



United Nations Sustainable Development Goals Open Pedagogy Fellowship

Equality and Employment Laws around the World

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Introduction:

You are a part of a collegewide effort to increase access to education and empower students through "open pedagogy." Open pedagogy is a "free access" educational practice that places you - the student - at the center of your own learning process in a more engaging, collaborative learning environment. The ultimate purpose of this effort is to achieve greater social justice in our community in which the work can be freely shared with the broader community. This is a renewable assignment that is designed to enable you to become an agent of change in your community through the framework of the United Nations Sustainable Development Goals (SDGs). For this work, you will integrate the disciplines of English Composition and Human Resource Management to achieve SDG #10: Reduced Inequalities. With a focus on Targets 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status, and 10.4: Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.

Learning Objectives:

1. Identify and analyze laws specific to equality in employment in Canada and the United States, and/or other countries of your choosing
2. Analyze the state of equality on a global level and its impact on society
3. Identify protected groups of people and explore the historical contexts
4. Describe the impact of these laws on people, organizations and society as a whole

Purpose/Rationale:

In this assignment, students explore the concept of equality and its impact on the workplace and society as whole. Learners reflect on barriers (access) to full participation and equal treatment of people in the workplace based on gender, sexuality, race, etc.

Instructions:

Part 1: Equality: Describe the term equality. Discover the state of equality around the globe today by reading the first few pages of the Global Gender Gap Report 2020:
http://www3.weforum.org/docs/WEF_GGGR_2020.pdf

Describe the 4 components of The Global Gender Gap Index Framework. Review the The Global Gender Gap Index 2020 rankings on page 9. Look at the country rankings and comment on what you see. Where does Canada rank (or if you are an international student where does your country rank and what does that mean in terms of gender parity and impact on society?) Review Figure 2 - The state of the gender gaps on page 10. Comment on the percentage of The Global Gender Gap Index line.

Part 2: Protected groups: Identify the protected groups in Canada and/or the United States and describe each group briefly. Explain why these groups are protected.

Part 3: Employment laws. Choose a country and research its laws related to employment (equal treatment of people). Pick two specific laws, describe their scope/intent and how they are applied (compare and contrast them to similar laws in Canada/United States). Explain how these laws promote equality. In your opinion what needs to be improved to promote equality in the workplace? What issues are currently not being addressed?

Part 4: Reflection: Reflect on the key insights the research in this assignment has brought to light for you. Describe the impact an HR professional can make toward reducing inequality in an organization. However, inequality is not limited to the workplace. Have you experienced a situation of inequality in your life (yourself, a family member or someone else you know?) Describe the situation and its impact on those involved. What is one action you are willing to take to make a stand against inequality?

Format Requirements:

Create a renewable artifact (infographic, ebook chapter, website, video, etc.) that summarizes your research and analysis.

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