

Accelerating Equity Through Corporate Action

MGMT 579

**Spring Quarter
(Second Half)
Wednesdays
6:00-9:30 pm**

Instructor's Foundational Philosophy

To address inequity, we must first understand the origin of the problem, the many ways in which the problem manifests itself, and how the problem is propagated. Only then can we get into the real work of breaking down systems and building structures that accelerate our path towards a truly equitable existence.

Explore the role corporate America could have in our radically transforming towards a more equitable society, redesigning oppressive systems into liberatory structures that have greater beneficial impact, and shifting hearts and minds that are inculcated by harmful stereotypes and cognitive dissonance.

We will take a historical view of the impact privilege, dominant society, and immutable characteristics (mainly race and gender) have on the shape of current society (mainly the work and marketplace). Through inclusive design principles, we will challenge traditional notions of success in business and how we are accustomed to accomplishing work and life. We will use those principles to unlock the courage to rebuild systems that adversely impact marginalized people for the betterment of society as a whole.

Humanity can be Elevated

Humanity will be elevated when there is true equity and inclusion.

Existing Equality Laws Leave Major Equity Gaps

Law and policy have failed to bring the wholesale change needed to accelerate equity and inclusion.

Corporations Can Accelerate Change And Parity

Corporations are a force that can break systematic forms of oppression and bring the change necessary for parity sooner.

The course will empower you to approach equity in a critical way and use tools necessary to drive diversity, equity, and inclusion in business and throughout society.