

KNES 4543 Diversity & Inclusion in Recreation, Leisure & Sport

Course Syllabus Fall 2025

Dr. Julie Wood

Contact Information

- Office: Bridwell 322
- Hours: 10:30-12:00 TR, 10:00-12:00 W; Other times by appointment.
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Contact Preference

My preferred method of communication is by email. I check my email throughout the day (MTWR), so you can expect to hear back from me usually within a few hours of receiving your message. I generally do not respond during the evening hours or over the weekend. If you should call and leave a message, I would appreciate it if you would also send me an email as I most often do not pay attention to the phone.

Course Description

An introduction to the theoretical foundations of diversity and inclusion in recreation, leisure and sport organizations. Topics include theoretical tenets, stereotypes, prejudice, discrimination, forms of diversity, and organizational and interpersonal inclusiveness.

Textbook

Cunningham, G.B. (2019). *Diversity and inclusion in sport organizations: A multilevel perspective* (4th ed.). New York, NY: Routledge.

Learning Outcomes

Students will examine sport, recreation, and leisure organizations relative to structure, philosophy, programming, and cultural responsiveness.

Students will examine organizational inclusiveness relative to age, ability, race and ethnicity, gender, sexual orientation, and social class.

Students will examine attitudes and beliefs regarding culturally diverse populations, organizations, and services.

Course Essentials

Syllabus

The syllabus provides general information about the course, assignment expectations and requirements, and assessment information.

Textbook

The textbook is required reading for this course. Assignments and assessments are connected directly to the text.

Desire-to-Learn (D2L)

This course is delivered on the MSU Texas online platform D2L. Each student is expected to be familiar with this program as it is the source of communication regarding assignments, examination materials, and general course information. You can log into [D2L](#) through the MSU Texas Homepage.

Learning Modules

The content for this course is organized into modules on D2L. The modules can be found listed in the course browser on the course homepage. There is a module for course materials followed by modules for the learning activities.

Graded Assignments

Learning Activities

Links for the following assignments are listed under the content browser on the course homepage. Completed assignments should be uploaded to the appropriate drop box by the due date and time indicated. All assignments are checked for plagiarism and use of AI. Excessive plagiarism or use of AI will result in a grade of zero.

Diversity & Inclusion Survey: ***DUE Friday, September 5, 11:59 pm*** (75 pts)

The survey has 15 items related to beliefs, attitudes, or comfort level associated with diversity and inclusion in the workplace.

Forms of Diversity Discussion Questions: ***DUE Friday, September 12, 11:59 pm*** (100 pts)

This assignment is comprised of 5 discussion questions related to forms of diversity and implications for professional practice.

Organization Examination: ***DUE Friday, September 26, 11:59 pm*** (40 pts)

This assignment asks you to select an organization related to sport, recreation, tourism, or leisure and examine its position on diversity and inclusion.

Inclusive Leadership and Practices Analysis: ***DUE Friday, October 10, 11:59 pm*** (50 pts)

This assignment involves an examination of how individuals, groups, and organizations are building partnerships in the community and promoting inclusiveness through affirmative practices and leadership in sport, recreation, and leisure services.

Student Expectations

- **COURSE CONTENT:** Students are responsible for reading/viewing assigned material.

- **SCHOLARLY RESEARCH:** Students are responsible for locating scholarly material through the MSU library or other online scholarly sources when needed to complete assignments.
- **ORIGINAL WORK:** Students are expected to submit original work. Generative AI and plagiarism are not acceptable.
- **WRITING CONVENTIONS:** Written assignments should be double spaced using 12-point font. Copying and pasting information is not acceptable.
- **CITATIONS AND REFERENCES:** When references are requested, citations and reference information should be complete and formatted following APA guidelines. The APA manual 7th edition can be found online at [Purdue Owl APA](#) or [American Psychological Association](#).
- **ASSIGNMENT SUBMISSION:** Be sure to submit the correct document to the assignment drop box. Submitting incorrect or blank documents does not excuse you. A grade of zero will be recorded.
- **LATE ASSIGNMENTS:** A grade of zero will be recorded until the work is completed.
- **RESUBMISSIONS:** There are no redoes for assignments or exams.
- **EXTRA CREDIT:** There are no opportunities for extra credit.
- **QUESTIONS:** I expect you to take the initiative to contact me via email if you have questions about the class or an assignment.
- **PROFESSIONAL CONDUCT:** I expect any interaction or communication we have to be professional and respectful.

Assessment

Assignments	Points	Due Date
Diversity & Inclusion Survey	75	Friday September 5
Forms of Diversity Questions	100	Friday September 12
Organization Examination	40	Friday September 26
Inclusive Leadership Analysis	50	Friday October 10
Total Points	265	

Grade	Points	Percent
A	238-265	90-100
B	212-237	80-89
C	185-211	70-79
D	159-184	60-69
F	000-158	00-59