

Chapter 2 – SLOs – Conceptualizing and Measuring Difference

After successfully learning the material in Chapter 2, a student should be able to:

1. Explain different conceptions of diversity as clarified in models such as the culinary model, Thomas's Three Organizational Conditions, the three organizational paradigms of Thomas and Ely, and Cox's Three Organizational Types.
2. Distinguish between deep-level and surface-level diversity, and among separation, variety, and disparity as conceptualizations of diversity.
3. List and define several demographic measures that are commonly used to describe the diversity of the country's population.
4. Explain what EEO-1 reports and AAPs are, and how they can be used by diversity professionals.
5. Give examples of how "racial" categories have started and changed over time in this country.