

Inclusion, Diversity, Equity, and Access in the United States (IDEAS)

This course satisfies the IDEAS graduation requirement. IDEAS courses are designed to recognize the benefits and challenges of living in a diverse society and to address the influence of power among social groups with the U.S. A minimum of 75% of the course content therefor deals directly with topics that meet the IDEAS learning outcomes.

#1 SAMPLE ALIGNMENT TABLE:

IDEAS Learning Objectives	Course-Level Learning Objectives
1. Analyze the influence of power among social groups in the United States. Discuss how markers of difference (e.g., class, disability, ethnicity, gender, race, religion, sexual orientation, language) interact in the formation, experiences, and transformations of individual actors and complex group.	2. Analyze the nature of systemic racism, unintentional racism, privilege, implicit bias, and other forms of prejudice and discrimination (e.g., sexism, homophobia, ageism, ableism, classism, religious intolerance) and their effects on individuals' psychological well-being
2. Identify the strengths and contributions of diverse groups within the U.S.	N/A based on course-level learning objectives
3. Analyze the sources of preconceptions and bias influencing the experiences of diverse social groups in the U.S.	2. Analyze the nature of systemic racism, unintentional racism, privilege, implicit bias, and other forms of prejudice and discrimination
4. Articulate the historical, social, and economics contexts that shape inequality, marginalization, and exclusion within U.S. society.	1. Examine the development of individual and cultural identity in the context of the history of privilege and/or oppression experienced by diverse cultural groups in the United States
5. Reflect on one's own cultural identity, beliefs, biases, and privilege within dynamic socio-historical contexts.	4. Demonstrate the application of psychological principles to promote self-improvement. 5. Reflect on experience and find meaning in it
6. Examine how individuals from diverse groups express their identities and shape society in the U.S. through the arts, sciences, cultural practices, political and civic engagement, etc.	3. Explain the unique identity development challenges and opportunities faced by the diverse populations of the United States

Note: Course-level learning objectives might meet more than one IDEAS Learning Objectives. Not all IDEAS Learning Objectives need to be met by the course-level learning objectives.

#2 SAMPLE PARAGRAPH

POL308 meets learning outcomes 1-6 of the IDEAS designation by examining the fight for the right to vote by women, Black Americans, Native Americans, and those with disabilities. **(1. Analyzes the influence of power among social groups in America; 2. Identify the strengths and contributions of diverse groups within the U.S.).**

Voting is the core right of the democratic system in the United States and since the founding the right to vote has been threatened or taken away completely for those outside the {white-male} dominated power structure. This course will review the history of that right, and how it has been distributed unequally by race and status over the course of U.S. history. **(4. Articulate the historical, social, and economics contexts that shape inequality, marginalization, and exclusion within U.S. society.; 5. Reflect on one's own cultural identity, beliefs, biases, and privilege within dynamic socio-historical contexts).**

The course also focuses on the continued fight for voting rights and addresses how voter suppression is targeted at groups based on race and ability as those with political power seek to continue to marginalize those from non-dominant social groups. **(6. Examine how individuals from diverse groups express their identities and shape society in the U.S. through the arts, sciences, cultural practices, political and civic engagement, etc; 3. Analyze the sources of preconceptions and bias influencing the experiences of diverse social groups in the U.S.).**

In completing this course students will reflect on all IDEAS learning outcomes as they investigate how the right to vote in the U.S. has been historically and is currently used in ways that seek to limit political participation from marginalized groups. Students will be able to use this knowledge in their own civic and political participation as well as to encourage more equitable voting practices in the United States.