

Education Studies: Diversity Education Informal Concentration Area (ICA)

As societies and the workforce become increasingly diverse, it is important that students be prepared to work alongside individuals from a variety of backgrounds and to serve a multicultural population in ways that are fair, just, and strive to decrease inequities. Foundational knowledge about human development and the ways structural oppression can impact the life trajectories of marginalized groups is critically important to becoming a responsible global citizen and worker. Courses in the *Diversity Education ICA* will help you develop awareness of your own cultural worldview and potential biases, knowledge of other cultural worldviews, and skills for more effectively serving a diverse society.

The *Diversity Education ICA* is a nice academic partner for students majoring in social sciences, business, and health sciences. This includes disciplines such as American Studies, Sociology, Psychology, Sports and Recreation Management, and Public Health as well as any K-12 education major. The *Diversity Education ICA* also provides value added to other ESHR ICAs such as *Trauma-informed Advocacy* and *Couple and Family* in the support of diverse populations.

Focusing on understanding diversity in the ESHR program supports students in several career areas, including human resources, public relations, teaching, social work, community leadership/activism, and social and community services managers and assistants. In addition, students with this ESHR ICA may be well-positioned for graduate work in Clinical Mental Health Counseling, Counselor Education and Supervision, Counseling Psychology, Couple and Family Therapy, Educational Leadership, Educational Policy and Leadership, Learning Sciences and Educational Psychology, Higher Education and Student Affairs, Language Literacy and Culture, Rehabilitation Counseling, School Counseling, School Psychology, Schools Culture and Society, and Teaching Leadership and Cultural Competency program(s).

Course suggestions

CSED:4197 Citizenship in a Multicultural Society (if not used to meet the ESHR diversity/multicultural requirement)

Human relationships in the context of societal oppressions such as racism, sexism, able-bodyism, and heterosexism.

EDTL:3187 Early Literacy Instr for Young Children

Service-learning involving lecture, class discussion, and student participation in an early literacy program for preschoolers; concepts and skills necessary to conduct story time groups with young children that target development of print knowledge; application of learning by reading to small groups of preschool children. Recommendations: CSD:3118. Same as CSD:3187.

EDTL:3382 Language and Learning

How language reflects and constructs learners' identities and cultures; readings related to oral and written language, native and second language development, linguistic diversity; discussion of the relationship of language theory to schools of language instruction. English majors and English and Creative Writing majors may apply this course to the following area and/or period requirement. AREA: Literary Theory and Interdisciplinary Studies. Same as ENGL:3190

EDTL:3393 Reading & Teaching Adolescent Literature

Reading and evaluation of literature suitable for junior and senior high school students. English majors and English and Creative Writing majors may apply this course to the following area and/or period requirement. AREA: Literary Theory and Interdisciplinary Studies. Same as ENGL:3191

EDTL:4093 Teaching & Learning w/Global Perspectives

Examination of conceptualizations and themes, along with theories, strategies, and resources that can inform teaching and learning for global competence education in all disciplines; teaching for prejudice reduction and education for informed and

responsible global citizenship; creation of a standards-based curriculum project; designed for practicing teachers.

EPLS:1240 Finding Your Path in Higher Education (if not used to meet the ESHR diversity/multicultural requirement)

Overview of the liberal arts experience in higher education; theories of student success, socialization, and development; history of American liberal education; issues of diversity, equity, and social justice including privileged and marginalized identities, structural oppression, racism, classicism, sexism, ableism, and genderism; organizational structures of higher education. GE: Diversity and Inclusion.

EPLS:3240 Undergraduate Topics in Education (depending on topic)

Seminar for extensive study of an education topic or issue.

EPLS:4180 Human Relations for the Classroom Teacher (if not used to meet the ESHR diversity/multicultural requirement)

Influence of social factors such as discrimination, diversity, equity, racism, sexism, and ethnic and socioeconomic pluralism on American schools and classrooms; for teacher education candidates. GE: Values and Culture.

EPLS:4200 Diversity and Inclusion in Athletics

Diversity and inclusion as major issues for coaches, sports managers, physical activity professionals, and athletic administration staff in their workplaces; define, discuss, and analyze effects of diversity and inclusion in the athletic organizational environment; experience of underrepresented groups in sport settings, covering differences of religion, race, ethnic origins, gender, sex, ability, appearance, and age; understanding power differences, based on diversity within an organizational environment, that help future leaders implement successful practices inclusive of all persons. Requirements: undergraduate standing and enrollment in interscholastic athletics/activities director certificate program.

PSQF:3104 Multicultural Counseling and Psychology (if not used to meet the ESHR diversity/multicultural requirement)

Introduction to multicultural competencies and its importance to counseling, psychology, and helping professions; psychological concepts and research pertaining to privilege; racism, race, culture, sexual orientation, social class and classism, and their application in culturally adapted psychotherapy interventions; how these matters and other cultural identities and constructs are handled and used in applied psychology and counseling; focus on intersection of research and practice.

PSQF:3700 Intro to Trauma and Resilience

Introduction to understanding key concepts of trauma-informed systems of care in multiple settings; identification of various types of trauma along with behaviors and responses seen in survivors of trauma; students trace effects of historical trauma of marginalized communities and multiple trauma survivor groups to understand the consequences of trauma and its impact in the culture; resilience and strategies to offset consequences of trauma. Same as SSW:3700

PSQF:4106 Child Development

Theories and research findings about typical course of child development, differences in development. Requirements: junior standing.

PSQF:4133 The Adolescent and Young Adult

Psychological and social aspects of adolescence and young adulthood; emphasis on theory, research, and practical applications.