

*Leading and Learning with Diversity  
Course at a Glance*

**Instructor/Presenter:** Zarrina Talan Azizova, Ph.D

**Length:** 15 hours

**Dates:** Enroll anytime and complete in 4 months

**Number of Graduate Professional Development Credits:** 1

**Introduction**

This course is designed for a self-pace mode of learning and a professional development opportunity for professionals. Calls for Diversity, Equity, and Inclusion (DEI) initiatives and practices have become stronger in the wake of recent social movements and protests. Organizations are looking for ways of improving and challenging their status quo. Each professional has a role of an organizational member and success of our organizations depend on each member. This course prepares you for change towards a more diverse, equitable, and inclusive organization.

Goal 1. To offer conceptual orientations and practical tools to define diversity within organizational environments.

- Learning Outcome 1.1. Students will define diversity & inclusion as a practice and product of equitable & socially just environments.

Goal 2. To raise awareness of our individual roles and build personal capabilities in shaping diverse and inclusive organizational environments.

- Learning Outcome 2.1. Students will develop organizational practices and personal skills that are needed to advance and sustain diverse and inclusive organizational environments.

Goal 3. To model actions of diverse and inclusive environments.

- Learning Outcome 3.1. Students will develop their personal plan of actions to foster diverse and inclusive organizational environments.

**Course Requirements/Assignments**

The course is divided into one (1) course overview and four (4) modules. You will find five (5) course folders, each containing links and descriptions of the corresponding activities and assignments.

**Personal Video-Introduction via FlipGrid (5 points):**

To accomplish this task successfully, you are asked to prepare a 3-min video via Flipgrid – the link and password are available Course Overview folder. Please follow these prompts in your video-recorded reflections:

1. Your preferred name and your pronoun (<https://www.mypronouns.org/>)
2. Your professional role
3. Your current place of employment or most relevant place of employment.
4. Fun fact about you.

**Five Reflections:**

Each reflection assignment offers a set of prompts for you to respond. Some reflections draw from your participation in exercises and assessment activities or quizzes. All submission links have detailed information and instructions.

**Defining Diversity Quiz:**

This is a short, three-question quiz that includes one multiple-answer question and two open-ended short essay-type questions. This quiz is worth of 10 credits.

**Social Identity Matrix:**

Defining diversity as a practice of inclusion in your organization begins with the question *Who Am I?* Please complete the **Social Identity Matrix Form (attached above)** and then answer these essay-type questions.

**Equity Assessment Protocol:**

Think about your current workplace/organization and rate your responses on 8 items of the equity assessment protocol. Note your ratings on each of the item and provide written examples and reflections in your Submission of Reflection 3.

**The LARA Method Exercise:**

The LARA Personal Development Method offers great ways of building your personal agency, i.e., capacity to effect an organizational change and lead a practice of inclusion in all four areas of organizational development. Please complete 2 essay-type questions with each no longer than 7-10 sentences.

### Lesson Topics and Assignments

<b>Lesson</b>	<b>Module Topic and Assigned Readings</b>	<b>Assignments and Activities Due</b>
<b>Overview</b>	<p style="text-align: center;"><b>Introductions and Overview</b></p> <p>Required Readings: Stewart, D-L. <i>Language of Appeasement</i></p>	FlipGrid Video-Introduction Reflection 1
<b>Lesson 1</b>	<p style="text-align: center;"><b>Defining Diversity</b></p> <p>Required Readings: Tatum, D. <i>The complexity of Identity: "Who am I?"</i></p>	Defining Diversity Quiz Social Identity Matrix Reflection 2
<b>Lesson 2</b>	<p style="text-align: center;"><b>Assessing Equity</b></p> <p>Required Readings: Trenerry, B. <i>Organizational assessment: An overlooked approach to managing diversity and addressing racism in the workplace.</i> Asare, J. <i>How to conduct an equity audit of your organization.</i> TOCA document.</p>	Equity Assessment Protocol Reflection 3
<b>Lesson 3</b>	<p style="text-align: center;"><b>Practicing Inclusion</b></p> <p>Required Readings: Maitlis, S. <i>The social processes of organizational sensemaking</i> BCTF. <i>Social Justice Lens: A Teaching Guide</i> Stanford's <i>LARA Method of Managing Tense Talks.</i></p>	The LARA Method Exercise Reflection 4
<b>Lesson 4</b>	<p style="text-align: center;"><b>Leading Towards Social Justice</b></p> <p>Required Readings: Starratt, R.. <i>Building an ethical school: A theory for practice in educational leadership.</i> Kellerman, B. <i>How bad leadership happens.</i></p>	Reflection 5 (Activity 1 EFM)

### Referenced Textbook(s)

All required readings are posted in Blackboard/Module Folders

### **Grading and Evaluation:**

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Grades of S (Satisfactory) or U (Unsatisfactory) rather than the traditional grades of A through F are used for the assessment in this course.

There are 100 points possible in the course, attainable in the following manner:

❖ 3-min Video Introduction	5 points
❖ Reflection One	10 points
❖ Reflection Two	10 points
❖ Reflection Three	10 points
❖ Reflection Four	15 points
❖ Reflection Five	15 points
❖ Defining Diversity Quiz	10 points
❖ Social Identity Matrix	10 points
❖ Equity Assessment Protocol	10 points
❖ The LARA Method Exercise	5 points

Grades of S or U will be computed using the following scale:

S	80 – 100 points are earned
U	0 – 79 points are earned

If you have an administrative question regarding course enrollment dates, extensions, withdrawals, questions regarding your transcript, or need other assistance, please contact the **Office of Extended Learning** at [und.courses@und.edu](mailto:und.courses@und.edu) or 701-777-0488.

### **Scholastic Dishonesty**

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Students enrolled in this course are expected to be aware of the seriousness of scholastic dishonesty. Unacceptable behavior such as submitting someone else's work as your own, cheating on exams, or plagiarizing can result in failure of the course or other sanctions. For a more detailed description of these policies, please refer to the UND Code of Student Life; Appendix IIIa-3, at <http://und.edu/student-affairs/code-of-student-life/>