CSUN®
CALIFORNIA
STATE UNIVERSITY
NORTHRIDGE

MASTER OF ARTS IN

DIVERSE COMMUNITY DEVELOPMENT LEADERSHIP

INSIGHT Into Diversity
Higher Education Excellence in Diversity Award
2020

- Lead diversity initiatives in communities, organizations, and agencies
- Strategically plan major goals and initiatives
- Research complex issues and recommend evidence-based solutions
- Benefit from comprehensive support services
- Access course material at any time

Table of Contents

"Diversity may be the hardest thing for a society to live with, and perhaps the most dangerous thing for a society to be without."

— William Sloane Coffin Jr.

Master of Arts in Diverse Community Development Leadership

This online master's program prepares you for a career leading diverse organizations and communities. Designed for working adults, the program emphasizes contemporary social theory – with a focus on social justice – and features hands-on workshops and assignments.

In courses with other working professionals, you'll learn how to:

- Lead diversity initiatives in communities, organizations, and agencies
- Help communities identify their core needs
- Strategically plan major goals and initiatives
- Write grant proposals and spearhead fundraising campaigns
- Coordinate programs and manage relations with community partners
- Research complex issues and recommend evidence-based solutions

Courses focus on organizational leadership models, social justice in diverse communities, conflict resolution, research methods, community partnerships, and communication management.

Implement Fair Practices in the Workplace

With this degree, you can lead diversity initiatives at major global companies. Especially important in today's interconnected society, such professionals – educated with a management skillset – can ensure the fair and equitable treatment of all people within organizations. Additionally, as a professional in this field, you can plan and implement new, more diverse hiring practices in enterprises around the world.

A Career in the Public Good

In the public sector, you can lead city and county initiatives that help diverse communities thrive. Whether you hope to enact new state and federal policies, run for government office or build a more supportive community infrastructure – when you finish this program, the future is in your hands.

Justice through Leadership

In your courses, you'll develop the leadership skills to help organizations and communities identify their needs, manage conflicts, and enact socially just practices and policies.

As you hone your leadership abilities, you'll also examine modern systems of power, giving you the context to understand current social, political, and historical inequities. This strong theoretical and historical knowledge, which you'll build throughout the program, is necessary to make informed and effective leadership decisions.

Equipped with the program's leadership framework, you can enter the field with the utmost confidence and move forward with the important work to come: disrupting unjust power dynamics and helping communities fulfill their self-defined goals.

Listening and Assessment Tools

In addition to leadership training, you'll acquire the tools and strategies – among them, planning, assessment, monitoring, and evaluation – to successfully manage the social change process.

The program places particular emphasis on strategic and compassionate listening. One of the most important tools in community development, listening – and the strategies to do it well – allows you to assess a community's needs from the inside.

Once a community is heard, you can then work together to propose solutions, develop a strategic plan, and proceed to a real-world change. This program trains you to do that, empowering people and communities with a voice.

Learn by Doing

In the program, you'll identify and work with a local community partner. As you build practical experience, learning how organizations function in the real world, you'll also develop a portfolio to share with prospective employers.

This, in addition to classroom instruction, will equip you with the practical management skills to lead teams and organizations in the implementation of social change.
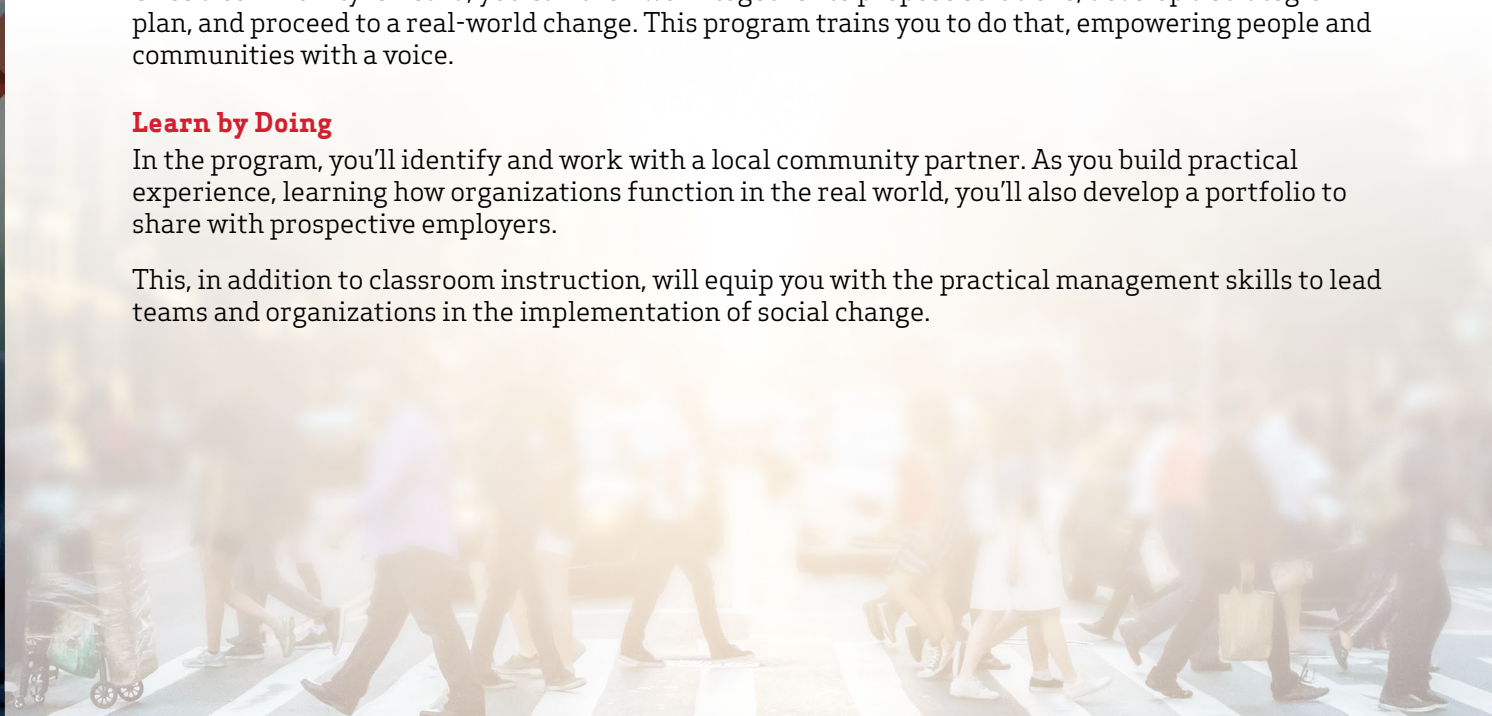
CAREER OPTIONS

- Chief Diversity Officer
- Community Development Director
- Community Manager
- Community Promoter
- Community Relations Specialist
- Compliance Officer
- Deputy Director
- Development Specialist
- Director (Management)

(Continued on next page.)

Features to Help You Advance in Your Career

Understanding that working professionals have special needs, we're committed to providing you with the highest level of technology, support and care. What you can expect:

Work-friendly scheduling – This online program will give you significant flexibility to complete course work at times and in places that work best for you.

A community of peers – When you start the program, you'll join a learning community of students and faculty. With this group of professionals and industry experts, you'll move toward graduation, building a network along the way and setting the stage for advancement in your field.

Ongoing, personal support – From day one, you'll receive the support of a personal program team. These specialists, in addition to being good listeners, can help you with all administrative matters, freeing you to focus on your course work and your career.

Technical assistance – Our distance-learning team provides technical training and support before your program even begins. Available on evenings and weekends, this team can help you troubleshoot issues, access content, interact with classmates and faculty, plus much more.

- In addition to premium, one-on-one support, you'll also have:
- Interactive courses that engage you in active learning
- 24/7 library resources
- Remarkable flexibility of time and location
- Ease of communication with program faculty and colleagues

CAREER OPTIONS (Continued)

- Director of Development
- Director of Marketing
- Executive Director
- Human Resources Manager
- Mental Health Case Manager
- Program Analyst
- Project Manager
- Public Relations and Fundraising Manager
- Senior Planner
- Social and Community Service Manager
- Social Services Director (Management)
- Social Work Case Manager
- Support Services Manager
- Youth Coordinator

Professionally Focused Curriculum

This master's program features a curriculum designed to meet the career development needs of midcareer professionals. The following courses have been created and sequenced to form an integrated program of study. Later courses build on earlier ones to provide a powerful, cumulative learning experience.

COURSE LIST (9 courses, 30 units)

DCDL 500: Theories of Community Development, Social Justice and Structures of Inequities

DCDL 510: History of Diverse Urban Communities

DCDL 520: Issues in Community Development and Empowerment

DCDL 530: Applied Leadership

DCDL 600: Methods: Qualitative and Quantitative

DCDL 610: Communication Skills in Community Development

DCDL 620: Building Community-Government-Private Partnerships

DCDL 630: Organizing in Diverse Communities

DCDL 698: Capstone Graduate Project

"We need diversity of thought in the world to face the new challenges."

— Tim Berners-Lee

Course Highlights

DCDL 500: Theories of Community Development, Social Justice and Structures of Inequities

In this course, students will be introduced to an intersectional approach to understanding community development, social justice and structural inequities from interdisciplinary perspectives. Students will learn critical theories regarding race, class, gender and indigeneity, which will enable them to understand and interrogate systems of power as they manifest in multiple community contexts. Students will also understand how community development leaders must work in alliance with members from the community to address power inequalities. This course will provide a theoretical foundation to guide student thinking around community development leadership.

DCDL 510: History of Diverse Urban Communities

In this course, students will be introduced to an interdisciplinary and comparative approach to understanding how structural factors have shaped the experiences of various racial and ethnic groups in urban America. The course is organized thematically according to several historiographical debates central to the study of urban history, including race, immigration, and spatial segregation; religion and struggles for urban justice; resilience in the face of disaster; and urban revolutions. Rather than mastering the particularities of any individual community, students will leave the class equipped with the tools to research the history of the communities they will serve as future leaders.

DCDL 520: Issues in Community Development and Empowerment

In this course, students will analyze how community development partners align themselves with community-centered approaches to tackling some of the most prominent issues in urban centers. Students will learn about how social and environmental justice issues intersect with community-based organizations. Students will learn about case studies from different regions about the development of policies that have been destructive against communities. Students will also learn how community partners can be useful allies to advance the empowerment of community-centered activism.

DCDL 530: Applied Leadership

In this course, students will be provided with an overview and examination of applied leadership. Leadership in diverse context(s) often operates differently from traditional conceptualizations of top-down, individual-based leadership models. Exploring the theories, histories and issues presented in leadership studies, we will pay particular attention to diverse leadership styles and their effectiveness in various community contexts. The course explores critical leadership practices that facilitate culturally responsive approaches to community change and conflict resolution. Students will also contemplate an interdisciplinary framework to ensure diversity, inclusiveness and equity in teaching and learning. Students will learn critical theories regarding applied leadership (race, class, gender and indigeneity), which will enable them to understand and interrogate systems of power as they manifest within several community contexts.

DCDL 600: Methods: Qualitative and Quantitative

In this course, students will be introduced to key quantitative and qualitative methods from an interdisciplinary approach. Students will learn how to collect, manage and assess data necessary for effective management and leadership of diverse community organizations and to address community needs. Qualitative methodologies, such as community-based participatory action research, grounded theory and case study, will be introduced. Ethical treatment of human research subjects in general and diverse communities in particular will be discussed.

DCDL 610: Communication Skills in Community Development

In this course, the capacity of students to apply communication strategies to create and present a proposal in support of diverse communities will be promoted. Students will be introduced to signature aspects of communication, including interpersonal and public speaking, marketing, public relations and positioning. Students then apply those skills in the creation of one advocacy campaign.

DCDL 620: Building Community-Government-Private Partnerships

In this course, students will explore how to build partnerships between community, public and private organizations for the purposes of fundraising, grant writing and community advocacy. Emphasis will be on negotiating complexities and controversies between partners in the adoption, implementation and evaluation of policy. Students will explore sources of funds and resources required for fundraising/grant acquisition. The course focuses on ways to establish partnerships for sustainable impact and investment.

DCDL 630: Organizing in Diverse Communities

In this course, students will be provided with a theoretical and practical overview of community organizing in a U.S. context. Students will explore various models and approaches related to community organizing and social movements within diverse communities, using historical and contemporary case studies. Community outreach, leadership development and capacity building processes will be emphasized as a skills-building component of the course. Community organizing will also be examined within and beyond the construct of American political and economic institutions to highlight systemic opportunities and barriers, especially for historically marginalized groups.

DCDL 698: Capstone Graduate Project

In this course, students will implement their approved community development capstone proposal. Under faculty supervision, students collaborate with the community partner to determine the scope of work to address a specific community issue. Students apply research to make evidence-based decisions to develop and evaluate alternative proposals for the community partner. Using appropriate communication strategies, students present the outcome to the community.

Distinguished Faculty

The Master of Arts in Diverse Community Development Leadership program is designed and taught by CSUN faculty members who are leaders in their areas of specialization. The outstanding CSUN faculty ensures that you will graduate with a solid academic background and be well prepared for the realities of practice in the field. Faculy bios can be read on the **Faculy webpage**.

- **Dianne Bartlow, Ph.D.**
  Professor, Department of Women's Studies, College of Humanities, CSUN — Co-teaches: Communication Skills in Community Development (DCDL 610)

- **Ray Calnan, Ph.D.**
  Assistant Professor, Department of Business Law, David Nazarian College of Business and Economics, CSUN — Building Community-Government-Community Partnerships (DCDL 620) and co-teaches the Capstone Graduate Project course (DCDL 698)

- **Marcella De Veaux, Ph.D.**
  Associate Professor, Department of Journalism, Mike Curb College of Arts and Media, and Communication, CSUN — Co-teaches Communication Skills in Community Development (DCDL 610)

- **Alicia Ivonne Estrada, Ph.D.**
  Associate Professor, Department of Chicana and Chicano Studies, College of Humanities, CSUN — Theories of Community Development, Social Justice and Structures of Inequities (DCDL 500) as well as Issues in Community Development and Empowerment (DCDL 520)

- **Steve Graves, Ph.D.**
  Professor, Economic, Forensic, Pop Culture, Department of Geography, College of Social and Behavioral Sciences, CSUN — Co-teaches Methods: Qualitative and Quantitative (DCDL 600)

- **Santosh Khadka, Ph.D.**
  Associate Professor, Department of English, College of Humanities, CSUN

- **Breny Mendoza, Ph.D.**
  Professor, Department of Gender and Women's Studies, College of Social and Behavioral Sciences, CSUN

- **Karen Morgaine, Ph.D.**
  Professor & Department Chair, Department of Sociology, College of Social and Behavioral Sciences, CSUN — Organizing in Diverse Communities (DCDL 630)

- **Daniel Omos, Ph.D.**
  Assistant Professor, Department of Sociology, College of Social and Behavioral Sciences, CSUN — History of Diverse Urban Communities (DCDL 510)

- **Roland Palencia, M.A.**
  Instructor, Central American Studies Department, College of Humanities, CSUN

- **Boris Ricks, Ph.D.**
  Associate Professor, Department of Political Science, College of Humanities, CSUN — Applied Leadership (DCDL 530)

- **Stevie Ruiz, Ph.D.**
  Assistant Professor, Department of Chicana/o Studies, College of Humanities, CSUN — Issues in Community Development and Empowerment (DCDL 520)

- **Zeynep Toker, Ph.D.**
  Professor, Department of Urban Studies and Planning, College of Social and Behavioral Sciences, CSUN — Co-teaches Methods: Qualitative and Quantitative (DCDL 600) as well as the Capstone Graduate Project (DCDL 698)

The Advantages of CSUN's Approach to Supporting the Educational Success of Working Professionals

At CSUN, we recognize the work-related constraints of midcareer professionals. Starting a new degree is a big step, but for you, the working adult, the pay-off is the program's completion. So, to get you there on time, with a diploma in hand, we offer a range of support services rare among public universities.

An assigned program coordinator will work with you from the time you apply to the time you graduate. This practice delivers ongoing, direct personal support from a real-world contact to guide you through the program without long lines or red tape. Coordinators play a proactive, hands-on part in the cohort experience by offering continuing information, regular reminders and steady, reliable encouragement.

CSUN's degree programs also assign you an academic lead, who coordinates the program's faculty and responds to questions beyond the scope of individual courses. Participants often develop close working relationships with their assigned leads. When you face an academic challenge, or hit a roadblock in your timetable, this person will steer you back on course. With this approach, CSUN graduate programs proudly achieve eighty-five to ninety-plus percent graduation rates.

Admission Requirements

To be admitted to the program, applicants must possess (at the time of enrollment):

- **Have met at least one of two degree requirements:**
  – A bachelor's degree from an accredited college or university with a minimum GPA of 2.5; or
  – A master's degree from an accredited college or university

- Be in good academic standing at the last college or university attended.

- **English Proficiency Requirements**
  For Non-U.S. Degree and International Students Only
  If a graduate applicant has earned a bachelor's or master's degree from a college or university outside the U.S., then an English language proficiency exam may be required.

  For more information, please visit **Admission Requirements** web page.

Accreditation

California State University, Northridge is accredited by the Commission for Senior Colleges and Universities for the Western Association of Schools (WASC), an institutional accrediting body recognized by the Council on Higher Education and Accreditation.

For More Information

(818) 273–6877

programs@csun.edu

Learn More

053023