

Individualized Concentration Course Suggestions in the Diversity/Equity/Inclusion Area

March 29, 2021

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

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