



## **NORTHEAST IOWA COMMUNITY COLLEGE**

*Northeast Iowa Community College provides in-demand education and training focused on improving lives, driving business success and advancing community vitality.*

### **HUM 108 84102 Cultural Diversity/Identity**

**Fall 2021**

**Delivery Method:**

- Online

**Meet Days/Times/Location:**

- Online; ONL

**Start and End Dates:**

- 8/24/2021 - 12/13/2021

**Academic Department:** Liberal Arts, Science and Business

### **Instructor Information**

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**Name:** David Redmond

**Phone:** 563-513-9710

**Email:** redmond@nicc.edu

**Office Location:** <https://nicc.zoom.us/j/7528248771>

**Office Hours:** Monday/Wednesday 2:30 - 3:30 p.m. and Tuesday/Thursday 1:00 - 2:30 p.m. (or by appointment)

**Best Method to Contact Instructor:** Email is the best way to contact me. However, if you have an urgent or complicated question, please feel free to call me. To expand a bit on communication: I ask that emails be reserved for simple and specific requests that do not require a long, complicated response from me. If you need to discuss something

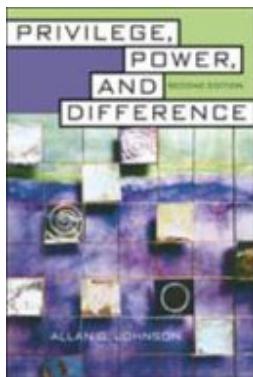
at greater length, you should see me during my office hours or--if it's urgent--give me a call between 8AM and 9PM.

***NICC email is the official means of communication, you should regularly check your email.***

***NICC has a commitment to respond to student communication within 24 hours on a school day, and 48 hours on non-school days.***

## Required Materials

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### **Privilege, Power, and Difference**

ISBN: 978-0-07-340422-6

Authors: Allan G. Johnson

Publisher: McGraw-Hill Humanities Social

Publication Date: 2018

Edition: 3rd Edition (Note: the image of the book cover posted here is of the second edition; the cover to the third edition--which is the edition that is required for this course--looks similar but slightly different. Please ensure that you have purchased the 3rd edition and that the ISBN matches the ISBN listed above.)



### **Difference Matters**

ISBN: 9781478607694

Authors: Brenda J. Allen

Publisher: Waveland Press

Publication Date: 2010

Edition: 2nd Edition

## Course Information

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**Course Description:** Focuses on a variety of issues concerning the nature of cultural identity within our pluralistic society. As future professionals in particular fields, students will gain an understanding of cultural identity that will assist them in a variety of settings and enable them to effectively communicate and interact transculturally.

### **Major Course Objective:**

Apply an understanding of cultural identities to specific cultural settings in order to better function in a diverse society.

**Primary Common Learning Outcome Assessed:** Diversity

**Educational Learning Outcomes:**

- Discuss aspects of one's own cultural identity.
- Cite examples of privileged cultural identities in contemporary society.
- Explain the history of the various cultural identity categories within the United States.
- Critique attitudes toward and interactions between members of different cultural identity categories.
- Identify ways in which one can effectively communicate transculturally.

## Grading Procedures and Scale

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<b>Grade</b>	<b>Grading Scale by Percent of Total Points</b> <i>Ex. (94 - 100%)</i>	<b>Grading Scale by Points</b> <i>Ex. (940 - 1000+)</i>
A	93-100%	514-555
A-	90-92%	497-513
B+	87-89%	481-496
B	83-86%	455-480
B-	80-82%	442-454
C+	77-79%	425-441
C	73-76%	403-424
C- (or P)	70-72%	386-402
D+	67-69%	370-385
D	63-66%	347-369
D-	60-62%	331-346
F (or NP)	0-59%	0-330

	<b># of Assignments</b>	<b>Points / Percentage</b>
<b>Tests</b>	3 (80 points each)	240 points
<b>Quizzes</b>	13 (5 points each)	65 points
<b>Papers</b>	1 (60 points each)	60 points
<b>Common Learning Outcome Assessment AY20</b>	1 (20 points)	20 points

<b>Discussion</b>	12 (10 points each) + 1 (50 points)	170 points
<b>Total Points possible</b>		555 points

## Assignments

**Exams:** There will be three exams, each worth 80 points. Exams will be based on material from the assigned readings, lectures, discussions, videos, and any other material presented in the course. The final exam will not be comprehensive but will cover only the material since the previous exam. The test format may be a combination of multiple choice questions and T/F questions.

**Quizzes:** There will be a quiz for each of the thirteen non-exam modules. Each quiz is worth 5 points. The quiz format will be a combination of multiple choice and T/F questions.

**Papers:** There will be 1 paper worth 60 points. Details concerning the nature of the paper (topic, length, due date, etc.) will be provided later in the course. No research is required beyond the assigned readings for the course.

**Common Learning Outcome Assessment AY20:** This assignment functions as a survey of sorts and will help me assess the effectiveness of this course. The assignment will require you to offer a brief reflection on 3 questions concerning a few key themes from the course. No research is required. It is due during the last week of the class and is worth 20 points.

**Discussion:** Participation in discussions is an important part of the course. Each weekly module will contain specific instructions pertaining to the discussion board. Unless otherwise stated, original posts must be at least 200 words in length and will be due by Friday of each week, and 2 replies to your peers of no less than 75 words each will be due by the last day of each module (a Monday). I expect your posts and replies to be thoughtful and substantive. With one exception, discussion assignments will be worth 10 points. **The discussion assignment for module 15 is the one anomaly. It's worth 50 points and requiring a minimum of 500 words.**

## Course Calendar

The course calendar is a guide for activities and subject to change at faculty discretion.

Module	Dates	Assignment/Activity	Lesson	Point Value
1	8-21	Introduction and	Introduction	

	To	Discussion		10 pts
	8-30	Quiz 1		5 pts
2	8-28	Read Allen ch. 1-2	Difference and Power	
	To	Discuss		10 pts
	9-6	Quiz 2		5 pts
3	9-4	Read Johnson ch. 1-2	Privilege and Oppression	
	To	Discuss		10 pts
	9-13	Quiz 3		5 pts
4	9-11	Read Johnson ch. 4-5	Making Privilege and Oppression Happen	
	To	Discuss		10 pts
	9-20	Quiz 4		5 pts
5	9-18	Read Johnson ch. 6-7	Individuals and Systems of Oppression	
	To	Discuss		10 pts
	9-27	Quiz 5		5 pts
6	9-25	Exam 1		80 pts
	To			
	10-4			
7	10-2	Readings posted in Brightspace	Ethnocentrism	
	To	Discuss		10 pts
	10-11	Quiz 6		5 pts
8		Read Allen ch. 4	Racism	
	10-9	Discuss		10 pts
	To	Quiz 7		5 pts
	10-18			
		Paper 1 Assigned		
9	10-16	Read Allen ch. 3	Sexism	
	To	Discuss		10 pts

	10-25	Quiz 8		5 pts
		Paper 1 Due		60 pts
10	10-23	Read Allen ch. 6	Heterosexism	
	To	Discuss		10 pts
	11-1	Quiz 9		5 pts
11	10-30	Exam 2		80 pts
	To			
	11-8			
12	11-6	Read Johnson ch. 3 and Allen ch. 5	Classism	
	To	Discuss		10 pts
	11-15	Quiz 10		5 pts
13	11-13	Read Allen ch. 7	Ableism	
	To	Discuss		10 pts
	11-22	Quiz 11		5 pts
14	11-20	Read Allen ch. 8	Ageism	
	To	Discuss		10 pts
	11-29	Quiz 12		5 pts
15	11-27	Read Johnson ch. 8-9 and Allen ch 9	Responding to Privilege and Oppression and Communicating Social Identity	
	To	Discuss		50 pts
	12-6	Quiz 13		5 pts
16	12-4	Exam 3		80 pts
	To	Common Learning Outcome Assessment AY20		20 pts
	12-13			

## Student Course Feedback

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Prior to course completion you will receive an email providing a link to share your feedback. You are EXPECTED to complete the feedback form for each class.

## Assessment

Northeast Iowa Community College is an institution dedicated to continuous instructional improvement as part of our assessment efforts. It is necessary for us to collect and analyze course level data. Data drawn from student work for the purposes of institutional assessment will be posted in aggregate and will not identify individual students. Your continued support in our ongoing effort to provide quality instructional services at NICC is appreciated.

## College Policies

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### Attendance/Academic Engagement

(See College Handbook for more details) Regular attendance is expected. A strong relationship exists between success in college and class attendance. Absence in class interferes with the learning process and may lead to academic failure. Students should confer with the instructor immediately following an absence. When there is advance knowledge of an absence, students should discuss this with the instructor prior to the absence.

If you find that you have any trouble keeping up with assignments or other aspects of the course, make sure you let your instructor know as early as possible. As you will find, building rapport and effective relationships are key to becoming an effective professional. Make sure that you are proactive in informing your instructor when difficulties arise during the semester so that we can help you find a solution.

### Academic Integrity

Academic integrity is the commitment to and demonstration of honesty, ethics, and taking personal responsibility for your work in an academic setting. Academic integrity includes honesty, fairness, respect and responsibility. Academic integrity requires student's work to be the product of their own thought and effort, and to ensure that the intellectual contribution of others is properly documented. Academic integrity applies to all academic activities, including, but not limited to, classwork, labs, clinical field, practicum or co-op assignments. Examples of violations of academic integrity include, but are not limited to, plagiarism, cheating, lying, falsifying data, and aiding dishonesty. Violations of academic integrity are addressed according to the [Academic Integrity Policy](#), and sanctions may include, but not be limited to, warnings (either verbal or

written), grade reduction for an assignment, project or test, or a failing grade for the course. Sanctions for violations of academic integrity for a course shall be determined by the faculty member for the course. Pursuant to the Student Conduct Code, egregious or repeated violations of the academic integrity policy may result in the suspension or expulsion from a class or from the College, as determined by the College.

## Class Continuation during Campus or Center Closing

Instructional continuity is critical to the College mission and to your success in this class. As such, should a campus or center close due to weather or unforeseen circumstances, please check your Brightspace class for specific instructions and expectations from your instructor due to the campus closure.

Classes will not be canceled, and students will be expected to continue to engage in this class remotely until such a time as classes can return to normal.

For notification on campus closures, please refer to the following:

<https://www.nicc.edu/about/consumer-information/emergency-response-and-procedure/>

## Campus Emergencies

In the event of a campus emergency, an alarm will sound or an appropriate announcement will be made. An emergency response guide, building evacuation routes and severe weather shelter areas are posted in each room. Safety drills are held on a regular basis. For more information, visit campus emergencies in the college catalog.

## Course Section Policies

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### Absence/Illness

Because this course can be completed completely from home and students are provided 10 days in which to complete the assignments for each module, I very rarely give excused absences for absences due to illness. Of course, exceptions can be made for absences resulting from serious, long lasting illnesses that prevent students from completing their work. Students are encouraged to contact the instructor ASAP if they believe that their illness will effect their ability to remain up to date in the class.

### Academic Integrity Violations

Generally, academic dishonesty involves misrepresenting another's work as one's own. This can include cheating (giving or receiving unauthorized assistance, using another



student's work), plagiarism (using or paraphrasing another person's language without proper citation, submitting work found on the internet as one's own), and other forms of misconduct including submitting work from a previous course, attempting to achieve an unfair advantage over other students, and submitting false information to the instructor. Academic dishonesty will not be tolerated in any course at NICC. Plagiarism and other forms of cheating are examples of such dishonesty and are subject to review and possible sanctions as outlined in the NICC Student Conduct Code. All instances of academic dishonesty will result in failure (0 points) for the assignment and will be reported to the College. Be aware that all assignments submitted through Brightspace will be run through the Turn-It-In plagiarism checker.

For more information on plagiarism, please visit the Plagiarism Lib Guide at <http://nicc.lebguises.com/citingsources>.

## Late Work

Discussion board posts, quizzes, and exams not submitted during the time allotted for each learning module are late and will not be accepted. Although Discussion board posts are due on Friday during each module, they will still be accepted for half credit until the last day of the module. Once a learning module ends, no assignments (with the exception of papers) that were due during that module will be accepted.

Late papers will be accepted with no penalty during the 24 hours following the due date. After the 24 hour grace period ends, the assignment dropbox will close (i.e., you will be unable to submit your paper), and you will receive a zero for the assignment.

The instructor strongly advises students to work on and submit discussion board posts, quizzes, and exams soon after the module is available in order to leave oneself some "wiggle room;" this will allow for "down time" when systems are not working perfectly or when unexpected events come up in your lives.

## Missing Assignments

Missing Assignments will be marked as a zero.

## Makeup Testing

Barring exceptional circumstances (e.g., death in the family, serious medical emergencies, etc.), exams and quizzes cannot be made up; you must complete them during the assigned module. So, again, don't wait until the last minute. Be sure to leave yourself time in case you experience technical difficulties or unexpected life situations. If you know that you will be away for an emergency or university event that is officially

excused, please let me know as soon as possible in advance so we can discuss alternatives.

## Grading

Although it may not always happen, my goal is to have each item that is submitted for evaluation graded and recorded in the grade-book within one week of its due date.

## Classroom Conduct

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As a student in this course (and at this College) you are expected to maintain a high degree of professionalism, commitment to active learning and participation in this class; and also integrity in your behavior in and out of the classroom in which the rights, dignity, worth, and freedom of all members of the class are respected. Please refer to the [College Catalog](#) for detailed information on the [Student Conduct Code](#).

## Additional Information

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### Learning Center

The NICC Learning Centers provide tutoring assistance free of charge to any student in person Monday through Friday or virtually online with our online tutoring service 24/7 with [Upswing](#). Students are encouraged to utilize the Learning Centers in Calmar, Peosta or Dubuque.

### Access

Take advantage of the *ReadSpeaker Listen Button* to enhance understanding and comprehension of the materials in this and any syllabus within the content area. All of the materials posted in the content area of NICC Brightspace classrooms have a *Listen Button* to have the text highlighted and read for you. Listening to text read aloud is shown to improve reading comprehension. [www.nicc.edu/readspeaker](http://www.nicc.edu/readspeaker)

ReadSpeaker for Brightspace by D2L



### Course Copyright

All course materials students receive or to which students have online access are protected by copyright laws. Students may use course materials and make copies for

their own use as needed, but unauthorized distribution and/or uploading of materials without the instructor's express written permission is strictly prohibited. Students who engage in the unauthorized distribution of copyrighted materials may be held in violation of the College's Code of Conduct, and/or liable under Federal and State laws.

## Netiquette

The term "Netiquette" refers to the etiquette guidelines for electronic communications, such as e-mail and bulletin board postings. Netiquette covers not only rules to maintain civility in discussions, but also special guidelines unique to the electronic nature of forum messages.

## Accommodation Policy

In accordance with the Americans with Disability Act, NICC ensures the accessibility of its programs, classes, and services to students with disabilities. For any questions or to apply for disability services please contact the Accessibility Services Office to set up an appointment, or visit the Accessibility Services website at:

<https://www.nicc.edu/academic-support/disability-services/accommodations/> for additional information. Any student eligible for and needing academic accommodations because of a disability is requested to speak with their instructor.

Sally Mallam, M.S.  
Director of Accessibility Services  
844.642.2338 ext. 1258  
[mallams@nicc.edu](mailto:mallams@nicc.edu)

## Statement of Non-Discrimination

It is the policy of Northeast Iowa Community College not to discriminate on the basis of race, color, national origin, sex, disability, age (employment), sexual orientation, gender identity, creed, religion, and actual or potential parental, family or marital status in its programs, activities, or employment practices as required by federal and state civil rights regulations. If you have questions, concerns or to read the full policy at:

<https://www.nicc.edu/aboutnicc/nondiscriminationpolicy/>.

## Title IX: Confidentiality and Responsible Employee Statement

Northeast Iowa Community College faculty are committed to helping create a safe and open learning environment for all students. If you (or someone you know) have

experienced any form of sexual misconduct, including sexual assault, dating or domestic violence, or stalking, know that help and support are available. The College strongly encourages all members of the community to take action, seek support and report incidents of sexual misconduct to the Title IX Office. Please be aware that under Title IX of the Education Amendments of 1972, I am required to disclose information about such misconduct to the Title IX Office.

If you wish to speak to a confidential employee who does not have this reporting responsibility, you can contact one of NICC's Counselors (Calmar Campus 844.642.2338, ext. 1378 / Peosta Campus 844.642.2338, ext. 2215). For more information about reporting options and resources visit [Sexual Respect and Title IX](#).

## Disclaimer

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This syllabus, along with course assignments and due dates, are subject to change. It is the student's responsibility to check the Learning Management System (Currently Brightspace) for corrections or updates to the syllabus. Any changes will be clearly noted by your instructor or listed in the course announcements or through NICC email.