Open just about any newspaper, business magazine, company website, or cultural blog, and one is likely to find a reference to diversity. The pages or websites may refer to diversity in changing population demographics, an organization’s workforce, or the array of consumer products available. Euphemisms are plentiful, and rarely is the word “diversity” defined in explicit terms. Rather, it can suggest differences in gender, sexual orientation, age, region, national origin, or race and ethnicity. Talk of diversity reverberates through the halls of government to corporate boardrooms as well as to celebratory festivals in towns big and small. Diversity is almost universally embraced in abstraction. One study found nearly all respondents reported that they valued diversity in their friendship and their towns or cities. From politics to business to personal friendships, abstract or fuzzy conceptions may help to elide contradictory ideas about the meaning and goals of diversity in the American workplace, education, or home. We will explore the many meanings of diversity and its deployment in politics, business, health and science, education, and media. We will critically examine how such workings are shaping, among many things, the definitions of race and ethnicity and political and cultural ideas of representation, inclusion, and equity.

**COURSE OBJECTIVES**
1. Gain theoretical and empirical knowledge on issues related to diversity
2. Critically analyze sociological research on the topic
3. Develop research questions and conduct original research on the topic

**DIVERSITY STATEMENT**
The Rutgers Sociology Department strives to create an environment that supports and affirms diversity in all manifestations, including race, ethnicity, gender, sexual orientation, religion, age, social class, disability status, region/country of origin, and political orientation. We also celebrate diversity of theoretical and methodological perspectives among our faculty and students and seek to create an atmosphere of respect and mutual dialogue. We have zero tolerance for violations of these principles and have clear and respectful procedures for responding to such grievances.
COURSE LOGISTICS

Course Readings:
I will upload some of the readings on Sakai – such as articles, however I urge you to buy and/or borrow hard copies of the following texts, available at the usual online book vendors:


In addition to the required books and articles, I will distribute recent newspaper stories, blogs, and journalistic essays of related events to help generate discussion.

Course Requirements:

• A successful seminar requires the full participation of all members. I expect you to come to class prepared to discuss the readings and to engage in dialogue. (15%)

• Weekly reading memos. Submit a 2-page memo on the week’s readings and topic. Memos are due Tuesdays at 8 pm on Sakai, weeks 3 through 13. (20%)

• Facilitate discussion of readings for two weeks. I will distribute a sign-up sheet on the first day of class. On the Wednesday before the class you will facilitate (by 8 pm), distribute a list of three questions to encourage conversation. Incorporate students’ weekly memos (15%)

• Final paper and presentation. You are required to write a 15 to 20-page paper (not including appendix or references) exploring a theme or topic from the course. There are three parts:

  • Draft of a proposal for your final paper, graded pass/fail. The proposal should be approximately 2 pages long, and describe your thesis, research questions, and the methods you will use (include 3-5 references). DUE Friday November 17 at 5 pm on Sakai. (5%)

  • In-class presentation of final paper on Thursday December 7. Fifteen to 20-minute PowerPoint presentation, followed by a 5 to10-minute Q&A session. (5%)

  • Final paper. DUE Monday December 18 at 5 pm on Sakai. (40%)
COURSE SCHEDULE  
*(Subject to change)*

**Week 1: September 7**  
*Introduction*

**Week 2: September 14**  


**Week 3: September 21**  


Lee, Jennifer and Frank Bean. 2010 *The Diversity Paradox*. Chapter 3.


**Week 4: September 28**  
*Education*


**Week 5: October 5**  
*Workplace/Workforce*


**Week 6: October 12**  
*Health and Science – Healthcare Delivery*


**Week 7: October 19**  
*Health and Science – Pharmaceutical Development*


**Week 8: October 26**  
*Advertising*


**Week 9: November 2**  
*Popular Culture – Hollywood Representation*


**Week 10: November 9**  
*Political Incorporation*


**Week 11: November 16**  
*Identity Construction*


Lee, Jennifer and Frank Bean. 2010 *The Diversity Paradox.* Chapters 7 and 8.


**PAPER PROPOSAL DUE FRIDAY NOVEMBER 17 AT 5 PM ON SAKAI**

**Week 12: November 23 – NO CLASS - Thanksgiving**

Tuesday November 21 is a designated Thursday schedule day. However, we will NOT meet this week.
**Week 13: November 30**

*Conclusion – Future of Diversity*


**Week 14: December 7**

*In-Class Presentations*

**FINAL PAPER DUE MONDAY DECEMBER 18 AT 5 PM ON SAKAI**