

## H7DI: Diversity and Inclusion

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| Module Code:  | H7DI  |
| Long Title  | Diversity and Inclusion <b>APPROVED</b>   |
| Title   | Diversity and Inclusion   |
| Module Level:   | LEVEL 7   |
| EQF Level:  | 6   |
| EHEA Level:   | First Cycle   |
| Credits:  | 5   |
| Module Coordinator:   | COLETTE DARCY   |
| Module Author:  | Isabela Da Silva  |
| Departments:  | School of Business  |
| Specifications of the qualifications and experience required of staff       |   |
| <b>Learning Outcomes</b>  |   |
| <i>On successful completion of this module the learner will be able to:</i> |   |
| #   | <b>Learning Outcome Description</b>   |
| LO1   | Critically appraise and evaluate the major concepts, theories and issues in the field of equality and diversity, the moral, ethical, and legal arguments as well as the business case for diversity management          |
| LO2   | Develop a broad and in-depth knowledge of the different marginalised employee groups, the issues and unique challenges they face in the workplace in both the national and wider international context.                 |
| LO3   | Develop an insight into the outcomes of typical workplace approaches to equality, diversity and discrimination and the problems encountered in both the national and international context.                             |
| 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 |
| <b>Dependencies</b>   |   |
| <b>Module Recommendations</b>   |   |
| No recommendations listed   |   |
| <b>Co-requisite Modules</b>   |   |
| No Co-requisite modules listed  |   |
| <b>Entry requirements</b>   | As per programme requirements (outlined in 4.2.2 Minimum requirements for general learning)   |

# H7DI: Diversity and Inclusion

| Module Content & Assessment   |                       |                           |         |
|---|-----------------------|---------------------------|---------|
| Indicative Content  |                       |                           |         |
| <b>Introducing Equality, Diversity and Inclusion in the Workplace</b><br>The module starts with a discussion of the different historic and contemporary approaches to managing diversity in the workplace. Business, Moral and legal case for diversity management Context the 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  |                       |                           |         |
| <b>Managing Workforce Diversity Defining and exploring diversity</b><br>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.  |                       |                           |         |
| <b>Gender</b><br>Gender Diversity Gender considerations in the workplace, earning gaps, retention, quotas. Female employees, pregnancy & maternity. The inclusion of female employees, common challenges they face, patriarchy and sexism, and pregnancy and maternity. The glass ceiling, the stick floor, 'leaning in', and Queen Bee syndrome  |                       |                           |         |
| <b>Sexual Orientation</b><br>Sexual Orientations consider employees of various sexual orientations, and strategies for inclusion. Sexual minority employees, explores the workplace challenges and issues that sexual minority employees such as lesbian, gay, bisexual, queer, pansexual and asexual. Concepts explored include strategies of coming out/not coming out, rainbow capitalism and heteronormativity.   |                       |                           |         |
| <b>Ethnic Minority &amp; Religious Minority Employees</b><br>Experiences of BAME (black and minority ethnicity) employees and of religious minority employees, accommodation of religious practice and explores race and racism in the workplace. Non-national employees in the workplace, cultural diversity, integration, skills usage  |                       |                           |         |
| <b>Trans employees</b><br>Issues and challenges explored by those employees whose identity falls under the trans 'umbrella', including transgender, genderqueer, agender. Transphobia, social and physical transitioning, gain/loss of capital, deadnaming, 'bathroom bills' and trans-exclusionary feminism.   |                       |                           |         |
| <b>Disability &amp; Age</b><br>The role of age and ageism in the workplace. The experiences of employees who have disabilities and/or are neuro-divergent. Discrimination against older, younger and disabled employees. Age and Disabilities Strategies for including individuals with differing physical and mental abilities in the workplace, reasonable accommodations. Retention of older workers. New work arrangements  |                       |                           |         |
| <b>Intersectional and Non-Legislated Identities</b><br>Critical exploration of the concept of intersectionality and the intersection of differing minority identities, such as ethnic minority women, Other diverse groups that are often not included in equality legislation, such as employees with caring responsibilities, working class employees, and former offenders.  |                       |                           |         |
| <b>Diversity Management and the organization</b><br>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 inequality 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 looks at equality and diversity policy and statements. Organisational structures and processes. Monitoring and effectiveness. Communication & training. |                       |                           |         |
| Assessment Breakdown  |                       |                           | %       |
| Coursework  |                       |                           | 100.00% |
| Assessments   |                       |                           |         |
| Full Time   |                       |                           |         |
| Coursework  |                       |                           |         |
| <b>Assessment Type:</b>   | Continuous Assessment | <b>% of total:</b>        | 100     |
| <b>Assessment Date:</b>   | n/a                   | <b>Outcome addressed:</b> | 1,2,3,4 |
| <b>Non-Marked:</b>  | No                    |                           |         |
| <b>Assessment Description:</b><br>Submit a reflective paper based on your knowledge and experiences of Diversity and Inclusion before and after completing the Diversity and Inclusion Module.  |                       |                           |         |
| No End of Module Assessment   |                       |                           |         |
| No Workplace Assessment   |                       |                           |         |
| Reassessment Requirement  |                       |                           |         |
| <b>Coursework Only</b><br><i>This module is reassessed solely on the basis of re-submitted coursework. There is no repeat written examination.</i>  |                       |                           |         |

## H7DI: Diversity and Inclusion

| 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                            |
| Directed Learning                    | Directed e-learning          | 4     | Per Semester | 0.33                            |
| Independent Learning                 | Independent learning         | 97    | Per Semester | 8.08                            |
| Total Weekly Contact Hours           |                              |       |              | 2.33                            |

| Module Resources   |  |
|--|--|
| <i>Recommended Book Resources</i>  |  |
| <p>Jawad S. and Ozbilgin M, (2020) ,Managing Diversity and Inclusion: An International Perspective, SAGE Publications.</p> <p>Michalle E. Mor Barak, (2021), Managing Diversity: Toward a Globally Inclusive Workplace Fifth edition, SAGE Publications.</p> |  |
| <i>Supplementary Book Resources</i>  |  |
| <p>Mensi-Klarbach, H. and Risberg, A. (Ed.s), 2019 , Diversity in Organizations: Concepts and Practices ,2nd ed.</p>   |  |
| <i>This module does not have any article/paper resources</i>   |  |
| <i>This module does not have any other resources</i>   |  |
| Discussion Note:   |  |