**At Home with Diversity**

**Summary of Changes**

**Overall/General**

- Created new completion exam based on 2018 course
- Adjusted PowerPoint slides and Exam Questions to reflect content changes
- Added footnotes to support new content and citations; some original content now contains footnotes as well
- Where applicable, added Public Domain images (from Wikimedia Commons, Flickr, and Unsplash) to make manuals aesthetically pleasing
- Redesigned and updated all tables and boxes containing exercises
- Modified outdated language, e.g., *handicapped* is now *disabled* (unless in direct quotes)
- Redesigned PowerPoint to reflect look of the manuals
- Edited content for clarity and conciseness
- Revised and added instructor’s notes where applicable
- Restructured and added subsections/headings to some sections for easier navigation

**Introduction**

- Added links for course participants to research local market data (page v)
- Amended Table of Contents as needed (pages 1-2)
- Added and amended course Learning Outcomes to reflect major content changes in Sections 1 (“Useful Terms”) and 4 (“Advertising and Social Media”) (page 3)

**Section 1: Embracing Diversity**

- Updated Learning Objectives to reflect changes in “Useful Terms” (page 6)
- Changed subsection title from “Stereotypes, Assumptions, and Biases” to “Diversity, Equity, and Inclusion: Useful Terms”; also restructured this subsection, revised its outdated content, and added several new terms and statistics based on research (pages 8-13)
- Moved “Honesty vs. Loyalty” exercise to Appendix A since it is optional (page 14)
- Revised “Stereotypes” exercise to include more universal examples (page 15)
- Updated data in “National Statistics” and in table “Population by Race/Ethnicity” (page 16)
- Updated data from Selig Center report (page 19)
- Updated data in table “Median Income by Race” (page 20)
Section 2: Fair Housing and Diversity
- Added content about Fair Housing Act and sexual orientation (page 23)
- Created headings (from already existing content) for subsection entitled “Discriminatory Acts” (page 26-28)

Section 3: Exploring Cultural Attitudes and Differences
- Created headings (from existing content) for subsection entitled “Cultural Variations” (pages 40-44)
- Created headings (from existing content) for subsection entitled “(More) Appropriate Business Dos and Don’ts” (pages 46-48)

Section 4: Inclusive Multicultural Marketing
- Researched and created new subsection on advertising and social media (pages 60-62)

Section 5: Your Inclusive Business Plan
- Condensed and moved portions of “Your Inclusive Business Plan” to Appendix D

Resources
- Embedded teaching aids (in forms of posters, timelines, and video links) (pages 73-74)
- Added more recent entries to books, journals, and audiovisual resources (pages 82-84)
- Changed subsection “Resources” (page 82) to “Further Reading” to avoid confusion with overall section title
- Modified Appendices where appropriate