



School of Human Kinetics and Recreation

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**HKR 2500
Diversity and Inclusion
Course Outline
Winter 2021**

Course Instructor: Dr. Kyle Pushkarenko

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Office Hours: By appointment

Class Times: Tuesday & Thursday from 9:00-10:15am

Course Description:

Graduates from the School of Human Kinetics and Recreation can expect to work in diverse workplaces and will need to understand issues of diversity and inclusion. The objective of this course is to provide students with broader perspectives on diversity and inclusion for a global society through discussion of theory, research, and practice. Diversity is often equated with affirmative action and other points of view rooted in social justice. Overall, there are many strands of research that are discipline specific that provide a strong case for why diversity matters. This course will explore diversity and inclusion from a multi-disciplinary Human Kinetics & Recreation perspective and explore some of the popular misconceptions on the topic. Throughout this course, we will explore how elements of the social structure construct categories of race, class, gender, sexuality, ability, size, religion, and age have been transformed into systems of oppression and privilege.

Land Acknowledgment:

We respectfully acknowledge the territory in which we gather for this course as the ancestral homelands of the Beothuk, and the island of Newfoundland as the ancestral homelands of the Mi'kmaq and Beothuk. We would also like to recognize the Inuit of Nunatsiavut and NunatuKavut and the Innu of Nitassinan, and their ancestors, as the original people of Labrador. We strive for respectful relationships with all the peoples of this province as we search for collective healing and true reconciliation and honour this beautiful land together.

Communication:

Email communication with instructors is acceptable but must be done using the university email

system (your@mun.ca account). When sending an email to instructors, **HKR 2500** should be in the subject field. Email will be considered appropriate for general communication in relation to the course (e.g., basic logistical questions of a practical nature such as assigned readings, clarifying due dates, assignments, course content, and study questions). Proper email etiquette is expected! Specific personal inquiries and questions regarding assessment, evaluation, and grading (marks, grades, extensions, and the like), that are more serious in nature, are to be made in person with Dr. Pushkarenko.

PLEASE NOTE: Emails will be returned in as timely a manner as possible. Emails received *after 5pm on weekdays* however, will not be returned until, at a minimum, after 9am the following day. Emails received *after 5pm on a Friday* will not be returned until, at a minimum, after 9am the next work day (e.g. Monday, if not a holiday).

Course Objectives:

Upon completion of the course students will:

1. Understand the value of a diverse and inclusive organization.
2. Facilitate dialogue about diversity and inclusion.
3. Understand diversity in a global context.
4. Articulate research and practice in support of diversity and inclusion with Human Kinetics and Recreation and beyond.

Required Course Text and Readings:

- Sensoy, O., & DiAngelo, R. (2017). *Is Everyone Really Equal? An Introduction to Key Concepts in Social Justice Education (2nd Edition)*. New York, NY: Teachers College Press.
- At various times, additional readings will be placed on Bright Space.
- Other Supports:
 - Banaji, M. R., & Greewald, A. G. (2013). *Blind Spot – Hidden Biases of Good People*. New York, NY: Bantam Books.
 - Robinson. D. B., & Randall, L. (2016). *Social Justice in Physical Education*. Toronto, ON: Canadian Scholars Press, Inc.

Organization of the Course:

The course involves asynchronous lectures, timed quizzes, online class discussions and activities, guest speakers, synchronous and online reviews and, and student presentations.

Bright Space (Desire 2 Learn):

This course will use D2L as a method of communication to provide students with course materials (i.e. course syllabus, course schedule & scheduling changes, if needed). The professor may communicate with the class as a whole using D2L mail, and therefore you should check your account regularly. Changes in course location will be indicated on D2L. You will need a MUN login ID to access D2L. More information can be found at <https://online.mun.ca/>

Course Schedule:

Please see last page for the tentative course schedule. The course schedule is subject to change at the discretion of the instructor.

Student Expectations:

Preparedness for Class:

Class discussions and exercises will be a major component of this course. As a result, students are expected to independently engage with the material presented in the asynchronous lectures, and be prepared to participate in the online discussions. It is expected that every student will have read the assigned readings from D2L prior to posting the online discussion topics. While not mandatory, students should consider engaging in discussion, debate and dialogue with the instructor and their peers. It is the responsibility of the student to notify the instructor of any justifiable reason that causes an inability to obtain the lecture material, or participate in the online quizzes (i.e., online connection problems, etc.). If at all possible, please do not request class notes from the professor. Instead, please try to obtain notes from peers for material/information that is missed.

Respectful Engagement:

Respectful engagement with others is expected throughout the class. We will work together to create a learning community within the course that supports everyone's learning.

Support and Accommodation:

Any student who needs support, accommodation, or any other assistance, in this course should make an appointment with me to discuss all possibilities and considerations. Please do this earlier rather than later (i.e. the first two weeks of class would be ideal). Accommodations will be provided on an individual basis as determined by documented need. Students can also contact the Glenn Roy Blundon Centre for further information www.mun.ca/blundon.

Academic dishonesty will not be tolerated in this course. Students are asked to read General Regulations Section 6.12, Academic Misconduct, University Calendar 2019-2020 to ensure they

understand how the University and I define academic offenses and the procedures that will be used to deal with such offenses should they occur. Section 6.12.4 is copied below:

Academic offences shall be deemed to include, but shall not be limited to, the following:

- **Cheating on examinations or any other tests, theses, assignments, work term reports, projects, laboratory assignments, laboratory reports or internship reports:** This includes copying from another student's work or allowing another student to copy from one's own work; consulting with any unauthorized person during an examination or test; possessing unauthorized aids; using unauthorized aids; or knowingly recording or reporting false empirical or statistical data. The work referred to includes examinations, theses, assignments, work term reports, projects, laboratory assignments, laboratory reports, internship reports, or any other tests which are to be used in judging the student's performance in a course or program of study, or on any special tests which the University may offer.
- **Impersonating another student or allowing oneself to be impersonated:** This includes the imitation of a student or the entrance into an arrangement with another person to be impersonated for the purposes of taking examinations or tests or carrying out laboratory or other assignments.
- **Plagiarism:** Plagiarism is the act of presenting the ideas or works of another as one's own. This applies to all material such as essays, laboratory assignments, laboratory reports, work term reports, design projects, seminar presentations, statistical data, computer programs, research results and theses. The properly acknowledged use of sources is an accepted and important part of scholarship. Use of such material without acknowledgment is contrary to accepted norms of academic behaviour. Information regarding acceptable writing practices is available through the Writing Centre at www.mun.ca/writingcentre.
- **Theft of examination papers or other material:** This includes obtaining by any improper means examination papers, tests, or any other such material.
- **Use and/or distribution of stolen material:** This includes the use of material which the student knows to have been improperly obtained and/or the distribution of such material.
- **Submitting false information:** This includes falsifying academic forms or records, submitting false credentials, medical or other certificates, or making a false, misleading or incomplete declaration to the University.
- **Submitting work for one course or work term which has been or is being submitted for another course or work term at this or any other institution without express permission to do so:** This includes the presentation of an essay, report or assignment to satisfy some or all of the requirements of a course when that essay, report, or assignment has been previously submitted or is concurrently being submitted for another course without the express permission of the professor(s) involved.
- **Prevention or obstruction of access to works or materials provided by the University needed by others for academic purposes.**

- Attempt of bribery, and/or threat of blackmail to influence the award of any credit, grade, honour or academic decisions.
- Failure to follow relevant University/Faculty/School guidelines on ethics.
- Failure to follow the [Memorial University of Newfoundland Code](#).

All written assignments will be submitted with a statement on the cover page certifying that the assignment is the student's work and that it does not contravene Memorial University of Newfoundland's General Regulation 6.12.4 Academic Offences. All written assignments must conform to APA citation style covered in the 6th (2009) Edition of the Publication Manual of the American Psychological Association that is available in the reference section of the library or in the bookstore.

Assignment Submission:

Excellent academic performance depends on students doing their work not only well, but on time. Assignments are to be submitted via Bright Space (D2L).

Late Assignment Policy:

Assignments are due by 11:59 pm on the date listed in this course outline. Assignments received after this deadline will be penalized 10% per day that the assignment is late. If your assignment is more than 5 days late (including weekends and holidays), it will not be evaluated and a grade of 0 will automatically be assigned. Exceptions to the late assignment penalty for reasons such as illness, compassionate grounds, etc. will be considered by the Course Instructor ***if discussed before the assignment is due.***

Course Evaluation:

The final grade for HKR 2500 will be based on the following items weighted as indicated:

A. Module Quizzes (6 - 5% each)	Value: 30%	Date: January 21 February 4, 18 March 11, 25 April 8 (DUE BY THE FOLLOWING TUESDAY)
B. Self-Reflection Assignment (2 parts)	Value:	Date:
Part 1: Recognizing Bias	20%	February 9, 2021
Part 2: What now? Video	20%	April 6, 2021
C. Module Mini-Assignments (6 – 5% each)	Value: 30%	Date: January 21 February 4, 18 March 11, 25 April 8 (DUE BY THE FOLLOWING TUESDAY)

Module Quizzes:

You will be given a total of 6 quizzes over the course of the semester. Each quiz will cover content covered in the lectures, readings, videos, and on-line discussions immediately prior to that date (i.e., material between each of the quizzes; you will not be quizzed on material that has already been quizzed on). Each quiz will consist of 10-12 questions in a variety of formats, including multiple choice, fill-in-the-blank, and true/false. These quizzes will be online, timed, and due the following Tuesday (8:59am) from which they are given (on a Thursday).

Self-Reflection Assignment:

This assignment contains 2 distinct components. In Part 1 (i.e., Recognizing Bias), you will write a 2-3 page personal reflection on an instance in which you have encountered bias. This can be within a sport, educational, or professional context, and can reflect an instance where you were either the recipient of bias or implemented bias knowingly/unknowingly. In Part 2 (i.e., What now? Video), you will create a 5-minute, professional and polished video that highlights key learnings from the course and how these learnings apply to how you have experienced bias in the past. Moreover, you will indicate how you intend to move forward should you encounter similar instances/experiences in the future. Part 1 of this assignment is Due on February 9, 2021, while Part 2 is due on April 6, 2021. More details on this assignment and how each part will be evaluated will be provided in class.

Module Mini-Assignments:

You will be given a total of 6 mini-assignments (i.e., discussion posts, read and respond to a video, etc.) over the course of the semester. These mini-assignments will be directly related to the material covered in the lectures, immediately prior to that date. Each assignment will be graded according to a rubric provided on Brightspace. Like the quizzes, these assignments will be due the following Tuesday (8:59am) from which they are given (on a Thursday).

Copyright:

All course and lab material produced by the aforementioned instructor and teaching assistant(s) are subject to copyright to the aforementioned instructor (and all rights are reserved). This is an agreement between you, the end user, and the instructor(s). By viewing any course or lab material, you are agreeing to be bound by the terms of this agreement. If you do not agree to the terms of this agreement, promptly delete all lecture, lab material and related files from all storage media.

- 1. *Grant of license:*** You are granted the right to use this course's lecture and lab material for your own individual work. You may not network lecture or lab material or otherwise use them on more than one computer or computer terminal at a time.

2. Copyright: This course's lecture and lab material are owned by the aforementioned instructor and are protected by Canadian copyright laws, international treaty provisions, and all other applicable national laws. Therefore, you must treat lecture and lab material like any other copyrighted material (e.g., a book) except that you may either (a) make one copy of lecture and lab material solely for your own individual work, backup or archival purposes, or (b) transfer lecture and lab material to a single hard disk provided you keep the original solely for backup or archival purposes.

3. Other restrictions: You may not rent, lease, or sell this course's lecture or lab material. You may not distribute lecture and lab material without the express written consent of the rights holder, the aforementioned instructor.

Viewing the course and lab material on Bright Space or any other form is taken as understanding of and agreement to comply with the above terms and conditions.

Copyright and for use in citing and referencing course materials:

Pushkarenko, K. (Winter 2021). *HKR 2500 – Diversity and Inclusion*. School of Human Kinetics and Recreation. Memorial University of Newfoundland.

HKR 2500 Course Schedule – Winter 2021

Date:		Topic:	Reading:	Evaluation:
Jan.	7	Meet the Professor – Course outline and expectations		
	12	L1: Introduction/Social Justice	Sensoy & DiAngelo, 2017 (Chapter 1)	
	14	L2: Positionality	Sensoy & DiAngelo, 2017 (Chapter 1);	
	19	L3: Critical/reflexive thinking/Critical Theory	Sensoy & DiAngelo, 2017 (Chapter 2)	
	21	Online Review / Quiz #1 (L1/L2/L3) / Module Mini-Assignment #1		
	26	L4: Foundations/terminology	Sensoy & DiAngelo, 2017 (Chapters 3, 4, 5)	
	28	L5: Foundations/terminology cont'd		
Feb.	2	L6: Ableism and Privilege	Goodley & Runswick-Cole, 2011; Sensoy & DiAngelo, 2017 (Chapter 6)	
	4	Online Review / Quiz #2 (L4/L5/L6) / Module Mini-Assignment #2		
	9	L7: Mental health and addiction		
	11	L8: Ageism		Part 1: Self-Reflection Due
	16	L9: Sizeism (the obesity discourse)		
	18	Online Review / Quiz #3 (L7/L8/L9) / Module Mini-Assignment #3		

	23	SEMESTER BREAK		
	25			
Mar	2	L10: Classism	Sensoy & DiAngelo, 2017 (Chapter 10)	
	4	L11: Sexual orientation, Gender and Sexism	Sensoy & DiAngelo, 2017 (Chapter 7)	
	9	L12: Sexual orientation, Gender and Sexism cont'd		
	11	Online Review / Quiz #4 (L10/L11/L12) / Module Mini-Assignment #4		
	16	L13: Race and ethnicity – racism (black and white)	Sensoy & DiAngelo, 2017 (Chapter 8, 9)	
	18	L14: Race and ethnicity – racism (black and white) cont'd		
	23	L15: Race and ethnicity – Indigenous populations		
	25	Online Review / Quiz #5 (L13/L14/L15) / Module Mini-Assignment #5		
	30	L16: Race and ethnicity – Indigenous		
Apr.	1	L17: Race and ethnicity - immigrants		Part 2: Self Reflection Due
	6	L18: Religion		
	8	Online Review / Quiz #6 (L16/L17/L18) / Module Mini-Assignment #6		