

## GUIDED PRACTICE

Class: MPA 5030 Human Resources Management – Managing a diverse workforce

Date assigned: TBD

Date due: TBD

Time estimate to complete this assignment: 2 hours

### Overview/Introduction

What is this lesson about? Why do we care?

This lesson details the importance of and challenges with managing a diverse workforce. By 2060, there will be no ethnic majority in the U.S., and thus it is important to learn to navigate the legal environment around diversity and learn skills to competently work with diverse populations.

### Learning Objectives

#### Basic objectives

List 3-5 learning objectives that you expect students to be able to master on their own before class.

- Discuss the importance of diversity in strategic human resource management
- Describe the different types of diversity that employees bring to the workplace
- Define cultural competency
- Discuss reasons that diversity efforts often fail in the workplace
- State the laws that protect diverse populations

#### Advanced objectives

List 3-4 learning objectives that you expect students to need help mastering.

- Explain the different types of sexual harassment
- Explain why diversity is important
- Explain how to achieve cultural competency
- Apply the laws to actual situations

### Preparatory Activities and Resources:

1. Give detailed, action-oriented instructions for completing the Guided Practice assignment. Keep in mind that the activities should be minimal, simple, engaging, productive, and failure tolerant (see Talbert, 2017, pg. 135)
  - Read assigned chapters.
  - Complete collaborative notes with your classmates, compiling relevant notes on the topic on the group google doc.
  - Think about your academic classes. How many POC (people of color) or WOC (women of color) did you have as professors? Why does diversity in education matter?

- Think about your own workplace. Decide if it is diverse, how it is diverse, or is there any diversity lacking. Be able to discuss the challenges in managing the diverse workforce of your organization, or challenges in creating a more diverse workforce.
  - Take implicit bias test (link provided)
2. Give a “playlist” of resources such as readings, videos, audio, or other content delivery methods that provide students the content to work with.
- Readings: 2 text book chapters, Pynes and Klingner et al.
  - Powerpoint presentation, providing information on current trends of diversity in the field
  - The Office film clip on diversity training and stereotypes
  - Implicit bias test <https://implicit.harvard.edu/implicit/takeatest.html>

Exercises: Please complete by \_\_\_\_\_.

- Give a method for students to submit their work online BEFORE the face to face class meeting. Google forms, SurveyMonkey, and tools in your LMS will all work. Alternatively, give them instruction on what completed work to bring to class as an entry ticket.
- The submitted work should demonstrate students’ mastery of the basic learning objectives.

Students should come prepared to discuss each of aforementioned discussion points.

Questions?

Give a way for students to get help.

Please email me or come to office hours if any assistance is needed.

## ADVANCED PRACTICE

This is given for students to complete after the class meeting in which they work together.

Class: Managing a diverse workforce

Date assigned: TBD

Date due: TBD

Time estimate to complete this assignment: (Note that this is advanced practice, so is expected to take longer than a preparatory assignment – but not TOO long! Keep it reasonable.) 1 hour

### Learning Objectives

#### Advanced objectives

List 3-4 learning objectives that you expect students to need help mastering in class and after class.

- Explain why diversity is important
- Explain how to achieve cultural competency
- Apply the laws to actual situations

### Activities & deliverables

- Give detailed, action-oriented instructions for completing the assignment. Make sure to also include a reflective component.
- Describe what students should turn in, by when.

The class will work collectively on the Scholarships assignment. In this assignment, students are given a list of nine students, three of who can be selected to win a scholarship. Brief paragraphs provide background information and motivation of students (see attached pdf). Collectively, the students must decide from the criteria who is selected and provide their reasoning for the selections. The instructor works through the decision, discussing bias and any issues with diversity, or lack thereof in the selections.

This assignment will be completed in class

### Resources:

- Give a “playlist” of resources to help students complete the assignment.

Text book and collaborative notes.

Questions?

Give a way for students to get help.

I will be available in class to discuss.

## Flipped IN-CLASS Lesson Plan Template

Topic or concept:

Managing a Diverse Workforce for Grad level Human Resources Class

Basic objectives for preparatory work:

- Discuss the importance of diversity in strategic human resource management
- Describe the different types of diversity that employees bring to the workplace
- Define cultural competency
- Discuss reasons that diversity efforts often fail in the workplace
- State the laws that protect diverse populations

Advanced objectives for classwork & after class work:

- Explain the different types of sexual harassment
- Explain why diversity is important
- Explain how to achieve cultural competency
- Apply the laws to actual situations

	Time planned	Activity and rationale	Resources needed
Beginning of class period	15 mins	Review and clarify any questions that students have from the readings. Questions will be submitted via anonymous google document that students will complete before class.	Google document to collect responses.

	Time planned	Activity and rationale	Resources needed
Middle of period	30 mins	<i>Powerpoint presentation on trends of diversity in sector</i>	<i>Computer and projector.</i>
Middle of period (use if needed)	30 minutes	<i>Discussion on trends and issues in their own organizations</i>	<i>None</i>
End of period	<i>Example: 75 mins</i>	Scholarship assignment activity and debrief about selections	<i>Scholarship handout.</i>

## Flipped AFTER CLASS Work Plan Template

Advanced learning objective	Activity and rationale	Instructions to students
<ul style="list-style-type: none"><li>• Explain why diversity is important</li><li>• Explain how to achieve cultural competency</li><li>• Apply the laws to actual situations</li></ul>	<p>Find current events articles or scene in film that relate to the topic in the class. This connects the theory to the practice of the HRM in real life. Every week students will find articles that are shared on a Blackboard discussion post.</p> <p>These articles/film will be used in a final exam paper that gives students the opportunity</p>	<p>Students will work individually to find a HRM issue in the real-world. This can be in newspapers, film, television, books etc. or some format where everyone can obtain the same information about the issues (personal experiences are not accepted). The issue must be analyzed using the theories and concepts presented in the readings and in class. Additional academic journals sources should be used to supplement the readings. Current event papers are expected to be between 4-6 pages and can be submitted at any time during the semester but before final week. Students have the option to give a presentation of the paper to the class for up to 5 extra credit points.</p>