

## Comm 6324 – Managing Diverse Population

---

Course: COMM 6324  
Location: Online  
Office: LIB B320

Instructor: Dr. Flor Leos Madero  
E-mail: flor.madero@angelo.edu  
Office Ph: 325-486-6077

The nature of this course is such that we will address sensitive and controversial topics. My goal is to create an environment where differing viewpoints can be expressed and everyone will feel comfortable sharing in an academically appropriate manner. All of us will not agree, but we will all respect each other. It will be critical for this course that you enter with an open mind and willingness to entertain thoughts and ideas different than your own.

*“A point of view can be a dangerous luxury when substituted for insight and understanding.”*

~Marshall McLuhan

### **COURSE DESCRIPTION**

Examination of the contemporary multicultural/multiracial organizations setting. This course provides a general definition for workplace diversity, discusses the benefits and challenges of managing diverse workplaces, and presents effective strategies for managing diverse workforces.

### **LEARNING OBJECTIVES**

1. Increase communication and cultural competence by critically evaluating information about diverse cultures.
2. Increase level of understanding and acceptance of differing views.
3. Increase knowledge of cultural memberships of self and others.
4. Acknowledge impact that cultural positionality has in shaping personal values, as well as organizational practices.
5. Increase theoretical knowledge of in intercultural communication, organizations, and leadership.

### **REQUIRED COURSE MATERIALS**

- *Intercultural Communication* by Rona Halualani
- *Diversity, Equity, and Inclusion* by Anthony G. James, Jr.
- Additional readings provided by professor

### **ASSIGNMENTS/GRADING**

Grades are determined on a straight percentage scale, there will be no further rounding or curving. We will explore the various contexts of intercultural communication and leading people through the following assignments. Additional instructions will be provided to you throughout the semester.

**\*\*\*\*Assignments turned in after class even on the due date are considered late.  
Late assignments are not accepted.\*\*\*\***

ASSIGNMENT		POSSIBLE POINTS
Response Papers & Case Studies	6 @ 50	300
Peer responses to Papers and Case Studies	14 @ 15	200
DEI Plan Worksheet	50	50
Leadership Statement	50	50
Theory Analysis	2 @ 50	100
DEI Plan	150	150
DEI Power Point	50	50
DEI Peer Grade Average	50	50
DEI Responses to peer plans	2 @ 25	50

### **COURSE SCHEDULE**

WEEK 1	Introduction to Diversity, Communication & Leadership
WEEK 2	Power & Positionality
WEEK 3	Diversity, Equity & Inclusion Plan
WEEK 4	Leadership
WEEK 5	Understanding Organizations
WEEK 6	Diversity Issues in Business
WEEK 7	Cultural Humility
WEEK 8	Final Projects

### **ADDITIONAL INFORMATION**

**Religious Holidays:** A student wishing to observe a religious holy day must notify me in writing at least 14 days prior to the classes scheduled on dates the student will be absent. For religious holy days that fall within the first two weeks of the semester, notice should be given on the first day of the semester.

**Academic Advising:** The Department of Communication and Mass Media requires that Communication majors visit with a faculty advisor once they have completed 60 hours. Communication and Mass Media majors who have questions about advising can call 325-942-2031. Undeclared majors are supported by ASU's Freshman College located in Library A312, and can be reached at 325-942-2710.

**The Americans with Disabilities Act (ADA)** is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation. Angelo State University complies with the Americans with Disabilities Act in making reasonable accommodations for qualified students with disabilities. If you suspect that you may have a disability (physical impairment, learning disability, psychiatric disability, etc.), please contact the Dean of Student Life and Student Services at 942-2191. If you need disability accommodations in this class, please see me as soon as possible.

**Freedom of Expression:** Each student is strongly encouraged to participate in class. On sensitive and

volatile topics, students may sometimes disagree not only with each other but also with me. It is expected that faculty and students will respect the views of others when expressed in classroom discussions.

**Academic Integrity:** University standards regulating academic integrity (e.g., cheating, plagiarism, etc.) are strictly enforced. Infractions may result in a zero for the assignment or a failing grade in the course.

**Plagiarism** is a serious offense; you must cite the source of any material, quoted or paraphrased, used in your presentation. The absence of this documentation constitutes **plagiarism** – a serious academic and professional offense. If you are caught being dishonest, you could be given an “F” for the assignment and/or the course depending on the severity of the offense.

**Title IX at Angelo State University:** Angelo State University is committed to providing and strengthening an educational, working, and living environment where students, faculty, staff, and visitors are free from sex discrimination of any kind. In accordance with Title VII, Title IX, the Violence Against Women Act (VAWA), the Campus Sexual Violence Elimination Act (SaVE), and other federal and state laws, the University prohibits discrimination based on sex, which includes pregnancy, and other types of Sexual Misconduct. Sexual Misconduct is a broad term encompassing all forms of gender-based harassment or discrimination and unwelcome behavior of a sexual nature. The term includes sexual harassment, nonconsensual sexual contact, nonconsensual sexual intercourse, sexual assault, sexual exploitation, stalking, public indecency, interpersonal violence (domestic violence or dating violence), sexual violence, and any other misconduct based on sex.

You are encouraged to report any incidents involving sexual misconduct to the Office of Title IX Compliance and the Director of Title IX Compliance/Title IX Coordinator, Michelle Miller, J.D. You may submit reports in the following manner:

Online: [www.angelo.edu/incident-form](http://www.angelo.edu/incident-form)  
Face to Face: Mayer Administration Building, Room 210  
Phone: 325-942-2022  
E-Mail: [michelle.miller@angelo.edu](mailto:michelle.miller@angelo.edu)

Note, as a faculty member at Angelo State, I am a mandatory reporter and must report incidents involving sexual misconduct to the Title IX Coordinator. Should you wish to speak to someone in confidence about an issue, you may contact the University Counseling Center (325-942-2371), the 24-Hour Crisis Helpline (325-486-6345), or the University Health Clinic (325-942-2171).

For more information about resources related to sexual misconduct, Title IX, or Angelo State’s policy please visit: [www.angelo.edu/title-ix](http://www.angelo.edu/title-ix).