrast the concepts of Equal Employment Opportunity (EEO), affirmative action and diversity.

- Compare the two primary types of sexual harassment.

- Discuss employer's requirements concerning avoidance of religious discrimination in the workplace.