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

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 2650**  Economics of Diversity
- **LGST 2420**  Big Data, Big Responsibilities (0.5 cu)
- **MGMT 2240**  Leading Diversity in Organizations (0.5 cu, Fall 2022, Q2)

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 2080**  Law at Work
- **LGST 2180**  Diversity and the Law
- **MGMT 2380**  Organizational Behavior  (Fall 2022)
- **MGMT 2410**  Knowledge for Social Impact  (Spring 2023)
- **MGMT 2720**  Power and Politics in Organizations (0.5 cu)
- **MGMT 2910**  Negotiations (cross-listed with OIDD 2910)
- **MGMT 2930**  People Analytics (cross-listed with OIDD 2930; Spring 2023)
- **OIDD 2900**  Decision Processes
- **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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