

JUSTICE, ALLYSHIP, DIVERSITY AND EQUITY UNDERGRADUATE CERTIFICATE

Introduction

Please click here (<http://catalog.ucdenver.edu/cu-denver/undergraduate/schools-colleges-departments/college-liberal-arts-sciences/sociology/>) to see Sociology department information.

Diversity and equity represent core values of a just society. The goals of the Justice, Allyship, Diversity, and Equity (JADE) undergraduate certificate are three-fold: 1) to facilitate students' understanding of and critical thinking about social inequalities and how various people have been systematically marginalized due to race, ethnicity, gender, sexual orientation, disability status, socioeconomic status, immigration status, religion, and age among other characteristics; 2) to train students to use data to analyze and understand social inequalities; and 3) to equip students with practical strategies and analytical skills for promoting and implementing policies and actions that foster social justice and human equity in educational, community, business, legal and other organizational settings. JADE certificate holders will be trained for a diverse world and workplace, and equipped with substantive knowledge and analytic skills to dismantle oppressive systems. The certificate will prepare students to act as inclusive leaders in diverse organizations within the business, human resources, legal, nonprofit, educational, and public administration sectors.

Program Delivery

- This is an on-campus or online program.

Declaring This Certificate

- These program requirements are subject to periodic revision by the academic department, and the College of Liberal Arts and Sciences reserves the right to make exceptions and substitutions as judged necessary in individual cases. Therefore, the College strongly urges students to consult regularly with their Justice, Allyship, Diversity, and Equity (JADE) advisor to confirm the best plans of study before finalizing them.

General Requirements

Students must satisfy all requirements as outlined below and by the department offering the certificate.

- Click here (<http://catalog.ucdenver.edu/cu-denver/undergraduate/academic-policies-procedures/>) for information about Academic Policies

Certificate Requirements

1. Students must complete a minimum of 12 credit hours from the approved courses below.
2. Students must complete a minimum of six upper-division (3000-level and above) credit hours from approved courses.

3. Students must earn a minimum grade of C- (1.7) in all courses that apply to the certificate and must achieve a minimum cumulative certificate GPA of 2.0. Courses taken using P+/P/F or S/U grading cannot apply to certificate requirements.
4. Students must complete all credits applied to the certificate at CU Denver. (If students have completed a course required for the certificate elsewhere, they may add the needed credits in the form of additional elective credits drawn from the approved elective courses.)

Certificate Restrictions, Allowances and Recommendations

1. The certificate will be awarded at the end of the semester in which the student completes all required courses for the certificate.

Code	Title	Hours
<i>Complete the following required course:</i>		
SOCY 2001	Inequalities in Social World	3
<i>Complete two of the following courses focused on addressing justice, diversity, and equity issues:</i>		6
CLDE 1000	Language, Identity, & Power: International Perspectives	
CLDE 2000	CLDE Foundations	
CLDE 4020	Responsive Classroom Communities	
COMM 3271	Communication and Diversity	
COMM 4152	Religion & Communication	
COMM 4265	Gender and Communication	
COMM 4268	Communication and Diversity in U.S. History	
COMM 4270	Intercultural Communication	
CRJU 3290	Capital Punishment	
CRJU 4120	Race, Class, and Justice	
CRJU 4130	Poverty, Crime, and Justice	
EDFN 4010	Social Foundations and Cultural Diversity in Urban Education	
ENGL 4755	Illness & Disability Narrative	
ENVS 1342	Environment, Society and Sustainability	
ETST 3125	Multiracial Families and Communities	
FINE 1002	International Perspectives through Animation	
FINE 1450	Visual Culture: Ways of Seeing	
FINE 3636	Through the Lens: Photography and Diversity	
FINE 4980	Gender in Contemporary Art	
FITV 3611	Drama of Diversity	
GEOG 3412	Globalization and Regional Development	
GEOG 4220	Environmental Impact Assessment	
GEOG 4265	Sustainability in Resources Management	
GEOG 4335	Climate Change & Society	
HDFR 1030	Who am I? Cultural Identity, Family, Diverse Soc Sys	
HDFR 3020	Black and Latino Children in Families and Schools	
HDFR 4010	Family and Cultural Diversity	
HDFR 4040	Latino Families in School and Communities	
HDFR 4045	Abuelos (Grandparents) Latino Families	
HDFR 4500	Diversity, Inclusion, Social Justice in Higher Education	

HDFR 4888	LGBTQ Family Systems
HIST 4226	Capitalism in America
HIST 4308	Crime, Policing, and Justice in American History
HIST 4415	Social Revolutions in Latin America
HIST/RLST 4462	Islam in Modern History
HIST 4494	Red and Blue America: U.S. History, 1973-Present
MGMT/INTB 4400	Environments of International Business
MKTG 3200	Consumer Behavior
MKTG/INTB 4200	International Marketing
PBHL 1001	Race, Gender, Class, & Health
PBHL 2001	Introduction to Public Health
PBHL/ETST 3002	Ethnicity, Health and Social Justice
PBHL 3091	Live Long and Prosper: Public Health & Aging
PSCI 3034	Race, Gender, Law and Public Policy
PSCI 3035	Political Movements: Race and Gender
PSCI 4075	Gentrification and Social Equity
PSCI 4207	Theories of Social and Political Change
PSYC 4485	Psychology of Cultural Diversity
RLST 4000	Religion and Cultural Diversity
RLST/ETST 4030/ HIST 4209	Race, Religion and Belonging in the United States
RLST/INTS/ COMM 4152	Religion & Communication
SCED 4340	Equity & Culture in Science Education: Local/ Global
SOCY 3001	Urban Sociology
SOCY/WGST 3010	Sociology of Human Sexuality
SOCY 3020	Race and Ethnicity in the U.S.
SOCY 3050	Sociology of Education
SOCY/WGST 3080	Sex and Gender
SOCY 3330	Social Problems
SOCY/ETST 3697	Contemporary Asian American Experience
SOCY 3720	Global Perspectives on Social Issues
SOCY/ETST 4020	Race, Culture and Immigration
SOCY 4050	Health Disparities
SOCY 4290	Aging, Society and Social Policy
SOCY 4440	Poverty and Social Inequality
SOCY 4460	Hate Groups and Group Violence
SOCY 4590	Crime, Justice, and the City
<i>Complete one of the following courses focused on addressing DEI skills/ tools:</i>	
ARAB 1010	Beginning Arabic I
ARAB 1020	Beginning Arabic II
ARAB 2110	Intermediate Arabic I
ARAB 2120	Intermediate Arabic II

CHIN 1010	Beginning Mandarin Chinese I
CHIN 1020	Beginning Mandarin Chinese II
CHIN 1071	Beginning Mandarin Chinese for International Business
CHIN 2110	Intermediate Mandarin Chinese I
CHIN 2120	Intermediate Mandarin Chinese II
CLDE 3830	Culturally and Linguistically Responsive Teaching through STEM
CLDE 4700	Social Studies for Multilingual Learners
COMM 2020	Communication, Citizenship, and Social Justice
COMM 2045	Workplace Communication
COMM 4240	Organizational Communication
COMM 4262	Mediation
ETST 4165	Cultural Diversity Awareness in the Workplace
FREN 1001	French Language I
FREN 1002	French Language II
FREN 2001	Second-Year French
GRMN 1010	Beginning German I
GRMN 1020	Beginning German II
LATN 1010	Elementary Latin I
LATN 1020	Beginning Latin II
LATN 2010	Intermediate Latin I
LATN 2020	Intermediate Latin II
MGMT 3000	Managing Individuals and Teams
MGMT 4100	Leveraging Diversity and Inclusion in Business
PBHL 4031	Ethnographic Research In Public Health
PSCI 4274	Conflict Resolution and Public Consent Building
PSCI 4414	Non-Profits and Social Change
SOCY 3115	Quantitative Methods & Analysis
SOCY 3119	Qualitative Methods
SPAN 1010	Beginning Spanish I
SPAN 1020	Beginning Spanish II
SPAN 1070	Spanish Medical Conversation for Beginners
SPAN 1071	Spanish Medical Conversation for Beginners II
SPAN 2110	Second Year Spanish I
SPAN 2120	Second Year Spanish II

Total Hours**12****The Learning Outcomes for the certificate:**

1. Understand how justice, allyship, diversity, and equity intersect
2. Recognize the diversity of experiences and perspectives across social groups and cultures
3. Identify factors that contribute to historic and contemporary social inequalities across multiple dimensions including race, ethnicity, gender, sexual orientation, disability status, socioeconomic status, immigration status, religion, and age
4. Apply foundational theoretical perspectives on the reproduction of inequality in institutional structures, laws, and policies
5. Critically analyze the metrics used for monitoring and evaluating, and promoting diversity, equity, and inclusion in organizational contexts

6. Develop skills to advocate for, implement and assess policies and actions aimed at fostering justice and inclusion in a variety of social and organizational contexts