CLEVELAND STATE UNIVERSITY
MAXINE GOODMAN LEVIN COLLEGE OF URBAN AFFAIRS
SPRING 2006
MANAGING URBAN DIVERSITY
UST/USA 453
LEVIN COLLEGE OF URBAN AFFIARS, ROOM 106
Class time 6:00-9:50 p.m.
Instructor: Charles H. Bromley.  M.S.
Office Hours by Appointment
Room 217
Phone: (216) 410-3879
bromleycharles@yahoo.com

Required Texts
Massey, D. and Denton, N., American Apartheid-Segregation and the Making

Suarez, R., The Old Neighborhood: What We Lost in the Great Suburban

Keating, D., The Suburban Racial Dilemma: Housing and Neighborhoods,
readings will be made available.)

Course Description
This course will focus on workplace diversity and related issues of maintaining and
promoting a diverse workforce.  Racial apartheid in cities and its impact upon economic
and community development will be emphasized in this course.  Lectures on Diversity in
the Workplace will include discussions on gender, race, and ethnicity.  In addition to
these topics, national origin, age, disability, and ability will be points of debate in terms
of how the workplace should reflect the demographic patterns of its region.

Managing Urban Diversity coursework will also emphasize the history and development
of American racial policies in the cities and the suburbs.  There will also be a
presentation about immigrant groups in English cities to compare and contrast to the
experience of American cities.  This course will help the student understand how work
places can gain strength through diversity and how cities and communities can overcome
historical patterns of residential segregation.  Through the readings and class
participation, students will understand how residential segregation has an impact on
workplace diversity.

Guest lecturers will complement the main lectures and will provide a diverse set of ideas
for students.  Each student will be expected to attend all courses, having read the
assignments, and completed student journals, which will be reviewed on a regular basis.
If a student cannot attend a class, prior notification by e-mail is required.
Assignments

Student Journal
Each student will use a personal journal during the semester and will record weekly on news worthy and personal events that challenge diversity or managing diversity. A newsworthy event can be either current or historical. The personal event must be a recollection, interaction, or conversation with a person of a different race, culture, class, ethnicity, religion, gender, age or different generation, or sexual orientation. The journal should be maintained weekly and will be collected three times during the semester. The journal will constitute 20% of the semester grade.

Term Paper
Each group will write a paper about housing or employment diversity. The paper will include a focus on analyzing a problem in a neighborhood or a company and a discussion and recommendation of an antidote to the diversity challenge. The term paper will constitute 35% of the semester grade.

Homework
Students will be expected to complete homework assignments and discuss them in class. Homework will constitute 10% of the semester grade.

Classroom Assignments
Students will be expected to complete classroom assignments and discuss them in class. Classroom Assignments will constitute 10% of the semester grade.

Pop Quizzes
Students will be expected to come prepared to class, having read assignment. Pop Quizzes will constitute 10% of the semester grade.

Case Analysis
Textbook selections include several cases that pertain to diversity and the class will analyze various cases throughout the semester. Case Analyses will constitute 15% of the semester grade.

Evaluation Criteria
Grading
A 90-100
B 80-89
C 79-79
D 60-69
F 59 and below
Physical challenges/special needs students should identify themselves to the instructor on the first day of class so that appropriate arrangements can be made.

University Policies
CSU observed holidays for Monday classes-President’s Day, February 20, 2006.
Last day to drop a class and not appear on transcript-Friday, January 27, 2006.
Last day to withdraw graded W- Friday, March 31, 2006.
Last day of classes-Friday, May 5, 2006.
Final Exams-May 6-12, 2006.

Course Outline
Class schedule and readings

January 23, 2006-Topic: The Ghetto Takes Shape
Readings-Chapter 1-The missing link; Chapter 2-The construction of the ghetto-
Discussion of Class Expectations, Format, Journaling, and SELF-ASSESSMENT

January 30, 2006-Topic: Zoning: The role of Public Policy in Maintaining Growth Patterns in Cities
First half of class---Guest Lecturer: Arthur V.N. Brooks, Esq. –Euclid vs. Ambler Realty
Reading- Handout
Second half of class-Policy failures
Readings-Chapter 4-Continuing causes of segregation

February 6, 2006-Topic: Case Studies
Readings-Chapter 5-East Cleveland-Black suburbanization, white flight and rapid resegregation; Chapter 6-Shaker Heights-integration maintenance in a once exclusive planned suburb; Chapter 7-Cleveland Heights-The struggle for long term racial stability
February 13, 2006-Topic: Lending Discrimination
Cleveland case studies—Charter One Bank
Readings—Chapter 4—Continuing causes of segregation

Handout—1992—Boston Federal Reserve Study—Lending discrimination
Economic Commentary—Discrimination in Mortgage Lending: What have we learned?

February 27, 2006—Topic: Antidotes to Lending Discrimination—The Community Reinvestment Act 1977 (CRA); The Home Mortgage Disclosure Act 1975 (HMDA) The role of regulators
Readings—Handouts from CRA—NCRC, How Community groups use CRA to use access to capital and credit for underserved neighborhoods— and HMDA fact sheets

March 6, 2006—Topic: Predatory Lending

March 20, 2006—Topic: Sprawl—Impact on Diverse neighborhoods
Readings— Rusk, D, Cleveland—Comeback City or Treading Water, 2001.

March 27, 2006—Topic: Interviews with Locally Elected Officials and their Community Focus on Diversity. Class Discussion

April 3, 2006—Topic: Interviews with Leaders and Managers and Employment Diversity. Class Discussion

April 10, 2006—Topic: The Role of Diversity in British Cities: A Case Study
First half of class—Guest Lecturer—Dr. Michael McFarland
Readings

April 17, 2006—Topic: Political Leadership
First half of class—Guest Lecturers --Invitees—Peter Lawson Jones, Cuyahoga County Commissioner; Barbara Boyd, former Cleveland Heights Mayor and former State Representative; Michael G. Ciaravino, Mayor Maple Heights, Ohio

Readings
April 24, 2006-Topic: Journal Topics, Discussion, SELF ASSESSMENT

May 1, 2006-Topic: Affirmative Hiring
EEOC The Law
EEOC Race/Color Discrimination
Student Information

Course: UST/USA453

PRINT Clearly

Name

Address

Phone number (h) _______________ (w) _______________ (c)

E-mail (that you access most frequently) 

Student status: Full-time__________Part-time__________Non-degree__________

Employment: Full-time__________Part-time__________Not employed__________

Major

Why are you taking this course? 

Career goals

Are you in a management position? If so, describe responsibilities

How will you apply course knowledge from Managing Diversity?