



CRM 202: Human Diversity

Student Syllabus for the Adult Degree Programs

Course Description

This course surveys human diversity in terms of race, ethnicity, gender, and social class in contemporary American culture. The effects of oppression and prejudice will be explored on individuals and groups, as well as evaluating the consequences of social policy aimed at alleviating discrimination. Implications for the practice of criminal justice will be discussed.

Course Overview

CRM 202 explores the issues related to providing criminal justice services in a multicultural world. The course surveys the diversity of U.S. culture particularly in the areas of race, ethnicity, social class, gender, mental health, and sexual orientation/gender identity. Special emphasis is given to the role of these issues as they relate to the field of criminal justice. The course is designed to challenge students to examine how their understanding of human diversity affects their personal, academic, and professional development. Students will review human diversity issues in terms of Christian thought and belief.

Course Outcomes

Upon completion of this course, the learner will be able to:

1. Understand human diversity and its implications in the field of criminal justice.
2. Explore the perspectives and models related to multicultural services.
3. Develop an understanding of what it means to be culturally competent.
4. Explore the implications of prejudice and discrimination at the individual, institutional, and cultural levels.
5. Develop critical thinking abilities related to human diversity issues.
6. Critically review and evaluate human diversity from a Christian perspective.

Course Texts

Diller, J. V. (2015). *Cultural diversity: A primer for the human services* (5th ed.). Cengage Learning.
ISBN-13: 978-1285075402
ISBN-10: 1285075404

Bruckheimer, J., Oman, C. (Producers), & Yakin, B. (Director). (2000). *Remember the titans* [Motion Picture]. Buena Vista Pictures.

**This movie will need to be viewed for Session 3. You will need to secure a copy of the film in*

order to prepare for the related assignment. The movie can be streamed online (via YouTube, Amazon Video, iTunes, etc.), watched on TV, borrowed from a friend, purchased as a DVD, rented, etc. It is up to you how you choose to view the film, but it is a required resource for the course.

Textbook Disclaimer

The textbooks for this course were chosen because their primary content directly relates to the objectives of this course. At times, there may be items or issues that are not presented from a proper Christian worldview. As such, the textbooks do not represent an endorsement by Geneva College or the relevant academic department at Geneva College.

Learning and Physical Disabilities Policy

Geneva College values diversity and inclusion and recognizes disabilities as an aspect of diversity. Our shared goal is to create learning environments that are accessible, equitable, and inclusive, ultimately leading to the success of our students in and beyond college. Therefore, Geneva College complies with the ADA as well as Section 504 of the Rehabilitation Act by affording reasonable accommodations to qualified students with disabilities. Any student with a disability who needs academic accommodations should contact Geneva's Student Success Center (SSC) to arrange a confidential appointment with the Director of the SSC before or during the first week of classes. (Some accommodations may take time to put into place, so it is advised to request this appointment as early as possible.) Legally, no retroactive accommodations can be provided. Accommodations for disabilities are available only as recommended by the SSC. Students whose accommodations are approved will be provided confidential letters which students should review and discuss with their instructors in relation to course requirements. Students who have questions about their right to benefits or have grievances under these statutes should contact the Director of the SSC. For more details, visit the [Student Success Center website](#) or call 724-847-5005.

The Grading System in the ADP

The grading scale for the Adult Degree Program is A, B, C, D, and F. Geneva includes pluses (+) and minuses (-) in the determination of the grade point average (GPA). Grade points are assigned for each semester hour of credit earned according to the following system:

Letter Grade	Percentage	GPA	Explanation
A	93.00% - 100.00%	4.0	Excellent
A-	90.00% - 92.99%	3.7	
B+	87.00% - 89.99%	3.3	
B	83.00% - 86.99%	3.0	Good

B-	80.00% - 82.99%	2.7	
C+	77.00% - 79.99%	2.3	
C	73.00% - 76.99%	2.0	Satisfactory
C-	70.00% - 72.99%	1.7	
D+	67.00% - 69.99%	1.3	
D	63.00% - 66.99%	1.0	Less than Satisfactory
D-	60.00% - 62.99%	0.7	
F	< 60.00%	0.0	No Credit Given
WX, WP, WF			Withdrawal

Policy on Academic Honesty

Geneva College has adopted a campus wide policy on academic honesty; the main portions of which are summarized here. Students should become aware of the fuller policy found in Appendix A of the student handbook.

When an instructor has reason to believe that dishonest behavior has occurred, the parties involved should be confronted as soon as possible by the instructor and notification made to the Department of Professional and Online Graduate Studies (see Appendix A of the student handbook).

Sanctions may be levied on the student, which could range from an informal warning to expulsion, based on the seriousness of the student's offense (see Appendix A of the student handbook).

Students may appeal any disciplinary action by following the procedure laid out in the College's Policy on Academic Honesty (see Appendix A of the student handbook).

Students are encouraged to visit www.plagiarism.org in order to clarify what constitutes plagiarism as well as a number of other academic standards. This website also provides directives as to how to avoid committing this act and how to properly cite academic sources.

Turnitin Policy

Students agree that by taking this course all required papers may be subject to submission for textual similarity review to Turnitin.com for the detection of plagiarism. All submitted papers will be included as source documents in the Turnitin reference database solely for the purpose of detecting plagiarism of such papers. Students must agree to the End User License Agreement (EULA) for Turnitin. Use of the Turnitin service is subject to the Usage Policy and Privacy Pledge posted on Turnitin.com. Assignments that are not submitted through Turnitin will not be graded and will not receive credit.

Participation Policy

In the online environment, **participation is marked by the completion of an *academic event in each session (week) of the course***. Academic events include, but are not limited to, submission of a class assignment, participation in class discussion forum, or completion of a quiz/exam.

If no academic event is completed within the first session (Week 1) of a course, the student will be administratively withdrawn from the course. Beyond the first session, if no academic event is completed for a class session, the student will be considered as having not participated in that week of class, which in some cases may result in zeros on the missed assignments and a half-letter grade deduction from the student's final course grade.

If a student does not complete an academic event for two consecutive sessions, the student will either be administratively withdrawn from the course or will receive a final course grade of F, depending on how much of the course has transpired at the time of the second week of nonparticipation. For more details, please review Geneva's Student Handbook ([Undergraduate](#) and [Graduate](#)).

Course Evaluation

Criteria	Points Breakdown	Points
Discussion Forums (7)	30 points each	210 points
Written Assignments (6)	60 points each	360 points
Applied Summary Project Topic Selection Forum	One Submission	25 points
Applied Summary Project Parts 1-3	60 points each	180 points
Oral Presentation	One Submission	100 points
Final Applied Summary Project	One Submission	145 points
Total		1020 points

Assignment Descriptions

Discussion Forums

Class participation is monitored by postings and responses in the discussion forum. Typically, class participation is composed of two parts:

- a. Part 1 – Requires you to go to your discussion forum and post a response to a question or prompt that is written in your syllabus by 11:55 pm (EST) Wednesday of your scheduled session week. Your instructor will generally respond to your post within 24 hours. Depending on the nature of the assignment, the instructor may have a follow up question for you, ask you for clarification or further details, or direct your conversation to someone else for rebuttal.
- b. Part 2 – Respond back to your instructor’s post. In addition, post a response to at least two of your fellow classmates’ postings, using 1 or 2 paragraphs. Your response should further the discussion (e.g., ask a question, provide further information or examples, or introduce a different opinion). In particular, one response to a classmate **MUST** be in the form of a question that seeks to further the conversation. Your question must be posed by 11:55 pm (EST) Friday of the scheduled session week so that your classmate has adequate time to answer it.

Likewise, if a question is posed to you by Friday night, you are also required to answer it.

Part 2 of these online activities (response to instructor, response to classmates’ questions of you, and responses to your classmates) must be completed by 11:55 pm (EST) Saturday of each session.

NOTE: How to earn full credit in discussion forums:

1. Become familiar with the discussion forum rubric, which is available to you in all of your Moodle classroom discussion forums.
2. Be thoughtful in your responses and incorporate examples from your personal and professional experiences and references to the course material (e.g., readings, lecture, videos, audio clips, scripture, etc.) when appropriate. Remember to cite all sources and references according to proper APA style.
3. Respond to the discussion contributions of at least 2 peers and be sure to adequately address all posts your instructor may pose to you throughout the week. This level of participation is **REQUIRED** as the minimum in all discussion forums (see the rubric for more detail).

Your posting and responses will be graded by your instructor. For a detailed description of your responsibility in discussion forum postings, please see the “Interacting in the Online Environment” section in the ADP Student Handbook.

Written Assignments

Throughout this course, students will complete six written assignments that will require them to concisely respond to and apply some of the key course concepts. Specific instructions for completing these written assignments can be found in the course outline below.

- Session 1: Written Assignment 1 – Assessment of Agency Cultural Competence
- Session 2: Written Assignment 2 – Addressing Racism

- Session 3: Written Assignment 3 – Understanding Multicultural Families/Teams
- Session 5: Written Assignment 4 – Cultural Contrast Table
- Session 6: Written Assignment 5 – Media Evaluation of Sexism
- Session 7: Written Assignment 6 – Justice and Mental Illness

Each of these written assignments will be graded on content, style, and timeliness. They should adhere to all page length requirements and typical APA style and formatting (double spacing, proper APA citations, etc.).

All written assignments are due by 11:55 pm (EST) Saturday of the designated session week.

Applied Summary Project

As a professional in the criminal justice field, you will be expected to perform your duties in a manner that appreciates the value and dignity of all persons. Imagine that you have been asked to conduct a “diversity workshop” for other professionals in your field. For your Applied Summary Project, you will develop this diversity training workshop related to culturally competent practice in the field of criminal justice. In your workshop, you must focus on a specific population, address the challenges experienced when working with that population, and describe best practices for working with that population. For example, you may choose to present on how to improve racial relations between the local police department and the community, or you may present on what every corrections officer should know when working with inmates who have mental health issues. The focus of your workshop is up to you, but it must address some form of culturally competent practice related to the criminal justice field.

In total, the Final Applied Summary Project should be 6-9 pages in length (not including cover sheet, table of contents, or reference page with at least 6 sources) and adhere to typical APA style and formatting (double spacing, proper APA citations, etc.).

The Final Applied Summary Project is due by 11:55 pm (EST) Saturday Session 8.

Oral Presentation

In Session 8, you will prepare an 8-10 minute oral presentation on the diversity training workshop you designed in your Applied Summary Project.

The oral presentation will be an audio embedded PowerPoint presentation that will be uploaded to a forum in your Moodle classroom. Your fellow classmates and instructor will be able to view your presentation and make comments. If you need further instructions for recording your audio embedded PowerPoint, a tutorial will be available in your Moodle classroom.

After uploading your PowerPoint presentation, watch 5 of your classmates' presentations. Give feedback to each of these 5 students' presentations. Feedback should be approximately 50 words and include opportunity for constructive feedback on the presentation's content, style, and delivery. This is not an opportunity to be critical, but to help each other to improve and develop skills in presenting.

Students must post their audio embedded PowerPoint by 11:55 pm (EST) Wednesday Session 8.

Feedback on classmates' presentations must occur by 11:55 pm (EST) Saturday Session 8.

Professional Skills in Your Online Courses

All courses in your Geneva College Online program will provide you with an opportunity to develop valuable skills that can positively influence your professional and career development. Each course at Geneva provides numerous opportunities to develop skills employers desire in their employees and job candidates in areas including, but not limited to, written communication, research, critical thinking, and decision-making. However, targeted skill sets are also developed through the learning in particular courses.

After successful completion of this course, you will be able to add these particular skills to your bank of professional assets:

Cultural/ Social Sensitivity



Effective in establishing and maintaining productive and positive working relationships with diverse audiences

Conflict Resolution Skills



Effective in establishing and maintaining productive and positive working relationships

Team-Building Skills



Ability to motivate and empower individuals and groups to greater participation, commitment, and higher standards of performance

Collaboration Skills



Skillful in collaborating with others to identify problems, provide advice, and develop agreeable solutions

Synthesize/Integrate



Adept at forming structures, patterns, and connections from information, ideas, and images