

H8EDI: Equality, Diversity, and Inclusion

Module Code:	H8EDI
Long Title	Equality, Diversity, and Inclusion APPROVED
Title	Equality, Diversity, and Inclusion
Module Level:	LEVEL 8
EQF Level:	6
EHEA Level:	First Cycle
Credits:	5
Module Coordinator:	David Mothersill
Module Author:	Isabela Da Silva
Departments:	School of Business
Specifications of the qualifications and experience required of staff	Level 9 or equivalent qualification and/or extensive industry experience.
Learning Outcomes	
<i>On successful completion of this module the learner will be able to:</i>	
#	Learning Outcome Description
LO1	Critically appraise and evaluate the major concepts, theories and issues in the field of equality, diversity and inclusion (EDI) including the moral, ethical, and legal arguments as well as the business case for EDI.
LO2	Develop a broad and in-depth knowledge of the different marginalised employee groups, the issues and unique challenges they face in the workplace.
LO3	Develop an insight into the outcomes of typical workplace approaches to equality, diversity and discrimination and the problems encountered.
LO4	Advise how the HR function can develop an appropriate framework to promote the inclusion of different marginalised employee groups, the various stages involved and evaluating the impact on organisational performance.
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	As per programme requirements (outlined in 4.2.2 <i>Minimum requirements for general learning</i>).

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Module Content & Assessment			
Indicative Content			
Exploring and understanding the basic conceptual, legal and ethical backgrounds of diversity and inclusion, and provide a theoretical base upon which the following lectures build. n/a			
Introducing Equality, Diversity and Inclusion in the Workplace Historic and contemporary approaches to managing diversity in the workplace. Business, moral and legal case for diversity management. Legal and social context for inclusion of diverse employees. Equality, Diversity & the Law. Moral & Ethical Dimensions of Equality, Diversity & Inclusion. Exploration of the practices and policies such as affirmative action, diversity management, positive discrimination, and equal opportunities.			
Managing Workforce Diversity Defining and exploring diversity This part of the module looks at marginalised employee groups in turn, focusing on the unique challenges and issues they face in the workplace, the role of the HR function and the organisation in promoting their inclusion.			
Gender The concepts of gender equality and gender segregation at work Key issues of gender equality such as pay gap, gender stereotyping and the glass ceiling Theories explaining gender segregation and inequalities at work Approaches to achieving gender equality at work Contextual and organisational influences on approaches to gender equality			
Race and Ethnicity. Race and ethnicity and their implications for diversity and inclusion management in organisations. Why there is racial or ethnic discrimination, and how issues of racism and stereotypes affect equal opportunities at work Issues of institutional racism, racialised organisations, intersectionality and migrant workers How legislative, historical and demographic contexts in a specific country affect organisational approaches to race and ethnicity How different kinds of inequality and privilege overlap for various social groups			
Age Skill shortages and changing demographics Age and ageism in the workplace. Stereotypes and bias. Discrimination against older and younger workers e.g.: in hiring Age and Retention of older workers. Age inclusive HR practices			
Disability Theories and key concepts underpinning the study of disability in the workplace Obstacles that disabled people face when gaining and maintaining effective employment The extent of issues relating to disabled people at work internationally Evidence-based practices and strategies that promote inclusion of disabled people in the workplace			
Sexual Minorities (Including sexual orientation and transgender) Issues and challenges that influence the employment experiences of sexual minorities Theoretical approaches which attempt to explain why and how sexual minorities are marginalised and discriminated against in various work settings Legal, political and social contextual factors which influence sexual minority employment nationally/internationally The influence of relations of power and inequality in the workplace, and how these affect organisational practices designed to provide sexual minority employees with a voice in the workplace Variations in workplace experiences of sexual minorities (by employment sector, organisation size and equal opportunity and diversity practices)			
Social class and diversity The importance of social class in the context of diversity management and its implications for power and employment How organisations can support individuals from marginalised or disadvantaged backgrounds Current issues and debates on this topic			
Diversity Management and the organization The business Case for equality and diversity, managing organisational performance, the benefits and challenges of embracing Diversity Management. The impact and the role of management, employees, teams and stakeholders in equality and diversity policies and practices. Different manifestations of discrimination in workplaces, such as hiring discrimination, promotion discrimination and negative work cultures. Formal, informal, covert, overt discrimination harassment/victimisation, visible and invisible stigmatising identities. The role of organisational culture, its influence and impact on diversity management. Framework for implementing diversity management - equality and diversity policy and statements. Monitoring and effectiveness. Communication & training.			
Assessment Breakdown			%
Coursework			100.00%
Assessments			
Full Time			
Coursework			
Assessment Type:	Assignment	% of total:	100
Assessment Date:	n/a	Outcome addressed:	1,2,3,4
Non-Marked:	No		
Assessment Description: Candidates are required to complete a case study and/or an assignment on aspects of the module.			
No End of Module Assessment			
No Workplace Assessment			
Reassessment Requirement			
Coursework Only <i>This module is reassessed solely on the basis of re-submitted coursework. There is no repeat written examination.</i>			
Reassessment Description Repeat Assessment is re-submission of written project. One re-submission attempt allowed.			

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Module Workload				
Module Target Workload Hours 0 Hours				
Workload: Full Time				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecture	Classroom and demonstrations	24	Per Semester	2.00
Independent Learning	Independent learning	89	Per Semester	7.42
Tutorial	Mentoring and small-group tutoring	12	Per Semester	1.00
Total Weekly Contact Hours				3.00

Module Resources	
<i>Recommended Book Resources</i>	
Jawad S. and Ozbilgin M. (2020), Managing Diversity and Inclusion: An International Perspective, SAGE Publications.	
<i>Supplementary Book Resources</i>	
<p>Michalle E. Mor Barak. (2021), Managing Diversity: Toward a Globally Inclusive Workplace, Fifth edition. SAGE Publications.</p> <p>Mensi-Klarbach, H. and Risberg, A. (2019), Diversity in Organizations: Concepts and Practices, 2nd ed. Edition.</p>	
<i>This module does not have any article/paper resources</i>	
<i>Other Resources</i>	
<p>[Website], Chartered Institute Personnel Development, https://www.cipd.org/ie</p> <p>[Website], Chartered Institute Personnel Development, http://www.cipd.co.uk</p> <p>[Website], Economic and Social Research Institute, http://www.esri.ie/</p> <p>[Website], Irish Business Employers Confederation, http://www.ibec.ie/</p> <p>[Website], SHRM Society for Human Resource Management, http://www.shrm.org/</p> <p>[Website], Organisation for economic cooperation & development (OECD), http://www.oecd.org/country/</p> <p>[Website], Eurostat, http://epp.eurostat.ec.europa.eu/portal/page/portal/eurostat/home/</p> <p>[Website], Gender Equality in Ireland website (the website of the gender equality division of the Department of Justice and Equality), http://www.genderequality.ie/</p> <p>[Website], The International Journal of Human Resource Management.</p> <p>[Website], Harvard Business Review.</p> <p>[Website], International Journal of Management Reviews.</p> <p>[Website], Human Resource Management Journal.</p> <p>[Website], Equal Opportunities Review.</p> <p>[Website], Human Resource Management Review.</p>	
Discussion Note:	