



Course Schedule

IMPORTANT: ALL TIMES EASTERN- Please see the [University Policies](#) section of your Course Outline for details

Week	Module	Readings and Other Assigned Material
Week 1	Module 1: Meaning of Diversity	
Week 2	Module 2: Self and Others	Embracing Otherness by Thandie Newton [13:55] Yan, M. C., & Wong, Y-L. R. (2005). <i>Rethinking</i> Duffey, T., & Haberstroh, S. (2012). <i>Developmen</i> Fox, R. (2013). <i>Elements of the helping process.</i>
Week 3	Module 3: Diversity and Oppression	Kendall, F. E. (2012). <i>Understanding White Privi</i> McIntosh, P. (1993). <i>White Privilege and Male P</i>
Week 4	Module 4: Social Class and Stratification	Poor No More Documentary [52:16] Blackwell, J. C. (2013). <i>The welfare state reward</i> Sorenson, J. S. (2013). <i>Idle hands are the devil's</i> Smith, M. E. G. (2013). <i>When corporations win,</i>

<p>Week 5</p>	<p>Module 5: “Race,” Ethnicity and Multiculturalism</p>	<p>Coates, T. (2013). <i>What We Mean When We Say</i> Wente, M. (2014). <i>What if race is more than a so</i> Sorensen, S. (2003). <i>Everybody is a racist, it's pa</i> Blackwell, J., Smith M. E. G., & Sorenson, S. (20</p>
<p>Week 6</p>	<p>Module 6: Indigenous Peoples of Canada</p>	<p>Kuper Island ~ Return to the Healing Circle [43:4</p>
<p>Week 7</p>	<p>Module 7: Religious Diversity</p>	<p>Patriquin, M. (2013). <i>Quebec's War On Religion.</i> Séguin, R. (2014). <i>Seven Battles to Watch in Que</i></p>
<p>Week 8</p>	<p>Module 8: Disabilities</p>	<p>Love, No Matter What [23:27] Anastasiou, D., & Kauffman, J. M. (2012). <i>Disab</i> Green, S., Davis, C., Karshmet, E., Marsh, P., &</p>

<p>Week 9</p>	<p>Module 9: Diversity in Gender and Sexual Orientation</p>	<p>Read either:</p> <p>Lucas Waldron (2013). <i>A Critical Response to 'F</i></p> <p>or</p> <p>Angelini, J. R., MacArthur, P. J., & Billings, A. C.</p>
<p>Week 10</p>	<p>Module 10: Diversity and Social Work Practice with Individuals, Families, and Groups</p>	
<p>Week 11</p>	<p>Module 11: Social Work and Diversity Within Organizations</p>	
<p>Week 12</p>	<p>Module 12: Diversity and Social Work Practice at the Macro Level</p>	<p>The Story of Stuff [21:24]</p>

Final Examination

There is no final examination for this course.





Contact Information

Announcements

You are expected to check **Announcements** on the **Course Home** page on a regular basis. To ensure you are viewing the complete list of announcements, you may need to click **Show All Announcements**.

Discussions

Discussion topics can be accessed by clicking **Connect** and then **Discussions** on the course navigation bar above. A [General Discussion](#) topic has been made available to allow you to communicate with your peers in this course. Your instructor may drop in at this discussion topic.

Contact Us

Who and Why	Contact Details
<p>Instructor</p> <ul style="list-style-type: none"> • Course-related questions (e.g., course content, deadlines, assignments, etc.) • Questions of a personal nature 	<p>Post your course-related questions to the Ask the Instructor discussion topic. This allows other students to benefit from your question as well.</p> <p>Questions of a personal nature can be directed to your instructor.</p> <p>Instructor: Ela Smith ela.smith@uwaterloo.ca</p> <p>Your instructor checks email and the Ask the Instructor discussion topic frequently and will make every effort to reply to your questions within 24–48 hours, Monday to Friday.</p>
<p>Technical Support, Centre for Extended Learning</p> <ul style="list-style-type: none"> • Technical problems with Waterloo LEARN 	<p>learnhelp@uwaterloo.ca</p> <p>Include your full name, WatIAM user ID, student number, and course name and number.</p> <p>Technical support is available during regular business hours, Monday to Friday, 8:30 AM to 4:30 PM (Eastern Time).</p> <p>IST Knowledge Base: For Students</p>

Learner Support Services,
Centre for Extended Learning

- General inquiries
- Examination information

Student Resources

extendedlearning@uwaterloo.ca

Include your full name, WatIAM user ID, student number, and course name and number.





Course Description and Learning Outcomes

Course Description

This course explores the meaning of diversity from social work and social justice perspectives. The notions of “self” and “others” are at the core of understanding diversity, as are the concepts of

- power,
- privilege,
- oppression,
- discrimination,
- stereotypes,
- prejudice,
- multidimensionality, and
- intersectionality.

The course provides grounding in the meaning of various forms of diversity found in the contemporary Canadian society, and links them with theoretical frameworks and approaches relevant to social work practice at micro, mezzo, and macro levels. The course requires students to engage in deep and critical reflection as well as to participate actively in the discussion forums.

Learning Outcomes

By the end of this course, students will be able to

- understand the meaning of diversity from social work and social justice perspectives;
- deeply reflect upon the notions of “self” and “others;”
- develop an awareness of personal beliefs and attitudes regarding diversity and how these are shaped;
- critically examine the concepts of power, privilege, oppression, discrimination, prejudice, stereotypes, pluralism, multiculturalism, multidimensionality, and intersectionality;
- understand various forms of diversity and “isms” found in Canadian society and their relevance to social work practice;
- critically examine theoretical frameworks and social work practice approaches as they relate to diversity within

Canadian society; and

- conduct culturally sensitive, inclusive, and egalitarian social work practice with individuals, families, groups and communities.

This online course was developed by Arshi Shaikh, with instructional design and multimedia development support provided by the Centre for Extended Learning. Further media production was provided by Instructional Technologies and Multimedia Services.





About the Course Instructor and Author

Course Instructor — Ela Smith

Course Author — Arshi Shaikh

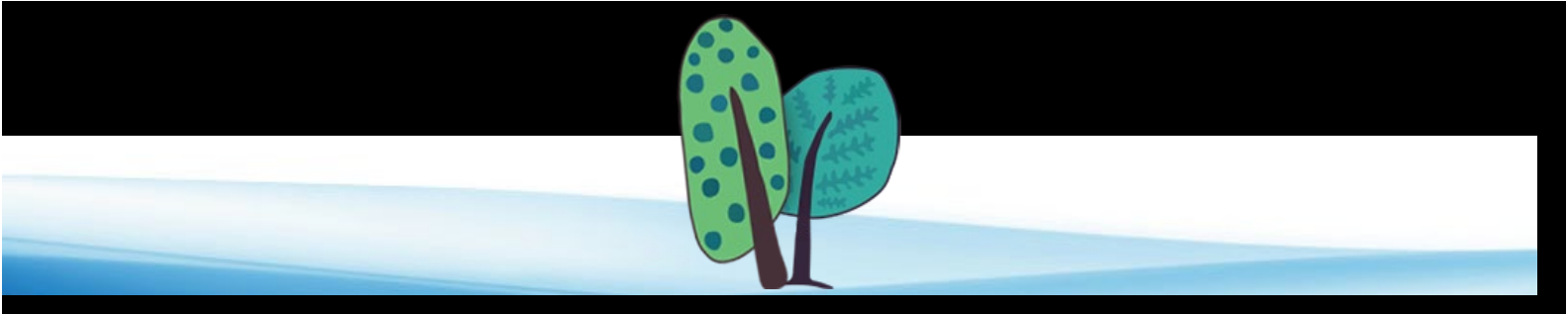
Arshi Shaikh is an Associate Professor in the Department of Social Development Studies at Renison University College-University of Waterloo.

Dr. Shaikh is a Registered Social Worker in the province of Ontario. Dr. Shaikh's recent research activities pertain to the areas of resilience and mental health, family homelessness, international community development, sustainable food systems and their connections with health outcomes, food insecurity and poverty, and supportive housing for older adults.

Dr. Shaikh has authored and co-authored research reports, peer-reviewed journal articles, book chapters and conference presentations on the topics of resilience, postpartum depression, homelessness, and supportive housing for older adults.



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Materials and Resources

Textbook

There is no required textbook. However, there are optional weekly readings from the book:

Anzovino, T., Oresar, J., & Boutillier, D. (2019). *Walk a mile: A journey towards justice and equity in Canadian Society* (2nd edition). Toronto, Ontario: Nelson Education Ltd.

For textbook ordering information, please contact the [W Store | Course Materials + Supplies](#).

For your convenience, you can compile a list of required and optional course materials through [BookLook](#) using your Quest userID and password. If you are having difficulties ordering online and wish to call the Waterloo Bookstore, their phone number is +1 519 888 4673 or toll-free at +1 866 330 7933. Please be aware that textbook orders **CANNOT** be taken over the phone.

Course Reserves

[Course Reserves for Students](#) are used in this course. Course Reserves can be accessed using the **Library Resources** widget on the **Course Home** page.

Resources

- Library services for [Co-op students on work term and students taking online courses](#)





Grade Breakdown

The following table represents the grade breakdown of this course.

Activities and Assignments	Weight
Reflection Activities	20%
Discussion Forum Participation + Discussion Participation Self Evaluation	20%
Non-Comfort Zone Experience Paper	25%
Case Study Discussions (2 x 2.5%)	5%
Self-Awareness Paper	30%

Official Grades

Official Grades and Academic Standings are available through [Quest](#).





Course Policies

Course Policies

Late Policy

Let the instructor know by email prior to the due date if an assignment will be late and arrangements can be made on a case-by-case basis. However, medical documentation will need to be provided to submit an assignment after the due date if arrangements were not made prior to the due date.





University Policies

Submission Times

Please be aware that the University of Waterloo is located in the **Eastern Time Zone** (GMT or UTC-5 during standard time and UTC-4 during daylight saving time) and, as such, the time that your activities and/or assignments are due is based on this zone. If you are outside the Eastern Time Zone and require assistance with converting your time, please try the Ontario, Canada Time Converter (http://www.worldtimeserver.com/convert_time_in_CA-ON.aspx).

Short-Term Absences

Review the University of Waterloo's Accommodations (<http://ugradcalendar.uwaterloo.ca/page/Acad-Regs-Accommodations>) policy for more details.

Additionally, undergraduate students have the option to self-declare a short-term absence during the formal lecture period by following the Undergraduate student short-term absences (<https://uwaterloo.ca/registrar/current-students/undergraduate-student-short-term-absences>) process outlined by the Registrar's Office.

Please follow the instructions above and contact your instructor for applicable accommodations.

Academic Integrity

In order to maintain a culture of academic integrity, members of the University of Waterloo community are expected to promote honesty, trust, fairness, respect, and responsibility. **If you have not already completed the online tutorial regarding academic integrity you should do so as soon as possible.**

Undergraduate students should see the Undergraduate Academic Integrity Module (<https://uwaterloo.ca/library/research-supports/academic-integrity/undergraduate-academic-integrity-module>) and graduate students should see the Graduate Academic Integrity Module (<https://uwaterloo.ca/library/get-assignment-and-research-help/academic-integrity/graduate-students-and-academic-integrity>) website.

Proper citations are part of academic integrity. Citations in CEL course materials usually follow CEL style, which is based on APA style. Your course may follow a different style. If you are uncertain which style to use for an assignment, please confirm with your instructor or TA.

For further information on academic integrity, please visit the Office of Academic Integrity (<http://uwaterloo.ca/academic-integrity/>).

Turnitin

Turnitin.com: Text matching software (Turnitin®) may be used to screen assignments in this course. Turnitin® is used to verify that all materials and sources in assignments are documented. Students' submissions are stored on a U.S. server, therefore students must be given an alternative (e.g., scaffolded assignment or annotated bibliography), if they are concerned about their privacy and/or security. Students will be given due notice, in the first week of the term and/or at the time assignment details are provided, about arrangements and alternatives for the use of Turnitin® in this course.

It is the responsibility of the student to notify the instructor if they, in the first week of term or at the time assignment details are provided, wish to submit the alternate assignment.

Turnitin® at Waterloo (<https://uwaterloo.ca/academic-integrity/integrity-waterloo-faculty/turnitinr-waterloo>)

Discipline

A student is expected to know what constitutes academic integrity (<http://uwaterloo.ca/academic-integrity/>) to avoid committing an academic offence, and to take responsibility for their actions. A student who is unsure whether an action constitutes an offence, or who needs help in learning how to avoid offences (e.g., plagiarism, cheating) or about “rules” for group work/collaboration, should seek guidance from the course instructor, academic advisor, or the undergraduate Associate Dean. For information on categories of offences and types of penalties, students should refer to Policy 71 - Student Discipline (<https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policy-71>). For typical penalties, check Guidelines for the Assessment of Penalties (<https://uwaterloo.ca/secretariat/guidelines/guidelines-assessment-penalties>).

Appeals

A decision made or penalty imposed under Policy 70 - Student Petitions and Grievances (<https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policy-70>), (other than a petition) or Policy 71 - Student Discipline (<https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policy-71>), may be appealed if there is a ground. A student who believes they have a ground for an appeal should refer to Policy 72 - Student Appeals (<https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policy-72>).

Grievance

A student who believes that a decision affecting some aspect of their university life has been unfair or unreasonable may have grounds for initiating a grievance. Read Policy 70 - Student Petitions and Grievances (<https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policy-70>), Section 4. When in doubt please be certain to contact the department’s administrative assistant who will provide further assistance.

Final Grades

In accordance with Policy 46 - Information Management (<https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policies/policy-46-information-management>), Appendix A - Access to and Release of Student Information, the Centre for Extended Learning does not release final examination grades or final course grades to students. Students must go to Quest (<https://uwaterloo.ca/quest/>) to see all final grades. Any grades posted in Waterloo LEARN are unofficial.

AccessAbility Services

AccessAbility Services (<https://uwaterloo.ca/accessability-services/>), located in Needles Hall, collaborates with all academic departments to arrange appropriate accommodations for students with disabilities without compromising the academic integrity of the curriculum. If you require academic accommodation to lessen the impact of your disability, please register with AccessAbility Services at the beginning of each academic term and for each course.

Accessibility Statement

The Centre for Extended Learning strives to meet the needs of all our online learners. Our ongoing efforts to become aligned with the Accessibility for Ontarians with Disabilities Act (AODA) (<http://www.ontario.ca/laws/statute/05a11>) are guided by University of Waterloo accessibility Legislation (<https://uwaterloo.ca/human-resources/accessibility/legislation>) and policy and the World Wide Web Consortium's (W3C) Web Content Accessibility Guidelines (WCAG) 2.0 (<http://www.w3.org/TR/WCAG20/>). The majority of our online courses are currently delivered via the Desire2Learn Learning Environment. Learn more about Accessibility at D2L (<http://www.d2l.com/accessibility/standards/>).

Use of Computing and Network Resources

Please see the Guidelines on Use of Waterloo Computing and Network Resources (<https://uwaterloo.ca/information-systems-technology/about/policies-standards-and-guidelines/campus-computing-and-network/guidelines-use-waterloo-computing-and-network-resources>).

Copyright Information

UWaterloo's Web Pages

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Other Sources

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If there are any questions about this notice, please contact the University of Waterloo, Centre for Extended Learning, Waterloo, Ontario, Canada, N2L 3G1 or extendedlearning@uwaterloo.ca (<mailto:extendedlearning@uwaterloo.ca>).