

## Wharton Global Virtual Class

### **MGMT 89x: Global Approaches to Diversity: Overcoming Racial and Gender Inequality around the World**

Professors Nancy Rothbard & Mauro F. Guillén  
Tuesdays, 10:30am – 1:30pm, Q4 Spring 2021 (0.5 cu)

Racial and gender divides underpin persistent patterns of discrimination, inequality, and conflict in many parts of the world. This class explores different types of solutions pursued by the private and nonprofit sectors to address these underlying issues with a view to fostering opportunity, inclusion, and diversity.

Focusing on creative and innovative perspectives, this class offers students a window into a wide variety of education, training, mentorship, empowerment, grassroots organizing, pilot projects, intervention programs, and other approaches. The goal is to learn from the experiences of a wide range of organizations in Africa, Asia, Europe, Latin America, and the Middle East. Guest speakers and panels will expose students to the successes and the limitations of various approaches.

#### **Schedule of Classes and Potential Guest Speakers**

Each day of class:

- An introduction to the topic by the faculty.
- An introduction to the speakers and their organizations by a team of students.
- A panel and/or a series of invited guest speakers.
- A structured discussion moderated by the faculty.

Specific Topics and Organizations include:

| <b>Topic</b>  | <b>Country*</b> | <b>Organizations</b>                    |
|---|-----------------|---|
| Supporting entrepreneurs in Rio de Janeiro's favelas        | Brazil          | EduMais                                 |
| Grassroots organizing in the Afro-Brazilian LGBTQ community | Brazil          | Bahia Street, Instituto da Mulher Negra |
| Financial inclusion in the Andean highlands                 | Peru            | Caja Rural de los Andes                 |
| Support groups for women entrepreneurs                      | Nigeria         | Lionesses of Africa                     |
| Venture capital for good in rural Africa                    | Senegal         | Aventura Investment Partners            |
| Attracting girls to careers in STEM                         | India           | The STEM Sisterhood                     |
| Protecting the weak through environmental sustainability    | Thailand        | International Rivers                    |
| Water, hygiene, and health for women and children           | Madagascar      | WaterAid                                |

|   |   |                  |
|---|---|------------------|
| <b>**others**</b>   |   |                  |
| Role of Technology in overcoming inequality                       | Kenya                                     | MPesa and Kibera |
| Quotas – Women on Boards & other types of quotas in Organizations | Europe/Cali<br>fornia/<br>South<br>Africa | ?                |

\*In some cases the guest speaker(s) may be located in a different country.

## Requirements

1. Class attendance and participation (25%).
2. Weekly multiple-choice tests (20%).
3. One student team presentation in class, 10 mins (10%).
4. Short individual paper on what the U.S. could learn from experiences around the world (15%).
5. Final team project (25%) plus peer-evaluation of another team's project (5%).