1) Proposed language for BBA diversity learning goal:

**Students can understand the value of diversity in individuals, cultures and economies.**

2) Proposed guiding definition of diversity:

Diversity entails recognition, respect and appreciation for the variety of characteristics that make individuals unique, and cultures and economies distinct. An appreciation of diversity creates an atmosphere of inclusion where the richness of ideas, backgrounds, and perspectives inspires value creation and achievement in organizational environments. Examples of characteristics that can contribute to diversity include, but are not limited to: age; cognitive style; culture; disability (mental, learning, physical); economic background; education; ethnicity; gender identity; geographic background; language(s) spoken; marital/partnered status; physical appearance; political affiliation; race; religious beliefs; sexual orientation.

3) Proposed performance criteria:

a. Ability to identify and recognize the variety of characteristics that can contribute to diversity
b. Ability to recognize and articulate an understanding of perspectives of diverse persons in organizational environments
c. Ability to identify benefits and challenges of diverse workgroups

Below is a proposed adaptation of the information to formats used in Assurance of Learning Documents

<table>
<thead>
<tr>
<th>Program Goal</th>
<th>Components/Objectives</th>
<th>Performance criteria. Students can:</th>
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| Students can understand the value of diversity in individuals, cultures and economies. | Recognize, respect and appreciate the variety of characteristics that make individuals unique and cultures and economies distinct. | • Provide examples of characteristics that contribute to diverse perspectives.  
• Recognize characteristics that contribute to diverse perspectives in organizational activities, decisions and experiences. |
| | Appreciate how diversity inspires a richness of perspectives in organizational decisions and activities. | • Recognize and articulate an understanding of perspectives of diverse persons in organizational activities, decisions and experiences. |
| | Understand the complexities of managing diverse workplace groups and activities. | • Identify benefits and challenges of diverse workgroups in organizational activities, decisions and experiences. |