



MGMT 5114P: Managing Diversity

SUMMER 2025

Instructor	Rebecca Jaremko Bromwich
Email Address	rebecca.bromwich@carleton.ca
Class Times	July 25 th – July 26 th 8:35am – 5:25pm
Modality	In Person
Office Hours	By Appointment

Pre-Requisites & Preclusions:

Prerequisites: MGMT 5100 or MGMT 5101 & MGMT 5102

Course Description/Instructor's Statement

Carleton Calendar Description (Find at <https://calendar.carleton.ca/undergrad/courses/BUSI/>)

This course examines issues and benefits arising from diversity and inclusion within organizations including the implications of cultural differences for motivation, communication, conflict and leadership. The course will also examine practices that facilitate the effective management of diversity.

Instructor's Description:

The purpose of this course is to enhance participants' understanding of the implications of diversity and foster the development of skills for inclusively managing a diverse workforce. Much of the class time and assigned work will require students to work through situations related to diversity. Students must be willing to critically examine their own behaviour, feelings and reactions.

The instructor's role is to help students learn from their experiences. Each student is responsible for her or his own learning. What a specific person learns depends on his or her own base skills, reflective self-awareness, needs, readiness, and the relationships she or he develops with other members of the class. It also depends very heavily on the investment that he or she is willing to make in preparing for and participating in the classroom exercises. Learning potential is maximized when all participants communicate their perceptions and feelings honestly and directly. Lack of participation inhibits your own and others' learning.

Course Learning Objectives:

1. Perspective-taking & Self-awareness
 - Appreciate & evaluate diverse perspectives, and navigate the ambiguity and complexity that comes with multiple perspectives
 - Reassess one's own personal perspective when appropriate, a process that frequently &/or humility
2. Communication
 - Seek points of connection & interact substantively with those who are different from oneself

- Demonstrate communication skills that enable intercultural communication, including effective listening
3. Collaboration
 - Harness the power of diversity (through Perspective Taking & Communication) as a source for creativity, innovation, &/or productive collaboration
 - Demonstrate an understanding of inclusive management of diversity by working inclusively & co-creating an environment where each perspective is considered for cooperative purpose of making progress toward common goals
 4. Cultural Competence
 - Describe various elements inherent to one's own culture & to other cultures: history, values, politics, communication styles, economy, beliefs, practices, etc.
 - Interpret phenomena within a cultural context
 - Recognize & critically reflect upon one's own cultural biases
 - Interrogate structures of power and institutions from the standpoint of cultural inheritance.

Required/Optional Materials & Prices

Students are not required to purchase textbooks or other learning materials for this course.

Corporate Social Responsibility and Law: A Handbook

- Rebecca Jaremko Bromwich; Edition 1; Kendall Hunt Publishing Company; 2023
- **E-Book: \$68.25**
- ISBN: 9798765789247
- <https://he.kendallhunt.com/product/corporate-social-responsibility-and-law-handbook>

Grading Scheme

Personal Reflection Log (Due 48 hours after end of class)	30%
Group Presentation (Completed in Class)	20%
Final Exam (Take Home – Due one week after the end of class)	35%
Participation in Class Exercises & Discussion	15%
TOTAL	100%

Important Dates to Note

University Academic Calendar: <https://calendar.carleton.ca/academicyear/>

Policies & Accommodations

<https://students.carleton.ca/course-outline/>

<https://carleton.ca/pmc/current-students/academic-accommodations/>



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