

Leadership, Equity and Diversity (26:834:618) [3 credits]

Course Description

This course addresses research and governance from the perspective of social equity, diversity and leadership. It begins with the historical treatment of women and people of color in the U.S. and the role of government and public policy in race, ethnic and gender relations. Topics covered include research on ethical leadership, equity discourse, and power and privilege politics. A key theme is the responsibility of government, society and public employers to create legal, ethical and diverse work environments.

Learning Objectives

After completing this course, students will be able to:

- Conduct research on social equity topics in public administration (e.g., representative bureaucracy)
- Develop a better understanding of how government policies drive social equity
- Understand the importance of leadership and management in developing and studying social equity policies.
 - Institutional and structural racism in American society

Requirements

Requirements will vary by instructor and may include:

- *Class sessions and discussions:* Students will actively engage in class discussions.

Schedule / Outline of Topics

- Week 1: Introduction and Overview
- Week 2: Racism, Sexism and Homophobia in the U.S.
- Week 3: Race, Ethnicity, Gender and Social Equity – Early Views
- Week 4: Public Policies to Promote Racial, Ethnic, Gender and LGBTQIA+ Equity in Government
- Week 5: Managing Diversity in Government Workforces
- Week 6: Leadership: How Race, Ethnicity and Gender Matter
- Week 7: The Supreme Court and Equity qua Affirmative Action
- Week 8: The Theory of Representative Bureaucracy
- Week 9: Critical Race Theory: Significance to Public Administration
- Week 11: Feminist Theory: Significance to Public Administration
- Week 12: The Glass Ceiling, Glass Walls and Sticky Floors
- Week 13: Family-Friendly Policies in Government
- Week 14: Research Paper Presentations

Texts / Materials / Resources

The selection of textbooks and readings will vary by instructor. Listed below are some of the possible textbooks, materials, and resources an instructor may select for this course:

- Gooden, Susan T. *Race and Social Equity: A Nervous Area of Government*. NY: Routledge, 2014.
- Stivers, Camilla. *Gender Images in Public Administration: Legitimacy and the administrative State*. Newbury Park, CA: Sage Publications, 2nd edition, 2002.
- Riccucci, Norma M. *Managing Diversity in Public Sector Workforces*. NY: Routledge, 2nd edition, 2021.

*This is a sample syllabus. Students should always obtain syllabi for their current courses from their professors.
(v.10/30/23)*