

授業科目名(英文名) / Course title	文化の多様性と持続可能社会 / Cultural Diversity for Sustainable Societies				
担当教員(所属) / Instructor	堀江 典生(サステナビリティ国際研究センター), 馬 駿(経済学部経営学科), Shishir Sharmin(サステナビリティ国際研究センター), Chakraborty Shamik(サステナビリティ国際研究センター), 吉川 朋子(国際機構), 朴 銀鏡(国際機構)				
授業科目区分 / Category	専門教育科目 学環共通科目				
地域課題解決型人材育成プログラム科目 / COC+Course 平成28年度入学者から適用	-	授業種別 / Type of class	講義科目		
開講学期曜限 / Period	2026年度 / Academic Year 第2ターム / Term 2 月/Mon 3	対象所属 / Eligible Faculty	持続可能社会創成学環(修士課程) / Graduate School of Sustainability Studies		
時間割コード / Registration Code	D41002	対象学年 / Eligible grade	1年 ,2年	単位数 / Credits	1単位
ナンバリングコード / Numbering Code					
Moodleコース統合時間割コード / Moodle course join Registration Code					
Moodleコース登録教員名 / Moodle course registered Instructor					
MoodleコースURL / Moodle course URL	<a href="https://moodle52.u-toyama.ac.jp/course/view.php?idnumber=2026_D41002">https://moodle52.u-toyama.ac.jp/course/view.php?idnumber=2026_D41002</a>				
各種教育プログラム1 / Various educational programs1					
各種教育プログラム2 / Various educational programs2					
各種教育プログラム3 / Various educational programs3					
各種教育プログラム4 / Various educational programs4					
各種教育プログラム5 / Various educational programs5					
SDGsとの関連 / Related SDGs					
昨年度からの改善点 / Changes from last year					
リアルタイム・アドバイス / Real-time advice	更新日				
授業のねらいとカリキュラム上の位置付け(一般学修目標) / Course Objectives	教育目標 / Educational Goals				
<p>The concept of diversity is not merely tolerance of heterogeneity but also the recognition that each individual is irreplaceable. Globalization allows all organizations to involve participants from around the world. For example, companies or institutes are required to design programs and policies to enhance the inclusion of participants (employees) who are from different backgrounds and cultures. Diversity management should be considered not only as tolerance for heterogeneity but also as a competitive advantage for organizations. Furthermore, each of us is also required to conduct diversity management in developing our careers.</p> <p>In this lecture course, the Global SDGs Program faculty members will act as facilitators to share experiences in creating new academic or business achievements in diversity. By doing this, you learn how cultural diversity can be a power to achieve SDGs, how you should manage diversity in your own future workshop or laboratory, and how leadership in diversity practices improves the performance of your team members. The goal in this course is to improve basic understanding of diversity management and discussion skills for managing diversity.</p>					
達成目標 / Course Goals					

1. To understand the concept of diversity and learn diversity management 2. To understand the local peculiarities in Japanese society and in Toyama, and to reflect on one's own culture's peculiarities 3. To demonstrate leadership in discussing diversity 4. To learn how to effectively communicate with others who have different cultural backgrounds	
<b>授業計画（授業の形式、スケジュール等） / Class schedule</b>	
1. Diversity and positionality (Norio Horie) 2. Global competence (Norio Horie) 3. Cultural diversity and learning abroad: Living and learning in Toyama 1 (Tomoko Yoshikawa) 4. Cultural diversity and learning abroad: Living and learning in Toyama 2 (Eun-Kyung Park) 5. Human resource management in Japan and career development for international students (Jun Ma) 6. Ethnic diversity and socio-cultural transformation: case in a developing country of Bangladesh (Sharmin Shishir) 7. Cultural diversity and local knowledge (Shamik Chakraborty) 8. Discussions (Norio Horie)	
<b>授業時間外学修（事前・事後学修） / Independent Study Outside of Class</b>	
Study time outside of class requires 0.5 to 2 hours of independent study for each class session. In order to increase the effectiveness of learning, students should read the materials delivered by instructors in advance and complete homework and reports after the class.	
<b>キーワード / Keywords</b>	Cultural diversity, Diversity management, Career development
<b>履修上の注意 / Notices</b>	
<b>教科書・参考書等 / Textbooks</b>	教科書 参考書 教科書・参考書に関するその他通信欄 The instructor will provide materials for each lecture in advance.
<b>成績評価の方法 / Evaluation</b>	You are required to submit a briefing paper or report. Your presentation skills are also evaluated.
<b>関連科目 / Related course</b>	
<b>リンク先URL / URL of syllabus or other information</b>	
<b>備考 / Notes</b>	