

# New Jersey Institute of Technology

## Race and Ethnicity

### STS 352

Fall 2025

**Prerequisites:** ENGL 102 with a grade of C or higher, and one History and Humanities GER 200 level course with a grade of C or higher.

This course satisfies the three credit 300 GER in History and Humanities.

**Instructor:** Dr. L. Devorah Dickerman

**Office:** Cullimore 423

**Contact:** laura.dickerman@njit.edu

**Office Hours:** Tuesdays and Thursdays, from 9:00am- 9:50am and 11:30am-12:30pm

**Course Meeting Time and Location:**

Wednesdays 6:00pm - 8:50pm

### Texts

Select readings.

You will also need to access The New York Times occasionally. This guide will help you create an account through Van Houten Library. <https://researchguides.njit.edu/nytimes>

### Course Description

Course will explore concepts of race and ethnicity. Topics and discussion will include education; mental health; access to healthcare; socioeconomic status; housing policy and discrimination; social media and news; immigration, refugees, and asylum seekers; child welfare system; incarceration and recidivism; LGBTQA+; and anti-racist praxis tools and diversity, equity and inclusion. We will address how to incorporate technology, STEM education, and research.

### Learning Outcomes

Upon completing this course, students will be able to address the impact of race in individual and multidisciplinary environments. Students will be able to critically analyze disparities in topics addressed. Students will evaluate concepts about race and ethnicity as it relates to their majors. Emphasis is on the interaction between race and technology.

### Policies

#### **University Policy on Academic Integrity**

Professor and Course will adhere to the university's guidelines:

"Academic integrity is the cornerstone of higher education and is central to the ideals of this course and the university. Cheating (which includes plagiarism) is strictly prohibited and devalues the degree that you are working on. As a member of the NJIT community, it is your responsibility to protect your educational investment by knowing and following the academic code of integrity policy that is found at:

<http://www5.njit.edu/policies/sites/policies/files/academic-integrity-code.pdf>.

"Please note that it is the instructor's professional obligation and responsibility to report any academic misconduct to the Dean of Students Office. Any student found in violation of the code by cheating, plagiarizing or using any online software inappropriately will result in disciplinary action. This may include a failing grade of F, and/or suspension or dismissal from the university. If you

have any questions about the code of Academic Integrity, please contact the Dean of Students Office at [dos@njit.edu](mailto:dos@njit.edu).”

## Accessibility

This class is intended to be fully available to students regardless of health or disability status (whether mental or physical). If you need reasonable accommodations to complete the course because of a disability, you can reach out to the course instructor or to the office of accessibility resources and services.

## Course Environment

This course should be a safe space: in the classroom, in one-on-one discussions with the instructor, and in the Canvas spaces for this course. This means no hate speech (slurs or derogatory or demeaning comments) and no bullying. You are expected to treat your classmates respectfully and with kindness, generosity, and empathy.

## Technology

You are required to bring a device with you to class that will allow you to access Canvas. This likely means a tablet, laptop or smartphone. There is no makeup credit if you do not bring such a device and are unable as a result to complete course activities that day.

## Plagiarism

Plagiarism, presenting someone else’s words, thoughts, or ideas (in whole or in part) as your own, is cheating and will not be tolerated. The NJIT Honor Code will be upheld, and any violations will be brought to the immediate attention of the Dean of Students. NJIT enforces strict academic integrity policies, and any plagiarized material will result in a failing grade for the assignment and possibly for the course. Academic probation and possible suspension or expulsion from the university may also be pursued by NJIT administration in cases of plagiarism. Three very important things to remember:

- 1) Various plagiarism-detection tools are employed in this course.
- 2) There have been numerous cases of students attempting to submit papers written by students enrolled in earlier versions of this class. These students have received failing grades and academic probation – and the students supplying the papers have also been punished.
- 3) If you’re struggling with the final project or concerned about these policies, I’m happy to work with you! Plagiarism is not worth the risk to your future.

**Self-plagiarism is also not permitted.** Self-Plagiarism: Unauthorized reuse of previously published or submitted work for a class.

## Attendance

If you miss a class, you are responsible for catching up (contact me to inquire about missed material). These are uniquely challenging times; please communicate with me if you encounter an issue that obstructs or limits your capacity to participate fully in our class with respect to technology, presence, or any other matter.

**Students will be counted present only if they are in the classroom at the time roll is called.**

**Excessive unexcused lateness of 15 minutes or more throughout the course will be considered as one absence.**

**As make-up presentations are not given, students should contact their professor well in advance if they know of any potential conflicts for presentation days.**

*According to university policy, students who expect to miss classes or exams because of religious observance must submit to their instructors, by the end of the second week of classes and no later than two weeks before the anticipated absence, a written list of dates that will be missed. Similarly, athletes should submit a list of events. If you can’t make a class—due to illness, an academic commitment, an interview, or a major extracurricular event—and you wish to have the absence excused, ask the Dean of Students to review the request.*

## Topics Covered

Week	Topic	Reading Resource
<b>Week 1</b> <b>09/03</b>	<ul style="list-style-type: none"> <li>• Introduction</li> <li>• Syllabus</li> </ul> <p><b>Topic 1</b> What is Race and Ethnicity?</p>	<ol style="list-style-type: none"> <li>1. Blakemore, E. (2019, February 22). Race and ethnicity: How are they different? In NationalGeographic.com. Retrieved from: <a href="https://www.nationalgeographic.com/culture/article/race-ethnicity?loggedin=true&amp;rnd=1686098451947">https://www.nationalgeographic.com/culture/article/race-ethnicity?loggedin=true&amp;rnd=1686098451947</a></li> <li>2. Logan, J., Reshamwala, S., &amp; Ross Smith, B. (2016, December 2019). #awkwardracequestions. In NYTimes.com. Retrieved from <a href="https://www.nytimes.com/2016/12/19/us/awkward-race-questions.html">https://www.nytimes.com/2016/12/19/us/awkward-race-questions.html</a></li> </ol>
<b>Week 2</b> <b>09/10</b>	<b>Topic 2</b> Education	<ol style="list-style-type: none"> <li>1. Peña, C. (2020, September 2020). How social media is helping students of color speak out about racism on campus. In PBS.org. Retrieved from <a href="https://www.pbs.org/newshour/education/how-social-media-is-helping-students-of-color-speak-out-about-racism-on-campus">https://www.pbs.org/newshour/education/how-social-media-is-helping-students-of-color-speak-out-about-racism-on-campus</a></li> <li>2. Anderson, M.D. (2016, October 2016). How the Stress of Racism Affects Learning. In TheAtlantic.com. Retrieved from <a href="https://www.theatlantic.com/education/archive/2016/10/how-the-stress-of-racism-affects-learning/503567/">https://www.theatlantic.com/education/archive/2016/10/how-the-stress-of-racism-affects-learning/503567/</a></li> </ol>
<b>Week 3</b> <b>09/17</b>	<b>Topic 3</b> Mental Health	<ol style="list-style-type: none"> <li>1. Beard, L. (2022, November 25). How some therapists are helping patients heal by tackling structural racism. In NPR.org. Retrieved from <a href="https://www.npr.org/sections/health-shots/2022/11/25/1137754258/heres-how-some-therapists-are-tackling-structural-racism-in-their-practice">https://www.npr.org/sections/health-shots/2022/11/25/1137754258/heres-how-some-therapists-are-tackling-structural-racism-in-their-practice</a></li> </ol>
<b>Week 4</b> <b>09/24</b>	<b>Topic 4</b> Access to Healthcare	<ol style="list-style-type: none"> <li>1. Office of Health Equity (OHE). (2021, November 24 - Page last reviewed). Racism and Health. In CDC.gov. Retrieved from <a href="https://www.cdc.gov/minorityhealth/racism-disparities/index.html">https://www.cdc.gov/minorityhealth/racism-disparities/index.html</a></li> <li>2. Division of Nutrition, Physical Activity, and Obesity. (2022, July 25 - Page last reviewed). Racial and Ethnic Approaches to Community Health. In CDC.gov. Retrieved from <a href="https://www.cdc.gov/nccddphp/dnpao/state-local-programs/reach/">https://www.cdc.gov/nccddphp/dnpao/state-local-programs/reach/</a></li> </ol>
<b>Week 5</b> <b>10/01</b>	<p><b>Topic 5</b> Socioeconomic Status</p> <p><b>Assignment 1 Due</b></p>	<ol style="list-style-type: none"> <li>1. American Psychological Association. (2017). Ethnic and racial minorities &amp; socioeconomic status. [Blog post]. Retrieved from <a href="https://www.apa.org/pi/ses/resources/publications/minorities">https://www.apa.org/pi/ses/resources/publications/minorities</a></li> </ol>

<b>Week 6</b> <b>10/08</b>	<b>Topic 6</b> Housing Policy and Discrimination	<ol style="list-style-type: none"> <li>1. Gross, T. (2017, May 3). A 'Forgotten History' Of How The U.S. Government Segregated America. (<i>Reading and Audio</i>) In Heard on Fresh Air, NPR.org. Retrieved from <a href="https://www.npr.org/2017/05/03/526655831/a-forgotten-history-of-how-the-u-s-government-segregated-america">https://www.npr.org/2017/05/03/526655831/a-forgotten-history-of-how-the-u-s-government-segregated-america</a></li> <li>2. Housing's racial history <a href="https://podcasts.apple.com/us/podcast/housings-racial-history/id1464810062?i=1000490007907">Land Matters</a> <a href="https://podcasts.apple.com/us/podcast/housings-racial-history/id1464810062?i=1000490007907">https://podcasts.apple.com/us/podcast/housings-racial-history/id1464810062?i=1000490007907</a></li> </ol>
<b>Week 7</b> <b>10/15</b>	<b>Topic 7</b> Social Media and News	<ol style="list-style-type: none"> <li>3. Gassam Asare, J. (2021, January 8). Social Media Continues To Amplify White Supremacy And Suppress Anti-Racism. In Forbes.com. Retrieved from <a href="https://www.forbes.com/sites/janicegassam/2021/01/08/social-media-continues-to-amplify-white-supremacy-and-suppress-anti-racism/">https://www.forbes.com/sites/janicegassam/2021/01/08/social-media-continues-to-amplify-white-supremacy-and-suppress-anti-racism/</a></li> <li>4. Dixon, T., Weeks, K., &amp; Smith, M. (2019, May 23). Media Constructions of Culture, Race, and Ethnicity. <i>Oxford Research Encyclopedia of Communication</i>. Retrieved 28 Jun. 2023, from <a href="https://oxfordre.com/communication/view/10.1093/acrefore/9780190228613.001.0001/acrefore-9780190228613-e-502">https://oxfordre.com/communication/view/10.1093/acrefore/9780190228613.001.0001/acrefore-9780190228613-e-502</a>.</li> </ol>
<b>Week 8</b> <b>10/22</b>	<b>Topic 8</b> Immigration, Refugees, Asylum Seekers	<ol style="list-style-type: none"> <li>1. Frederick, J. (2023, June 6). New U.S. immigration rules send asylum requests soaring in Mexico. In NPR.org. Retrieved from <a href="https://www.npr.org/2023/06/06/1179808179/mexico-immigration-title42-asylum">https://www.npr.org/2023/06/06/1179808179/mexico-immigration-title42-asylum</a></li> <li>2. Donnell, L. (2023, May 7). Black immigrants reflect on navigating their identities in the American South. In NPR.org (<i>Weekend Edition Sunday</i>). Retrieved from <a href="https://www.npr.org/2023/05/07/1174631480/black-immigrants-reflect-on-navigating-their-identities-in-the-american-south">https://www.npr.org/2023/05/07/1174631480/black-immigrants-reflect-on-navigating-their-identities-in-the-american-south</a></li> </ol>
<b>Week 9</b> <b>10/29</b>	<b>Topic 9</b> Child Welfare System	<ol style="list-style-type: none"> <li>1. Ross, J. (2022, April 20). One in Ten Black Children in America Are Separated From Their Parents by the Child-Welfare System. A New Book Argues That's No Accident. In TIME.com. Retrieved from <a href="https://time.com/6168354/child-welfare-system-dorothy-roberts/">https://time.com/6168354/child-welfare-system-dorothy-roberts/</a></li> <li>2. Roberts, D. n.d.. Race and Class in the Child Welfare System. From PBS Frontline. Accessed 7 July 2023. Retrieved from <a href="http://www.pbs.org/wgbh/pages/frontline/shows/fostercare/caseworker/roberts.html">http://www.pbs.org/wgbh/pages/frontline/shows/fostercare/caseworker/roberts.html</a></li> <li>3. Ross, J. (2022, April 20). One in Ten Black Children in America Are Separated From Their Parents by the Child-Welfare System. A New Book Argues That's No Accident. In TIME.com. Retrieved from <a href="https://time.com/6168354/child-welfare-system-dorothy-roberts/">https://time.com/6168354/child-welfare-system-dorothy-roberts/</a></li> </ol>

		<p>4. Roberts, D. n.d.. Race and Class in the Child Welfare System. From PBS Frontline. Accessed 7 July 2023. Retrieved from <a href="http://www.pbs.org/wgbh/pages/frontline/shows/fostercare/caseworker/roberts.html">http://www.pbs.org/wgbh/pages/frontline/shows/fostercare/caseworker/roberts.html</a></p>
<b>Week 10</b> <b>11/05</b>	<b>Topic 10</b> Incarceration and Recidivism	<p>5. Delaney, R., Subramanian, R., Shames, A., &amp; Turner, N. (2021). American history, race, and prison. Vera Institute. <a href="https://www.vera.org/reimagining-prison-web-report/americanhistory-race-and-prison">https://www.vera.org/reimagining-prison-web-report/americanhistory-race-and-prison</a></p> <p>6. Johnson, C. (2022, April 19). Justice Department works to curb racial bias in deciding who's release from prison. From NPR.org (<i>Morning Edition</i>). Retrieved from <a href="https://www.npr.org/2022/04/19/1093538706/justice-department-works-to-curb-racial-bias-in-deciding-whos-released-from-prison#:~:text=Tiny%20Desk-,Justice%20Department%20works%20to%20curb%20racial%20bias%20in%20deciding%20who's,become%20eligible%20for%20early%20release.">https://www.npr.org/2022/04/19/1093538706/justice-department-works-to-curb-racial-bias-in-deciding-whos-released-from-prison#:~:text=Tiny%20Desk-,Justice%20Department%20works%20to%20curb%20racial%20bias%20in%20deciding%20who's,become%20eligible%20for%20early%20release.</a></p>
<b>Week 11</b> <b>11/12</b>	Film Review	<p>Film: 13th US Rating: TV-MA For mature audiences Review and Discussion</p>
<b>Week 12</b> <b>11/19</b>	<b>Topic 11</b> LGBTQA+	<p>1. Pritchep, D. (2017, November 25). For LGBTQ People Of Color, Discrimination Compounds. (<i>Reading and Audio</i>) In Heard on Weekend Edition Saturday, NPR.org. Retrieved from <a href="https://www.npr.org/2017/11/25/564887796/for-lgbtq-people-of-color-discrimination-compounds">https://www.npr.org/2017/11/25/564887796/for-lgbtq-people-of-color-discrimination-compounds</a></p> <p>2. Wang, H.L. (2023, April 27). Changing how U.S. forms ask about race and ethnicity is complicated. Here's why. In NPR.org. Retrieved from <a href="https://www.npr.org/2023/04/27/1170743721/omb-race-and-ethnicity-statistical-standards">https://www.npr.org/2023/04/27/1170743721/omb-race-and-ethnicity-statistical-standards</a></p>
<b>Week 13</b> <b>11/26</b>	<b>No Class</b>	<b>(Friday Classes Meet)</b>
<b>Week 14</b> <b>12/03</b>	<b>Topic 12</b> -Anti-Racist Praxis Tools -Diversity, equity, and inclusion (DEI)	<p>NJIT based DEI and Programming:</p> <ol style="list-style-type: none"> <li><a href="https://cme.njit.edu/diversity-equity-and-inclusion-dei">https://cme.njit.edu/diversity-equity-and-inclusion-dei</a></li> <li><a href="https://www.njit.edu/diversityprograms/programs">https://www.njit.edu/diversityprograms/programs</a></li> <li><a href="https://www.njit.edu/diversityprograms/idclubs">https://www.njit.edu/diversityprograms/idclubs</a></li> <li><a href="https://www.njit.edu/diversityprograms/resources">https://www.njit.edu/diversityprograms/resources</a></li> <li><a href="https://www.njit.edu/diversityprograms/nondiscrimination">https://www.njit.edu/diversityprograms/nondiscrimination</a></li> </ol>
<b>Week 15</b> <b>12/10</b>	<b>Assignment 3 Due</b>	In-Class Assignment

## Course Assignments, Due Dates & Grading

Date	Subject	Due Date	% of Final Grade
Assignment 1	Analysis of Race and Ethnicity	Week 5	25%
Assignment 2	Student Led Discussion (Oral)	Week 3-14	25%
Assignment 3	In-Class Assignment	Week 15	15%
Reading Responses		Weekly	20%
Class Attendance & Participation		Ongoing	15%

### Coursework Assignment Overview

Each of the major assignments is described below:

#### ***Assignment One: Analysis of Race and Ethnicity paper (25 points)***

In this assignment, students will identify, examine, and address observations on Race and Ethnicity within their respective majors. Students will address how identified observations have impacted, created or contributed to potential problems or discrepancies within their major and/or careers. If no disparities are found as it relates to race and/or ethnicity, why not? Any other observable disparities? (i.e. gender, age, etc). If no disparities are noted, why? Also, how can we use the tools that have contributed to an equal platform be used in other areas where discrepancies are noted.

No sources needed for this assignment but students will need to explain their observations and opinions. If sources are used, sources can include peer reviewed scholarly journals, trade journals, and popular magazines (New Yorker, The Economist, Harvard Business review, etc.).

The paper should be a minimum of 2 pages (no maximum). Typed double spaced; 1-inch margins, 12 point font, Times New Roman, MLA Format, Citation page if needed (citation page does not count as one of your pages).

*Student use of artificial intelligence (AI) is permitted in this course for certain assignments and activities. Refer to the last page of this syllabus.*

*All papers must be completed by the individual student who must show original work. Please see Academic Integrity Policy below. Papers will be checked using Turnitin, a software that checks originality of your work by comparing it to content on the Web, articles, books, and assignments of previous students of this class. Departmental policy to date has been to refer students suspected of deploying ChatGPT, Grammarly, and other similar tools to the Dean of Students for further investigation.*

***Due: Week Five***

### **Assignment Two: Student Led Discussion (25 points)**

Sign ups will take place during week 2.

Students will talk about their *ideas* to the class. Each week, during weeks 3-14, each student will have the opportunity to present on the topic selected. Each student will guide the discussion, share their understanding of the topic, share examples relevant to the topic, and foster solutions as it relates to race and ethnicity.

This assignment provides students the opportunity to hone their public speaking skills.

**Note:** Make-up presentations are allowed only if appropriate documentation is provided to and verified by the Dean of Students (e.g., a doctor's note, a police report, bereavement, etc.). Make-up presentations will **not** be given if these criteria are not satisfied.

The talk must be a minimum of 10 minutes, not to exceed 15 minutes. No powerpoints necessary. Q/A to follow. If sources are used, sources can include peer reviewed scholarly journals, trade journals, and popular magazines (New Yorker, The Economist, Harvard Business review, etc.). **Ensure you properly cite and give credit to your sources.**

#### Two Options:

**Option 1:** Present in-person during class.

*\*draft/outline/notes of your in-person presentation will need to be uploaded to Canvas.*

**Option 2:** Present video recording of self to class.

*\*students will need to upload video to Canvas, and will be responsible to ensure their computer is compatible to present in our classroom and address any technical issues.*

***Due: Weeks 3-14***

### **Assignment 3: In-Class Written Assignment (15 points)**

Choose one of the Topics discussed throughout the semester. In one paragraph, summarize the topic selected. In one to two paragraphs, integrate your own impressions and beliefs about this topic. Lastly, identify and share how this content may benefit you outside of this course, your journey within NJIT, and in your future endeavors.

- In-Class written assignment will be completed via writing on handout provided by the lecturer.
- Points will be reduced if below 100 words for each question on the handout, and grammatical errors present.
- Open Notes, Open Book

***Due: Week 15, 12.10.25***

**Reading Responses (20 points total)**

Every week, you will submit a response to the assigned reading from that week.

Each response will be graded on the following criteria:

- Does it summarize the reading?
- Did you explain your opinion on something in the reading?
- Is it at least, at a minimum, 25 words long? (No Maximum)

You will have before the relevant lecture to complete these readings and posts. No exceptions.

**Class Attendance & Participation (15 points total)**

This class meets face-to-face from 6:00 PM-8:50 PM on Wednesdays. Some of these classes will include lectures; all classes include discussion and/or classwork that you are expected to actively participate in. Classwork and discussion credit cannot be made up if you miss class or arrive late.

**Last Day of Class is worth 2 points**

***Due: Ongoing***

**Grading Scale**

<b>Grade</b>			<b>Grade</b>	
<b>A</b>	90-100		<b>C</b>	70-76
<b>B+</b>	87-89		<b>D</b>	59-69
<b>B</b>	80-86		<b>F</b>	58.9 or below
<b>C+</b>	77-79			



## Assignment Submissions

All submitted writing must be double-spaced, Times New Roman, MLA Format, 12 point font with standard formatting with regards to margins, paragraphs, etc.

I do not accept emailed assignments or shared Google Drive files. You will receive no credit at all for assignments submitted in either of these manners. You must submit a .doc, .docx, .pdf, or .txt file on Canvas to receive credit for an assignment.

Should you encounter technical problems, contact the NJIT helpdesk at 973-596-2900 (or simply extension 2900 from campus locations). In the event that it is impossible to submit through Canvas, you must submit a paper version of the assignment that includes an explanation of why online submission was not possible. If you cannot attend class, you may deliver paper submissions to the Humanities Department office in Cullimore Hall. Emailed work is not an acceptable substitute.

## Late Submissions

All assignments are due at 11:59 PM on the assigned date unless otherwise indicated.

This rule is not flexible. I encourage you to complete and submit the assignment earlier in the day to avoid encountering any problems with this deadline.

### **Late assignments will not be accepted.**

Receipt of final papers is verified through Canvas or instructor email. If you do not receive a return receipt within four hours of sending the final paper, it is your responsibility to follow up and ensure your paper has been received.

## Miscellaneous

All assignments should be completed individually unless permission is granted by the instructor ahead of time.

No grade changes will be made without a scheduled, in-person meeting. You can ask questions about your grade in any context you would like, but you need to also schedule an in-person meeting with me if you believe a grade deserves re-evaluation.

*This syllabus is subject to change throughout the semester.*

If you have follow-up comments after reviewing your grade, please contact me through the regular channels.

Please ask questions as frequently as possible, both in the classroom, outside of it, and online.

Attend office hours or make an appointment. There is no reason for you not to understand assignments or expectations, so please take an active role in obtaining the knowledge you want or need.

## AI Usage

Student use of artificial intelligence (AI) is permitted in this course for certain assignments and activities. Additionally, if and when students use AI in this course, the AI must be cited as is shown within the [NJIT Library AI citation page](#) for AI. If you have any questions or concerns about AI technology use in this class, please reach out to your instructor prior to submitting any assignments.