



The University of Western Ontario Department of Sociology

Sociology 3350F-001 Striving for Equity: Policy and Practice Fall 2025

Delivery Mode	Date/Time	Location
In-person	TBA	TBA

Course Instructor	Contact Information
Dr. Julie McMullin	mcmullin@uwo.ca Department of Sociology

This is a draft copy only. Please see the course site for the final version.

Office Hours: date/time available on Brightspace

COURSE DESCRIPTION:

This class examines the theory and practice of Equity, Diversity, and Inclusion (EDI). First, we consider how key sociological concepts including power, oppression, and intersectionality frame EDI in Canada. Next, we critically examine EDI in Higher Education, Sport, the Criminal Justice System, and Media using a case study approach.

Prerequisite(s): Registration in third or fourth year in any program.

Anti-requisite(s): None

COURSE OBJECTIVES AND LEARNING OUTCOMES:

Upon successful completion of this course, students will be able to:

- Understand EDI from a sociological perspective.
- Apply sociological concepts to the practice of EDI.
- Critically examine policy, culture, and organizational structure through an EDI lens.
- Develop practical solutions to solve problems of EDI in various domains of social life.
- Explain the importance of EDI considerations to stakeholders.
- Present complex ideas in accessible ways.

COURSE MATERIAL:

All course readings and materials are available on OWL Brightspace at no cost to students.

COMMUNICATION:

Students are responsible for checking the course [OWL Brightspace site](#) on a regular basis for news and updates. This is the primary method by which information will be disseminated to all students in the class.

The best way to reach me is through email (mcmullin@uwo.ca). I will endeavour to reply to messages within 24 hours between Monday and Friday and within 48 hours on Saturday and Sunday.

COURSE SCHEDULE and READINGS:

The reading list and weekly schedule are available on the course Brightspace site. Students should check the course [OWL Brightspace site](#) frequently to access the weekly assignments, online lessons, course material, and for key deadlines.

Google Chrome or Mozilla Firefox are the preferred browsers to optimally use OWL. If you need assistance, support is available on the [Owl Brightspace help page](#)

ONLINE LESSONS:

This course requires students to complete online lessons which involves writing answers to weekly questions and completing a series of modules that were developed by Western's Equity Office. These lessons, modules, and other course material are available on OWL Brightspace.

Google Chrome or Mozilla Firefox are the preferred browsers to optimally use OWL. If you need assistance, support is available on the [Owl Brightspace help page](#).

METHOD OF EVALUATION:

The evaluation methods described in the course outline are essential requirements for the course.

As flexible deadlines are used in this course, requests for academic consideration will not be granted.

What does this mean?

For attendance: 1 absence is allowed.

For weekly assignments: These are due two days before class, but you will be able to submit answers for an additional week.

Please note that students are expected to attend all classes and to come to class prepared to critically discuss the readings and other course material.

For weekly module completion: These are due two days before class, but you will be able to submit the certificate of completion for an additional week.

Evaluation Component	Brief Description	Due Date	Percentage of Grade
Attendance	Students are expected to attend all classes. Class attendance will be taken using IClicker.	On-going	5%
Active Class Participation	Students are expected to come to class prepared to critically discuss the readings, weekly assignments, and other course material.	On-going	10%
Weekly Module Completion	Students are required to complete 14 on-line modules that will count towards the following certificates offered through Western's Office of Equity, Diversity and Inclusion: 1. Anti-Racism Foundations 2. Award of Achievement in Anti-Oppression. 3. Anti-Oppression Certificate Program Students will be required to upload certificates of completion to the Course OWL Brightspace site.	On-going	35%
Weekly Assignments	To demonstrate that you understand the course material, you will be required to submit 10 weekly assignments. These are short answers to questions that are posted prior to class. Each answer should be between 250 and 300 words. These answers are due two days before each class. The assignments will be uploaded to OWL and should be written in your own words. AI written assignments are not acceptable.		50%

Artificial Intelligence:

Within this course, students are permitted to use AI tools exclusively for information gathering and preliminary research purposes. These tools are intended to enhance the learning experience by providing access to diverse information sources. However, it is essential that students critically evaluate the obtained information, exercise independent thinking, and engage in original research to synthesize and develop their own ideas, arguments and perspectives. The use of AI tools can serve as a starting point for exploring a topic, with students expected to uphold academic integrity by appropriately attributing all sources of information and avoiding plagiarism. Essays and written assignments should reflect the student's own thoughts and independently written work. Students should also generate their own figures (e.g., graphs, diagrams) rather than using AI generated ones. By adhering to these guidelines, students contribute to a responsible and effective learning environment that promotes critical thinking, independent inquiry and allows you to produce original written contributions. The same principles also apply to the use of translation software to support the writing the essays and other written assessments.

Electronic devices:

The use of electronic devices is permitted in this course.

Academic Offences: Scholastic offences are taken seriously and students are directed to read the appropriate policy, specifically, the definition of what constitutes a Scholastic Offence, at the following website: https://www.uwo.ca/univsec/pdf/academic_policies/appeals/scholastic_discipline_undergrad.pdf

Students must write their assignments in their own words. Whenever students take an idea from another author, they must acknowledge their debt both by using quotation marks where appropriate and by proper referencing such as footnotes or citations. Plagiarism is a major scholastic offence.

All required papers may be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University for detection of plagiarism. All papers submitted for such checking will be included as source documents in the reference database for the purpose of detecting plagiarism of papers subsequently submitted to the system. Use of the service is subject to the licensing agreement, currently between The University of Western Ontario and Turnitin.com (<https://www.turnitin.com/>).

Students are expected to retain all research notes, rough drafts, essay outlines, and other materials used in preparing assignments. In the unlikely event of concerns being raised about the authenticity of any assignment, your instructor may ask you to produce these materials; an inability to do so may weigh heavily against you.

Computer-marked multiple-choice tests and/or exams may be subject to submission for similarity review by software that will check for unusual coincidences in answer patterns that may indicate cheating.

Copyright: Students may not record or distribute any class activity, including conversations during office hours, without written permission from the instructor, except as necessary as part of approved accommodations for students with disabilities. Any approved recordings may only be used for the student's own private use.

Absence from Course Commitments: Students must familiarize themselves with the [Policy on Academic Consideration](#) – Undergraduate Students in First Entry Programs https://uwo.ca/univsec/pdf/academic_policies/appeals/academic_consideration_Sep24.pdf

Students missing course work for medical, compassionate or extenuating circumstances can request academic consideration by completing a request using the Student Absence Portal (SAP) https://registrar.uwo.ca/academics/academic_considerations/index.html. Students are permitted one academic consideration request per course per term without supporting documentation. Note that supporting documentation is always required for academic consideration requests for examinations scheduled by the office of the registrar (e.g. December and April exams) and for practical laboratory and performance tests typically scheduled during the last week of the term. Students should also note that the instructor may designate one assessment per course per term that requires supporting documentation. This designated assessment is described in the course outline. Supporting documentation for academic considerations for absences due to illness must include the completed Western Student Medical Certificate (SMC) <https://registrar.uwo.ca/academics/pdfs/student-medical-certificate.pdf> or, where that is not possible, equivalent documentation by a health care practitioner. Students must request academic consideration as soon as possible and no later than 48 hours after the missed assessment.

Once the request and supporting documentation have been received and reviewed, appropriate academic consideration, if granted, shall be determined by the instructor in consultation with the academic advisor, in a manner consistent with the course outline. Students with an approved absence from an in-class test or exam will be required to write a makeup exam, unless otherwise specified in the course outline. The course instructor or teaching assistant(s) may not be available to respond to questions during the makeup text/exam. Students should be aware that the make-up test/exam will not necessarily be in the same format, be of the same duration, or cover the same material as the original test/exam.

Note: missed work can *only* be excused through one of the mechanisms above. Being asked not to attend an in-person course requirement due to potential COVID-19 symptoms is **not** sufficient on its own. Students should check the Western website to see what directives for Covid are to be followed. Western has been and will continue to follow directives established by the Middlesex-London Health Unit. That directive will state whether students should or should not come to campus/class and any other requirements (e.g., masks are mandatory). Please check on your own and do not email the instructor, the Department Undergraduate Advisor/Coordinator or the Faculty Academic Counselling Office.

Students who fail to write a make-up test or special examination will receive a grade of zero on that assessment. No other make-up opportunities will be provided unless further academic consideration is granted by the student's Home Faculty Academic Counselling office.

Religious Accommodation: Students should review the policy for Accommodation for Religious Holidays https://www.uwo.ca/univsec/pdf/academic_policies/appeals/accommodation_religious.pdf. Where a student will be unable to write examinations and term tests due to a conflicting religious holiday, they should inform their instructors as soon as possible but not later than two weeks prior to writing the examination/term test. In the case of conflict with a midterm test, students should inform their instructor as soon as possible but not later than one week prior to the midterm.

Contingency plan for an in-person class pivoting to 100% online learning: In the event of a COVID-19 resurgence or University approved emergency during the course that necessitates the course delivery moving away from face-to-face interaction, affected course content will be delivered entirely online, either synchronously (i.e., at the times indicated in the timetable) or asynchronously (e.g., posted on OWL Brightspace for students to view at their convenience). The grading scheme will **not** change. Any remaining assessments will also be conducted online as determined by the course instructor.

Code of Student Conduct: It is the responsibility of every student to read the Code and familiarize him or herself with its contents. The Code is available at http://www.uwo.ca/univsec/pdf/academic_policies/appeals/code_of_conduct.pdf. Sanctions for non-compliance range from a warning or reprimand to expulsion from the University.

Student Responsibility: Students in a degree program must select courses in accordance with the published requirements. Students are responsible for ensuring that their selection of courses is appropriate and accurately recorded, that all course prerequisites have been successfully completed, and

that they are aware of any antirequisite course(s) they may have taken. Students must familiarize themselves with the Student Responsibility for Course Selection policy https://www.uwo.ca/univsec/pdf/academic_policies/general/academic_counselling.pdf and the Registration and Progression policy https://uwo.ca/univsec/pdf/academic_policies/registration_progression_grad/registration_progression.pdf. Students are responsible for the successful completion of the Graduation Requirements for their degree program https://uwo.ca/univsec/pdf/academic_policies/registration_progression_grad/graduation.pdf.

Support Services:

Office of the Registrar Services <http://www.registrar.uwo.ca>

[Faculty Academic Advising](#) - Please visit your Home Faculty Academic advising webpage for information regarding adding/dropping courses, important dates, academic considerations for absences, appeals, exam conflicts, and many other academic related matters https://registrar.uwo.ca/faculty_academic_counselling.html.

[USC services](#) offers information about student the health/dental plan, Bus Pass, food support services, Peer support Centre etc <http://westernusc.ca/services/>.

[Mental health](#) – Students who are in emotional/mental distress should refer to Mental Health@Western <http://www.uwo.ca/uwocom/mentalhealth/> for a complete list of options about how to obtain help.

[Health & Wellness Services](#) – Registered part-time and full-time students can book a physical health appointment at <https://www.uwo.ca/health/shs/index.html>. Additional on-campus services are also available <https://www.uwo.ca/health/shs/services/index.html>.

[Accessible Education](#) provides supports and services to students with disabilities at Western, in all programs and faculties. Students with disabilities or accessibility challenges should work with Accessible Education (formerly SSD) http://academicsupport.uwo.ca/accessible_education/index.html, which provides recommendations for accommodation based on medical documentation or psychological and cognitive testing.

[Gender-Based and Sexual Violence](#) – Western is committed to reducing incidents of gender-based and sexual violence (GBSV) and providing compassionate support to anyone who is going through or has gone through these traumatic events. If you are experiencing or have experience GBSV (either recently or in the past), you will find information about support services for survivors, including emergency contacts at the following website: http://uwo.ca/health/student_support/survivor_support/get-help.html

[Western Libraries](#) – Visit the many library locations on campus. Western Libraries provide access to material in physical and digital formats <https://www.lib.uwo.ca/catalogue/index.html>. Research support is available <https://www.lib.uwo.ca/research/index.html>.

[Writing support](#) – Online writing resources, writing support and writing modules are available <https://writing.uwo.ca/undergrads/>

Bookstore: Search for Textbook availability and cost <https://bookstore.uwo.ca/textbook-search>