Undergraduate students seeking focused coursework in creating more diverse, equitable and inclusive workplaces and organizations are encouraged to build an individualized concentration consisting of 4.0 cu beyond the Wharton core. This document suggests pathways toward a cohesive individualized concentration proposal, which must be approved by the Undergraduate Division Petitions Committee.

Three courses, totaling 2.0 credit units, offer strongly recommended foundational content:

- **BEPP 265x** Economics of Diversity (new, to be offered Spring 2022 – time TBD)
- **LGST 242** Big Data, Big Responsibilities (0.5 cu, Fall 21 Q1 R 3:30-6:30)
- **MGMT 224** Leading Diversity in Organizations (0.5 cu, Fall 21 Q2 MW 1:45-3:15)

At least 2.0 cu of supplementary courses will address complementary skills and techniques that build a manager’s diversity, equity, and inclusion toolkit:

- **LGST 208** Law at Work
- **LGST 218** Diversity and the Law
- **MGMT 238** Organizational Behavior
- **MGMT 241** Knowledge for Social Impact
- **MGMT 272** Power and Politics in Organizations (0.5 cu)
- **MGMT 291** Negotiations (cross-listed with LGST 206 and OIDD 291)
- **MGMT 293** People Analytics (cross-listed with OIDD 293)
- **OIDD 290** Decision Processes (cross-listed with MGMT 290)
- Up to 1 cu of disciplinary coursework from the College of Arts & Sciences focused broadly on issues of diversity, equity, and inclusion (e.g., anthropology, cultural/diaspora-related studies, gender, sexuality, and women’s studies, history, international relations, psychology, religious studies, sociology)
- No more than 1 cu can be composed of Global Modular Courses, Global Virtual Courses, Research Theses, or Independent Studies with significantly related content

For inquiries, contact **Dr. Allison Elias**, Management Department Faculty Advisor