

### Instructions:

- Be specific, detailed but succinct, use own words.
- Apply higher order thinking!
- **Review grading rubrics before beginning essay.** *Aim for excellence in your presentation.*
- Complete essay, submit by clicking the “Submit” tab on the Final Exam: Take Home page.

Each part of the essay is worth 10 points

### Part I:

**Identify and explain** an overarching social justice issue associated with **the dimension of diversity on which your team developed their course project.** (diversity of sexual orientation, gender identity, religion, physical and mental abilities, age, appearance)

The social justice issue should be directly related to the employment experience – **or** - the student should explain why the social justice issue is/could be related to the employment experience.

### Part II:

**Identify and explain** an overarching social justice issue **associated with any other dimension of diversity we addressed in the course** (diversity of gender, sexual orientation, gender identity, religion, race/ethnicity, physical and mental abilities, age, appearance)

Again, the social justice issue should be directly related to the employment experience – **or** - the student should explain why the social justice issue is/could be related to the employment experience.

### GRADING RUBRIC Parts I & II Social Justice Issue Description

Outstanding 10 points	Good 9 points	Satisfactory 8 – 7 points	Unsatisfactory 6 points
Provides an <b>accurate, thorough and sophisticated</b> presentation of social justice issue.	Provides an <b>accurate and robust explanation</b> that somewhat indicates an in-depth level of knowledge about the social justice issue. Knowledge of <b>complexity of social justice issue is somewhat evident.</b>	Provides an <b>adequate presentation</b> of a social justice issue. Content is <b>accurate</b> . Content <b>is limited, but acceptable</b> . Offers a <b>basic explanation</b> that lacks complexity involved in the social justice issue	<b>Limited content</b> is offered to indicate depth of understanding of social justice issue chosen. OR – what is discussed is <b>not a social justice issue</b> . Offers a <b>basic explanation</b> that doesn't indicate any complexity involved in the social justice issue.

### Part III:

Assess the complexities of the social justice issues that impact members of nondominate cultures in the workplace.

**Explain the similarities and/or differences between the social justice issues** identified in part I and II.  
Specifically, discuss:  
the similarities or differences in **the causes of the social justice issues**  
the similarities or differences in **the specific impact(s) that these social justice issues have on the workforce members** you are considering.

### GRADING RUBRIC for Part III - Similarities and Differences in Causes and Impact

Outstanding 10 points	Good 9 points	Satisfactory 8 – 7 points	Unsatisfactory 6 points
<p><b>Offers a sophisticated and thorough explanation</b> of the causes of social justice issue and the impact the social justice issue has on the target nondominate employee identity groups.</p> <p><b>Higher order thinking is evident</b> when discussing concepts of cause and impact.</p>	<p>Provides somewhat sophisticated and thorough explanation of the causes of social justice issue and the impact the social justice issue has on the target nondominate employee identity groups.</p> <p><b>Higher order thinking is evident</b> when discussing concepts of cause and impact.</p>	<p>Provides an <b>adequate presentation</b> of causes of social justice issue and/or the impact the social justice issue has on the target nondominate employee identity groups. Explanation of either cause or impact may be missing one or more important component</p> <p>Higher order thinking is <b>somewhat evident</b> when discussing concepts of cause and impact.</p>	<p>Offers a <b>basic explanation</b> of causes of social justice issue and the impact the social justice issue has on the target nondominate employee identity groups.</p> <p>Higher order thinking is <b>limited or missing</b> when discussing concepts of cause and impact.</p> <p>If student only offers an explanation of either cause or impact – 5 points.</p>

### Part IV:

**Propose and explain a strategy for addressing inequities** for one of the social justice issues you've identified.

The strategy can involve either or both

- 1) what **organizational leadership can do**
- 2) what **individual members of the workforce can do**  
to work toward achieving social justice for the target workforce members you are considering.

### GRADING RUBRIC for Part IV – Strategies for Change

Outstanding 10 points	Good 9 points	Satisfactory 8 – 7 points	Unsatisfactory 6 points
<p><b>Critically and thoughtfully</b> evaluates ways to advance social justice in the workplace for one nondominate culture employee group.</p>	<p><b>Demonstrates an understanding</b> of ways to advance social justice in the workplace for one nondominate culture employee group.</p>	<p><b>Touches on</b> ways to advance social justice in the workplace for one nondominate culture employee group.</p>	<p><b>Limited content</b> is offered to indicate knowledge and critical thought on ways to advance social justice in the workplace for one nondominate culture employee group.</p>

Identifies viable high quality strategies for change to achieve social justice.	Strategies for change to achieve social justice indicate <b>more than basic knowledge and application of higher order thinking.</b>	Knowledge of strategies and critical thought on the strategies is <b>somewhat evident.</b>	
---	---	--	--