



**I. COURSE DESCRIPTION:**

In the Canadian culture there is a tradition of peacekeeping (amongst many other social and familial traditions). Peacekeeping is based in part on resolving conflict among various partners who have competing interests and need to share available resources. Child and Youth Workers are required to facilitate relationship building in a variety of situations that promote understanding and conflict resolution. This course is designed to study the issues of diversity in our society and design therapeutic techniques to build bridges and resolve conflicts in working with diverse populations in our multicultural society. These techniques include (and are not limited to) counselling applications and conflict resolution with individuals, families and groups; advocacy work, and informational presentations to the public. The premise is that knowledge increases understanding.

For the purposes of this course, 'diverse populations' are defined as groups that are singled out for differential treatment in society and/or express feelings of marginalization. Diverse populations, then, are not defined solely by their numerical status. In this course, ethnic and religious diversity will be examined, and the focus will include other populations such as, (again - not limited to) groups defined by sexual orientation, those whose members have a 'disability', refugees and "new Canadians", aboriginal or first nations, women and the changing roles of men (especially young men). Other topics may be considered as time permits and in consultation with the professor. Students will be encouraged to apply their knowledge acquired in other courses and field experiences. This course is designed for students to interact with and to be supportive of each other.

**II. LEARNING OUTCOMES AND ELEMENTS OF THE PERFORMANCE:**

Upon successful completion of this course, the student will demonstrate the ability to:

1. Foster and utilize therapeutic environments that respect culture and special circumstances in order to promote overall well-being and facilitate positive change and relationship for and with children, youth, and their families.

Potential Elements of the Performance:

- Assess the cultural, developmental, social, and spiritual needs of individuals and diverse groups in the context of their current environments (as appropriate);
  - Plan and implement selected strategies to foster therapeutic relationships and utilize therapeutic environments;
  - Incorporate a strength-based and practical approach to interventions;
  - Evaluate the results of implemented strategies.
2. Apply the skills of conflict resolution to the client population in various situations.

Potential Elements of the Performance

- Design and present an assigned topic area that is realistic and focused on resolving problems amongst competing interests;
  - Utilize material from other courses with particular emphasis on counseling skills and group dynamics to enhance the presentation.
3. Form professional relationships that enhance the quality of service to both the team and to “client” group.

Potential Elements of the Performance:

- Contribute to the team environment in a manner that reflects an attitude of cooperation and professionalism;
  - Consult with relevant others to gain an integrated understanding of the presenting situation.
4. Perform ongoing self-assessment and self-care to promote awareness and enhance professional competence.

Potential Elements of the Performance:

- Maintain effective and relevant professional boundaries;
  - Utilize formal and informal feedback;
  - Establish reasonable and realistic personal goals;
  - Act in accordance with ethical and professional standards;
  - Apply organizational and time management skills.
5. Identify and use professional development resources and activities that promote professional growth.

Potential Elements of the Performance:

- Determine current skills and knowledge;
  - Identify areas for professional development;
  - Initiate and engage in professional development activities.
  - Demonstrate an ability to gather resources on diverse populations, from such sources as library, community centers, and relevant internet sites.
6. Communicate effectively in oral, written, and nonverbal forms to enhance the quality of service.

Potential Elements of the Performance:

- Plan and organize communications according to the identified need;
- Communicate clearly, concisely, and accurately;
- Evaluate the results of communications;
- Utilize a variety of media to communicate.

**III. TOPICS:**

1. Overview of diversity issues and definitions.
2. The nature of discrimination, prejudice, and oppression.
3. The concept of multicultural psychology as a component of the assessment process and as an applied technique in meeting needs of clients, families and communities.
3. Specific applications geared to resolving conflict.
4. Applicable Canadian legislation and policies.
5. Personal experience and values exploration.

**IV. REQUIRED RESOURCES/TEXTS/MATERIALS:**

No text for this semester – though articles may be assigned for your reading.

**V. EVALUATION PROCESS/GRADING SYSTEM:**

All assignment requirements will be reviewed in the first class meeting, and at times throughout the course. Students who miss the first class meeting are advised to obtain the requirements from the course professor during office hours.

1. Personal paper which outlines an inventory of your attitudes towards diverse populations and your plan for responsible learning in this regard (initial plan, 10% and update 15%, outlined in student package) – 25%.
2. Term project that incorporates the concepts learned in class and applied to topics identified in the student package – 30%.
3. Case studies – 25%
4. Class attendance, including supportive and responsive participation as befits graduating students, journal writing as assigned, and/or in-class assignments – 20%.

Note: In this senior-level course, assignments are expected on time. ***Late assignments will not be graded***, unless students negotiate with the professor *prior* to the due date.

**Grading System:**

1. Personal learning plan, due date <b><u>January 30/08</u></b>	10%
2. Learning plan evaluation, due date <b><u>April 10/08</u></b>	15%
3. Case studies (or in class assignments) dates: TBA _____ & _____	25%
4. Term assignment & presentation, due date _____	30%
5. Attendance and participation through weekly journals and/or in-class assignments	20%
Total:	100%

*The following semester grades will be assigned to students in postsecondary courses:*

<u>Grade</u>	<u>Definition</u>	<u>Grade Point Equivalent</u>
A+	90 - 100%	4.00
A	80 - 89%	
B	70 - 79%	3.00
C	60 - 69%	2.00
D	50 - 59%	1.00
F (Fail)	49% and below	0.00
CR (Credit)	Credit for diploma requirements has been awarded.	
S	Satisfactory achievement in field placement or non-graded subject areas.	
U	Unsatisfactory achievement in field placement or non-graded subject areas.	
X	A temporary grade limited to situations with extenuating circumstances giving a student additional time to complete the requirements for a course.	
NR	Grade not reported to Registrar's office.	
W	Student has withdrawn from the course without academic penalty.	

**Note:** For such reasons as program certification or program articulation, certain courses require minimums of greater than 50% and/or have mandatory components to achieve a passing grade. It is also important to note, that the minimum overall GPA required in order to graduate from a Sault College program remains 2.0.

## VI. SPECIAL NOTES:

### Special Needs:

If you are a student with special needs (e.g. physical limitations, visual impairments, hearing impairments, or learning disabilities), visit the Special Needs Office – Room E1101 or call extension 2703 as soon as possible so that support services can be arranged for you. Subsequently you are encouraged to discuss with your professor accommodations required to enable you to meet the course competencies.

### Retention of course outlines:

It is the responsibility of the student to retain all course outlines for possible future use in acquiring advanced standing at other postsecondary institutions.

### Communication:

The College considers **WebCT/LMS** as the primary channel of communication for each course. Regularly checking this software platform is critical as it will keep you directly connected with faculty and current course information. Success in this course maybe directly related to your willingness to take advantage of the **Learning Management System** communication tool.

### Plagiarism

Students should refer to the definition of “academic dishonesty” in *Student Code of Conduct*. Students who engage in “academic dishonesty” will receive an automatic failure for that submission and/or such other penalty, up to and including expulsion from the course/program, as may be decided by the professor/dean. In order to protect students from inadvertent plagiarism, to protect the copyright of the material referenced, and to credit the author of the material, it is the policy of the department to employ a documentation format for referencing source material.

### Course Outline Amendments:

The professor reserves the right to change the information contained in this course outline depending on the needs of the learner and the availability of resources.

Substitute course information is available in the Registrar's office.

## VII. PRIOR LEARNING ASSESSMENT:

Students who wish to apply for advanced credit in the course should consult the instructor. Credit for prior learning will be given upon successful completion of the following:

## VIII. DIRECT CREDIT TRANSFERS:

Students who wish to apply for direct credit transfer (advanced standing) should obtain a direct credit transfer form from the Chair's secretary. Students will be required to provide a transcript and course outline related to the course in question.