

SPD 572 Diversity Awareness 1 credit/1.5ceu  
M.T.W.T.F., 8 a.m.-11 a.m.,  
January Intersession, Week 3 1/19-1/23

Instructor Name	Reverend Joy Wyler
Office Hours	by appointment
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E-Mail	<a href="mailto:Reverend_joy@yahoo.com">Reverend_joy@yahoo.com</a>
Required Texts	<ul style="list-style-type: none"> <li>Bucher, R. (2000). <i>Diversity Consciousness, 2<sup>nd</sup> Ed.</i> Upper Saddle River: Prentice Hall. 0-13-149111-X</li> </ul>
Other Required Reading	Video, websites and articles as included in material
Recommended Reading	<i>The Welcoming Congregation Handbook, Resources for Affirming Bisexual, Gay, Lesbian, and/or Transgender People, 2<sup>nd</sup> Ed.</i> Unitarian Universalist Association, Office of Bisexual, Gay, Lesbian and Transgender Concerns.

### Course Description

This course is an exploration of various expressions of human diversity. Personal background and experiences relative to various diversity issues will be explored. As the students' awareness of and relationship to diversity issues is explored, dialogue and personal healing will be encouraged. Prerequisite: SPD 571 Compassionate Communication or equivalent.

Content:

- Sociological factors and trends emerging in our society pertaining to diversity issues
- Exploration of formative factors affecting our perspective on various forms of diversity
- Discussion of the various forms of diversity existing in our society
- Recognition of types of prejudice and intolerance that exist in our society
- Sensitivity training regarding various types of diversity

### Learning Objectives

Upon completion of this course, students will be able to:

1. Explain the meanings of and importance of diversity
2. Identify the various forms in which diversity appears in our culture
3. Describe the challenges of living in a diverse and changing culture.
4. Recognize the effects of prejudice, intolerance, and lack of awareness of diversity.
5. Evaluate the events and influences of the student's life, which have shaped his/her perspective on various forms of diversity.

The above learning objectives partially fulfill the following program outcomes for the Master of Divinity:

- MD-3 Recognize and practice personal habits that provide for a healthy ministry.
- MD-4 Demonstrate appropriate knowledge needed for ministry.

The above learning objectives partially fulfill the following program outcomes for the Certificate in Unity Ministry:

- C-1 Develop and demonstrate the pastoral skills necessary for successful ministry.
- C-2 Describe and integrate administrative and leadership abilities to create a productive and growing ministry.

The above learning objectives partially fulfill the following program outcomes for the Master of Arts in Religious Studies:

- MA-3 Create and maintain a personal spiritual practice.

### Class Schedule

Day	Date	Topic	Reading Assignment	Paper/Exam/Activity
1	Jan 19	The Divine Paradox of Diversity Introduction to Diversity Awareness (Consciousness) Definition, description, assessment of diversity in our national and global culture	Chapters 1 and 2	Video: Blue Eyes Brown Eyes Discussion Group to follow  <a href="http://www.everyday-democracy.org/en/index.aspx">http://www.everyday-democracy.org/en/index.aspx</a>  <a href="http://www.unhchr.ch/udhr/">http://www.unhchr.ch/udhr/</a>  Identification of topic for Friday presentation
2	Jan 20	Self Awareness: Self examination and discussion on personal experiences with diversity  6 Barriers to Success and Overcoming Diversity Barriers	Chapter 3	Common Elements of Oppression exercise and discussion  How does oppression show up in our churches? What can we do about it?
3	Jan 21	Developing Diversity Consciousness: In the minister In the ministry 6 Areas of Development	Chapter 4	<b>Internet assignment: bring to class</b> at least 3 examples of Diversity Awareness activities that you found at Unity Church websites, the Association website or other seminary sites. Discussion around Diversity Awareness activities in individual practice, church and community.
4	Jan 22	Communicating in a Diverse World: Barriers to Effective Communication Hot Buttons and Difficult Dialogues: 9 Rules for dialogues  Teamwork and approaches to Conflict Management	Chapters 5 and 6	Discussion Group activity         Role Play

Day	Date	Topic	Reading Assignment	Paper/Exam/Activity
5	Jan 23	Opening ourselves to Possibilities	Chapter 7	<p>Presentation of Diversity Awareness exercises.</p> <p>The exercise should focus on your assigned topic and should be appropriate for small groups in a ministry. You may utilize outside resources with proper citation.</p> <p>Final Paper: Your paper should describe your Diversity Awareness exercise and cite any resources used in developing it as well as how it might fit into an overall Diversity Awareness program for a church.</p>

**Assignments for the Master of Divinity:**

1. Read all assignments and participate in daily discussions.
2. Present a Diversity Awareness exercise based on the assigned topic and appropriate for small group work in a ministry. Exercise presentation should not exceed time allotted, based on class size.
3. Write a final paper (approximately 500-1000 words) on the following topic: Diversity Awareness in a ministry setting

Your paper should describe your Diversity Awareness exercise and cite any resources used in developing. The paper should also describe an overall Diversity Awareness program for a church and how the exercise might fit in that program. Try to use at least two resources not cited in the course syllabus. The paper should utilize APA citation and include appropriate structure and grammar.

**Grading**

Assignment	Possible Points	Meets Learning Objective
Daily Participation	20	MD 3
Presentation	30	MD 4
Final Paper	50	MD 3, 4

**Final Grade Determination:**

- 90-100%     A
- 80-89%     B
- 70-79%     C
- 60-69%     D
- 59% or below     F

**Assignments for the Certificate in Unity Ministry:**

1. Read all assignments and participate in daily discussions.
2. Present a Diversity Awareness exercise based on the assigned topic and appropriate for small group work in a ministry. Exercise presentation should not exceed time allotted, based on class size.
3. Write a final paper (approximately 500-1000 words) on the following topic: Diversity Awareness in a ministry setting

Your paper should describe your Diversity Awareness exercise and cite any resources used in developing. The paper should also describe an overall Diversity Awareness program for a church and how the exercise might fit in that program. Try to use at least two resources not cited in the course syllabus. The paper should utilize APA citation and include appropriate structure and grammar.

**Grading**

Assignment	Possible Points	Meets Learning Objective
Daily Participation	20	C-1
Presentation	30	C-2
Final Paper	50	C 1 and 2

**Final Grade Determination**

- 90-100%      A
- 80-89%      B
- 70-79%      C
- 60-69%      D
- 59% or below F

**Incomplete grades:**

In an emergency situation, the instructor has the option of assigning the grade of “I” (Incomplete). To receive the grade of Incomplete, a student must petition the instructor *before the end of the course*, stating the reason for the incomplete grade. See student handbook for details.

**Expectations of Students**

Students are expected to read all assigned material and use the material and their own insights to make meaningful contributions to the course discussions. Classroom participation is essential to effective learning. Participation should be respectful, confidential (do not identify ministers, ministries or individuals by name), and interactive. If the student will be absent during the Intersession for any reason, the student must contact the instructor. Participation is mandatory for all students.

**Written Assignment Evaluation**

Evaluation of written assignments is based upon the following factors:

- Compliance with assignment parameters
- Depth of knowledge and insight
- Comprehensiveness of response

- Clarity in communicating ideas
- Coherence and organization of ideas
- Grammar, sentence structure, spelling
- Adherence to APA rules for paper

### **Late Assignment Policy**

Students are expected to view the assignments as part of their ministry and should prepare them with the excellence of their vision for ministry. If an extension is needed for a written assignment, the student should contact the instructor in advance or as soon as possible in the event of emergency. A late written assignment may have one point deducted for each day past the due date.

### **Academic Honesty**

Unity Institute assumes that all students desire to pursue their academic and transformational work with honesty and scholarly integrity. Cheating, plagiarism, facilitating academic dishonesty and misrepresentation of self or other students are prohibited. Students may seek the assistance from others as long as the student submitting the assignment is actually doing the work.

- If a faculty member discovers a student violating academic honesty the following penalty may be applied, depending upon the severity of the infraction:
  1. A reduced grade for the assignment.
  2. A grade of zero for the assignment.
  3. An “F” for the course.
  4. Remand the decision to the full faculty.
- A report will be sent to the faculty, the Dean, as well as kept in the student’s permanent file.
- For further information about academic honesty, students are directed to review the Unity Institute Catalog and Unity Institute Student Handbook.

### **Special Concerns**

If students have any special concerns and/or challenges that may affect their performance in this course, they are encouraged to speak with the instructor immediately so that any accommodations, if necessary, may be made.