

JUSTICE, ALLYSHIP, DIVERSITY AND EQUITY UNDERGRADUATE CERTIFICATE

Introduction

Please click here (<https://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 Department of Sociology's Justice, Allyship, Diversity, and Equity (JADE) undergraduate certificate are three-fold: 1) to facilitate students' understanding of 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

Students interested in completing this certificate should complete this form: CLAS Undergraduate Certificate Intent to Declare Form (https://ucdenver.co1.qualtrics.com/jfe/form/SV_2hNYIHqVx0Ta0Dk), which requests that the certificate be added to your student record. Once added, you will be able to run a certificate degree audit. The certificate degree audit should be used in collaboration with the Certificate Advisor to ensure successful completion of the requirements.

Students should then work with Maren Scull (Maren.Scull@ucdenver.edu) – the certificate advisor, to ensure completion of all certificate requirements.

Completing This Certificate

Students must also complete the CLAS Undergraduate Certificate Completion Verification Form, (https://ucdenver.co1.qualtrics.com/jfe/form/SV_eyPLZl6vVh0wG8K) before graduation, in order to confirm completion of their certificate. The certificate advisor will confirm that your certificate has been successfully completed, and will work with campus partners to apply the certificate to your transcript.

Students must fill out the Certificate Completion Form before the deadlines below, to ensure the certificate is applied to your transcript

correctly. If you are a non-degree seeking student, please fill out this form in the term in which you intend to complete your certificate.

Spring semester – **April 1**
Summer semester – **July 1**
Fall semester – **November 1**

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

Certificate Requirements

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

- 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
Complete the following required course:		3
SOCY 2001	Inequalities in Social World	
Complete two of the following courses focused on addressing justice, diversity, and equity issues:		6
ANTH 3142	Cultural Diversity in the Modern World	
ANTH 4300	Immigrant Health	
ANTH 4350	Anthropology of Globalization	
ANTH 4650	Disability Anthropology	
CLDE 1000	Language, Identity, & Power: International Perspectives	
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 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
ETST 3125	Multiracial Families and Communities
FINE 3636	Through the Lens: Photography and Diversity
FINE 4980	Gender in Contemporary Art
FITV 3611	Drama of Diversity
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 4308	Crime, Policing, and Justice in American History
HIST 4415	Social Revolutions in Latin America
HIST/RLST 4462	Islam in Modern History
PBHL 1001	Race, Gender, Class, & 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
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 4440	Poverty and Social Inequality

SOCY 4460	Hate Groups and Group Violence
SOCY 4590	Crime, Justice, and the City
Complete one of the following courses focused on addressing DEI skills/tools:	
ANTH 4230	Fieldwork Methods
CLDE 3830	Culturally and Linguistically Responsive Teaching through STEM
CLDE 4700	Social Studies for Multilingual Learners
COMM 2020	Communication, Citizenship, and Social Justice
ETST 4165	Cultural Diversity Awareness in the Workplace
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

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