



**HC 497: Diversity, Equity, and Inclusion (DEI) Leadership and Advocacy
Course Syllabus
Spring 2023**

Instructor: Tana Yager, MS, LPC, NCC
Meeting Time: TR 1230-145pm
Location: BA 221
Office: HC 300 – Prairie Crossing
Office Hours: By appointment; on campus Tuesdays and Thursdays
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COURSE INFORMATION

Course Description

This course will be ran as a hybrid of lecture and discussion. First students will learn about the concepts of diversity, equity, inclusion, acceptance, social justice, leadership, and advocacy; then we will discuss and apply these ideas with real world application. This course is meant to equip students with a solid foundation of DEI education as well as start preparing them as future leaders to utilize these concepts and advocate for more inclusive environments. While the subject matter will be serious, the course is designed to be enjoyable and easily digestible.

Materials – Textbooks, Readings, Supplementary Readings

There are no required textbooks for this class. However, students will be given appropriate handouts and articles as needed.

Learning Outcomes

- Students will develop working definitions related to diversity, equity, and inclusion
- Students will develop working definitions related to leadership and advocacy
- Students will be able to discuss the importance of incorporating DEI in all settings
- Students will learn ways to actively start implanting DEI strategies
- Students will be able to navigate difficult conversations about privilege, oppression, and advocacy

COURSE REQUIREMENTS

Instructional Methods, Activities, and Assessments

This class will be ran as a seminar course with numerous discussions and critical thinking. It will not be a typical lecture course. The skills and concepts you learn in this course shouldn't be merely memorized – they should be put into practice in your daily lives. Those practices require us to discuss your experiences during

implementation. This course will be held face to face, but all assignments will be submitted via D2L unless otherwise noted.

All assignments, schedules, and due dates are subject to change.

Journal Entry One:

Students will complete a 2 page journal entry responding to the prompt:

What (do I think) is diversity? Equity? Inclusion? What (do you think) it means to advocate? What do I hope to get from this class?

No citation required. Response should be 12pt font and double spaced. Please add a header and title. A minimum of one page of text should be written for full credit.

	Not submitted or submitted late, off topic, poor scholarly work	Submitted but does not meet length and/ or answer prompt	Submitted and meets all requirements
Journal Entry	0-29	30-44	45-50

Points: 50

Active Participation:

Active participation is a huge portion of this course as it is created to be an interactive class. To practice and implement the materials learned each week, there will be a respective activity for students to practice and discuss in class. For maximum points, students will be expected to actively attend class and participate in class discussions.

	Poor attendance, did not participate in activities	Attended class, but missed multiple sections; Limited participation	Attended all classes; actively participated in all activities
Activity	0-69	70-89	90-100

Points: 100

Journal Entry Two:

Students will complete a 2 page journal entry responding to the prompt:

What messages about leadership did you receive growing up and where did those come from? What impact has it had on my life? AND Do I now act those or modify them in some way?

No citation required. Response should be 12pt font and double spaced. Please add a header and title. A minimum of one page of text should be written for full credit.

	Not submitted or submitted late, off topic, poor scholarly work	Submitted but does not meet length and/ or answer prompt	Submitted and meets all requirements
Journal Entry	0-29	30-44	45-50

Points: 50

Ten Minute Expert

Students will review recent laws regarding discrimination and social justice issues. Students will then offer a brief presentation in class to review their findings and discuss applications and alternatives.

Points: 150

Journal Entry Three:

Students will complete a 2 page journal entry responding to the prompt:

Which elements of your identity do you feel are oppressed and which elements do you feel are oppressed? How can your unique live experience play a role in your ability to be a leader and advocate for others?

No citation required. Response should be 12pt font and double spaced. Please add a header and title. A minimum of one page of text should be written for full credit.

	Not submitted or submitted late, off topic, poor scholarly work	Submitted but does not meet length and/or answer prompt	Submitted and meets all requirements
Journal Entry	0-29	30-44	45-50

Points: 50

Journal Entry Four:

Students will complete a 2 page journal entry responding to the prompt:

Overall, What did I learn from this class? What is my understanding of DEI and how will I implent

No citation required. Response should be 12pt font and double spaced. Please add a header and title. A minimum of three pages of text should be written for full credit.

	Not submitted or submitted late, off topic, poor scholarly work	Submitted but does not meet length and/or answer prompt	Submitted and meets all requirements
Journal Entry	0-24	25-39	40-50

Points: 50

Grading

Active Participation 100
Journal Entry One 50

Journal Entry Two	50
Journal Entry Three	50
Journal Entry Four	100
Media Journal	150

A total of 500 points is available this semester. Final grades are based on the total number of points earned during the term in accordance, generally, with the following levels of proficiency:

- A = 450-500
- B = 400-449
- C = 350-399
- D = 300-349
- F = 299 and below

TECHNOLOGY REQUIREMENTS, ACCESS AND NAVIGATION

Students will need access to the internet, a word processor, some presentation software (Powerpoint, Prezi, Canva, etc.) and a computer to access D2L for assignment submission.

COURSE AND UNIVERSITY PROCEDURES/POLICIES

(1) ADA Statement

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you have a disability requiring an accommodation, please contact:

Office of Student Disability Resources and Services
 Texas A&M University-Commerce
 Gee Library- Room 132
 Phone (903) 886-5150 or (903) 886-5835
 Fax (903) 468-8148
 Email: StudentDisabilityServices@tamuc.edu

Website: [Office of Student Disability Resources and Services](http://www.tamuc.edu/campusLife/campusServices/studentDisabilityResourcesAndServices/)
<http://www.tamuc.edu/campusLife/campusServices/studentDisabilityResourcesAndServices/>

(2) Statement on Nondiscrimination:

A&M-Commerce will comply in the classroom, and in online courses, with all federal and state laws prohibiting discrimination and related retaliation on the basis of race, color, religion, sex, national origin, disability, age, genetic information or veteran status. Further, an environment free from discrimination on the basis of sexual orientation, gender identity, or gender expression will be maintained.

(3) "All students enrolled at the University shall follow the tenets of common decency and acceptable behavior conducive to a positive learning environment." (See Student's Guide Handbook, Policies and Procedures, Conduct). Silence all cell phones. Texting during class is not permitted.

Further, students at Texas A&M University-Commerce are expected to maintain high standards of integrity and honesty in all of their scholastic work. For more details and the definition of academic dishonesty see the following procedures:

[Undergraduate Academic Dishonesty 13.99.99.R0.03](#)

<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/13students/undergraduates/13.99.99.R0.03UndergraduateAcademicDishonesty.pdf>

- (4)** Texas Senate Bill – 11 (Government Code 411.2031, et al.) authorizes the carrying of a concealed handgun in Texas A&M University-Commerce buildings only by persons who have been issued and are in possession of a Texas License to Carry a Handgun. Qualified law enforcement officers or those who are otherwise authorized to carry a concealed handgun in the State of Texas are also permitted to do so. Pursuant to Penal Code (PC) 46.035 and A&M-Commerce Rule 34.06.02R1, license holders may not carry a concealed handgun in restricted locations. For a list of locations, please refer to (<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/34SafetyOfEmployeesAndStudents/34.06.02.R1.pdf>) and or consult your event organizer). Pursuant to PC 46.035, the open carrying of handguns is prohibited on all A&M-Commerce campuses. Report violations to the University Police Department at 903-886-5868 or 9-1-1.

(5) Attendance:

For more information about the attendance policy please visit the [Attendance](#) webpage and [Procedure 13.99.99.R0.01](#).

<http://www.tamuc.edu/admissions/registrar/generalInformation/attendance.aspx>

<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/13students/academic/13.99.99.R0.01.pdf>

- (6)** Students should not attend class when ill or after exposure to anyone with a communicable illness. Communicate such instances directly with your instructor. Faculty will work to support the student getting access to missed content or completing missed assignments.
- (7)** The Counseling Center at A&M-Commerce, located in the Halladay Building, Room 203, offers counseling services, educational programming, and connection to community resources for students. Students have 24/7 access to the Counseling Center's crisis assessment services by calling 903-886-5145. For more information regarding Counseling Center events and confidential services, please visit www.tamuc.edu/counsel

COURSE OUTLINE / CALENDAR

TBD

The instructor will notify the class accordingly if this schedule changes.