

MN4268 – Equality & Diversity in Organisations**MODULE TYPE/SEMESTER:** Senior Honours/**Option** (20 Credits)/Semester 2**PRE-REQUISITE(S):** A pass in both MN2001 and MN2002**MODULE CO-ORDINATOR:** Dr Giulia Giunti**CONTACT DETAILS:** gg67@st-andrews.ac.uk**AIM:**

Equality and Diversity is a fast-moving field with societal, organisational, and legal significance. This module explores Equality, Diversity & Inclusion (EDI) issues in the context of a range of organisations. We will first develop a clear understanding of the legal framework within which EDI issues are understood and addressed in the UK. We will also explore the range of characteristics that are considered ‘protected’ under this legislation, including those related to gender, age, disability, ethnicity, religion and belief and sexuality, as well as those that are not e.g., socio-economic status.

We will explore the individual and group processes which frame the utilisation of stereotypes within organisations and how such devices can reflect and produce bias, prejudice and discrimination. We will then examine the relationship between EDI issues and organisational culture and sub-culture, organisational success and failure, individual and group performance, and the relationship between power and progress in organisations. We will also explore the wider historical and social context that creates and responds to EDI agendas, including the current discourses promoting ‘woke’ status, and counter-discourses decrying it.

Finally, we will explore mechanisms for addressing and managing EDI challenges. Students will achieve a comprehensive and deep understanding of EDI issues and initiatives by the end of the module, and gain insight into evidence-based approaches to supporting progress and addressing obstacles.

The module will draw upon a range of theoretically-focused and empirically-focused academic reading that will frame students’ developing understanding of the key issues explored. Moreover, a range of study materials will be used throughout to concretise and contextualise students’ understanding of the issues explored. These include developed scenarios, case studies, and film clips. Case Study materials will focus on a number of different organisational contexts that can act as a lens to reflect upon the issue the module address. These organisational contexts are: sport, higher education, and the management/leadership role.

METHOD OF TEACHING & LEARNING:

- Interactive lectures/discussions – a 2-hour weekly lecture x 10 weeks
- Tutorials – a 1 hour tutorial x 4 weeks
- Group and independent study

LEARNING OUTCOMES:

By the end of the module, students should be able to:

- Understand the bases of EDI issues for contemporary society and organisations.
- Discuss and assess the current landscape of EDI issues and policies in the UK and as compared to other regions.
- Understand and critically engage with key theoretical approaches to understanding equalities issues, including psychological, sociological and HRM approaches. We will explore theories of the attitudes and behaviour underpinning stereotyping across a series of socio-demographic characteristics including gender, age, disability, ethnicity and sexuality
- Question and reflect on the impact, effectiveness and appropriateness of EDI policies and other interventions.
- Understand how organisational culture can impact on equalities issues for individuals and the organizational effectiveness.
- Critically engage with how EDI issues are perceived and responded to in wider society.

The transferable skills acquired and/or developed in this module will include:

- Critical engagement and reflection;
- Information/data gathering, analysis and synthesis;
- Effective written and verbal communication;
- Rigorous and purposeful analysis of Case Study and other materials;
- Creative problem solving, including critical appraisal of policy landscape;
- Independent and group learning;
- Clear and analytical writing;
- Presenting skills.
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INDICATIVE TOPIC OUTLINE:

EDI in organisations

Stereotypes

Power and inequalities

Equality and diversity policies

EDI agenda

ASSESSMENT:

- Individual Critical Essay (40%)
- Group Presentation (25%)
- Reflective essay (35%)

Organisation of courses may be subject to change without notice.