



**THE OHIO STATE UNIVERSITY**  
COLLEGE OF ENGINEERING

# Building a Diverse Workforce in Aviation

## AVIATN 3700

**Credit Hours:**

3.00 - 3.00

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**Course Levels:**

Undergraduate (1000-5000 level)

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**Course Components:**

Lecture

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**Course Description:**

This course is an analysis of what it takes to create and sustain a diverse and inclusive workforce in the aviation industry. Students will engage with guest speakers and readings to understand how diversity, inclusion, and equity are defined. Readings will cover the historical significance of diversity and inclusion efforts.

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**Prerequisites and Co-requisites:**

Prereq: 2000, 2100, and 2200; or permission of instructor.

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**Course Goals / Objectives:**

- By the end of the course students will understand the ways in which diversity and inclusion are defined in the aviation industry.
  - By the end of the course students will be motivated to engage in outreach and engagement efforts, to address diversity and inclusion at the local, national, and international level.
  - By the end of this course students will be able to exhibit empathy towards women, persons of color, and other underrepresented groups.
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**Course Topics:**

- Introduction to Diversity and Inclusion Topics: -how diversity, inclusion, and equity are defined -How the COE and CAS currently address these issues -guest speakers
  - History of Diversity and Inclusion in Aviation: -Tuskegee Airmen and Executive Order 9981 -Women Airforce Service Pilots (WASPS) -social representations of women and persons of color throughout history
  - Current Issues of Diversity and Inclusion: -Crew Resource Management -managing diversity and inclusion in the workforce -'emotional labor' of underrepresented groups in the work environment -current efforts on the part of aviation companies to address diversity and inclusion
  - Social Media: -Understanding the role of social media representations in the public's understanding of diversity and inclusion -how does social media influence and change our perspectives?
  - Guest Speakers: -COE Chief Diversity Officer -Tuskegee Airmen Representative -Transwoman First Officer (undisclosed Regional Airline) -Airline Human Resources Representative -additional guest speakers as available
  - General Readings: One class session each week, students will be focused on a particular assigned reading. Currently those readings are "Hidden Figures" and "Cabin Pressure: African American Pilots, Flight Attendants, and Emotional Labor."
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**Designation:**

Elective