

Washtenaw Community College Comprehensive Report

UAT 165 Equal Opportunity and Equitable Practices in Apprenticeship (UA 2105) Effective Term: Spring/Summer 2023

Course Cover

College: Advanced Technologies and Public Service Careers

Division: Advanced Technologies and Public Service Careers

Department: United Association Department

Discipline: United Association Training

Course Number: 165

Org Number: 28200

Full Course Title: Equal Opportunity and Equitable Practices in Apprenticeship UA 2105

Transcript Title: Equal Opportun in Appren 2015

Is Consultation with other department(s) required: No

Publish in the Following:

Reason for Submission: New Course

Change Information:

Rationale: New United Association course

Proposed Start Semester: Spring/Summer 2022

Course Description: In this course, students will work to establish a professional and inclusive environment, providing uniform guidance to encourage and maintain positive and inclusive environments at local training centers. Topics will include diversity, equity, and inclusion (DEI), as related to equal opportunity, protected classes, anti-harassment, and discrimination. Students will apply practical examples, group exercises, and ethical decision-making discussions encompassing diversity, equity, and inclusion. Limited to United Association program participants.

Course Credit Hours

Variable hours: No

Credits: 1.5

The following Lecture Hour fields are not divisible by 15: Student Min ,Instructor Min

Lecture Hours: Instructor: 22.5 Student: 22.5

The following Lab fields are not divisible by 15: Student Min, Instructor Min

Lab: Instructor: 1.5 Student: 1.5

Clinical: Instructor: 0 Student: 0

Total Contact Hours: Instructor: 24 Student: 24

Repeatable for Credit: NO

Grading Methods: Letter Grades

Audit

Are lectures, labs, or clinicals offered as separate sections?: NO (same sections)

College-Level Reading and Writing

College-level Reading & Writing

College-Level Math

Requisites

General Education

Request Course Transfer

Proposed For:

Student Learning Outcomes

1. Identify events in the history of equal opportunity in registered apprenticeship programs.

Assessment 1

Assessment Tool: Outcome-related quiz

Assessment Date: Spring/Summer 2023

Assessment Cycle: Every Three Years

Course section(s)/other population: All

Number students to be assessed: All

How the assessment will be scored: Answer key

Standard of success to be used for this assessment: 80% of the students will score 80% or higher.

Who will score and analyze the data: U.A. instructors

2. Recognize unconscious bias and behaviors to help create and develop a culture of inclusiveness.

Assessment 1

Assessment Tool: Outcome-related role-playing discussion

Assessment Date: Spring/Summer 2023

Assessment Cycle: Every Three Years

Course section(s)/other population: All

Number students to be assessed: All

How the assessment will be scored: Rubric

Standard of success to be used for this assessment: 80% of the students will score 80% or higher.

Who will score and analyze the data: U.A. instructors

3. Identify harassment and discrimination and explain how to address and prevent them.

Assessment 1

Assessment Tool: Outcome-related role-playing discussion

Assessment Date: Spring/Summer 2023

Assessment Cycle: Every Three Years

Course section(s)/other population: All

Number students to be assessed: All

How the assessment will be scored: Rubric

Standard of success to be used for this assessment: 80% of the students will score 80% or higher.

Who will score and analyze the data: U.A. instructors

4. Define reasonable accommodations for disabilities and Individualized Education Plans (IEPs) that training centers can provide for students, instructors, and administration.

Assessment 1

Assessment Tool: Outcome-related quiz

Assessment Date: Spring/Summer 2023

Assessment Cycle: Every Three Years

Course section(s)/other population: All

Number students to be assessed: All

How the assessment will be scored: Answer key

Standard of success to be used for this assessment: 80% of the students will score 80% or higher.

Who will score and analyze the data: U.A. instructors

5. Recognize the role of training center committees, instructors, and administration in advancing diversity, equity, and inclusion in apprenticeship programs.

Assessment 1

Assessment Tool: Outcome-related oral quiz

Assessment Date: Spring/Summer 2023

Assessment Cycle: Every Three Years

Course section(s)/other population: All

Number students to be assessed: All

How the assessment will be scored: Rubric

Standard of success to be used for this assessment: 80% of the students will score 80% or higher.

Who will score and analyze the data: U.A. instructors

Course Objectives

1. Discuss the history of the Equal Employment Opportunity (EEO) and the federally protected groups in registered apprenticeships.
2. Recognize the requirements of Code of Federal Regulations 29 CFR 30.
3. Discuss the importance of equity and inclusion in the recruiting and retention of apprentices from diverse backgrounds.
4. Discuss the awareness of unconscious bias and the effects it can have on diversity and inclusion.
5. Define and discuss cultural competency and the differences between acceptance and tolerance.
6. Recognize the importance of interaction and behavior to create a culture of inclusiveness.
7. Discuss how to reduce the impact of unconscious bias in the recruiting and interviewing process for apprenticeship.
8. Discuss how to reduce the impact of unconscious bias on the jobsite and office environment.
9. Recognize and discuss the concepts of a hostile work environment as it pertains to harassment, sexual harassment, sexual orientation, religion, and other protected categories.
10. Identify and discuss the concepts and ramifications of retaliation.
11. Recognize the safety implications of harassment and discrimination at a jobsite and in an office environment.
12. Discuss how to investigate and respond to a complaint of harassment or discrimination.
13. Discuss bystander intervention programs and its resources.
14. Define and discuss a disability and what constitutes reasonable accommodation.
15. Discuss pregnancy as a disability and the potential need for reasonable accommodations.
16. Discuss Individualized Educations Plans (IEPs) and its implementation at local training centers.
17. Discuss ways to advance DEI within an apprenticeship program.
18. Identify the key stakeholders, committees, and members who can play a role and take initiative in the advancement of DEI in apprenticeship programs.

New Resources for Course

Course Textbooks/Resources

Textbooks
Manuals
Periodicals
Software

Equipment/Facilities

Reviewer

Faculty Preparer:

Tony Esposito

Department Chair/Area Director:

Action

Faculty Preparer

Date

Sep 16, 2022

<i>Marilyn Donham</i>	<i>Recommend Approval</i>	<i>Sep 29, 2022</i>
Dean:		
<i>Jimmie Baber</i>	<i>Recommend Approval</i>	<i>Oct 13, 2022</i>
Curriculum Committee Chair:		
<i>Randy Van Wagnen</i>	<i>Recommend Approval</i>	<i>Nov 03, 2022</i>
Assessment Committee Chair:		
<i>Shawn Deron</i>	<i>Recommend Approval</i>	<i>Nov 12, 2022</i>
Vice President for Instruction:		
<i>Victor Vega</i>	<i>Approve</i>	<i>Nov 14, 2022</i>