

MGMT 579 Corporate Equity

Master skills to lead with equity, drive inclusion, and transform society through courageous leadership in courageous corporations

Headlines and boardrooms alike are filled with debates over equity and inclusion—and the growing resistance against them. This course equips emerging leaders to understand the historical roots of inequity in the United States and its modern impact on workplaces and communities. Students will learn to lead authentically, confront bias, and design equity-driven strategies that foster innovation and trust. Because corporate leadership is central to achieving equity across society, this course builds the insight and skills needed to become an inclusive business leader—one prepared to turn turbulence into transformation and advance equity as a force for organizational and social progress.

Origins: The Cultural Architecture of the United States

The historical construction of race, gender, and power in the United States continues to shape social, economic, and organizational life for all individuals. Using an interdisciplinary approach, students will examine how cultural narratives, policies, and institutional practices created enduring inequities and influenced perceptions of identity, merit, and belonging. Focusing on historical continuities, students will critically assess how specific legacies inform contemporary leadership, organizational behavior, and equity strategies.

Law, Policy, and the Modern Organization: Navigating Equity and Inclusion

Continuing from the first module, students critically analyze the evolution from equality to equity frameworks, controversies such as Affirmative Action and “reverse discrimination,” and the research-based impacts of bias on employment and advancement. Students will evaluate the benefits, limitations, and future of equity initiatives, while developing leadership skills that integrate legal understanding, ethical reasoning, and inclusive design to create resilient and equitable organizations.

WINTER QUARTER 2026

Join your peers in a supportive, engaging environment to develop the essential skills every business leader needs to lead inclusively and advance equity for all.

**MW 3:30-5:20
PCAR 295**

Journey to Equity: Speculative Thinking and Reimagined Futures

Students apply historical understanding and contemporary analysis to envision new models of equity, leadership, and organizational design. Drawing on speculative and futures thinking, students interrogate existing paradigms and imagine alternative futures grounded in inclusion, ethical innovation, and shared prosperity. Through interdisciplinary exploration, creative problem-solving, and strategic foresight exercises, students will reimagine the structures of work and society—developing the mindset and tools necessary to lead transformative change in a rapidly evolving world.

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