MN4268 – Equality & Diversity in Organisations

Module Type/Semester: Option (20 Credits)/Semester 2

Pre-Requisite(s): Optional for all Management degrees, Management Science

Module Co-ordinator: Dr Boyka Bratanova

Module Lecturer(s): Professor Ruth Woodfield

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Aim:
This module explores Equality and Diversity issues in the context of a range of organisations. We will first develop a clear understanding of the legal framework within which Equality and Diversity issues exist in the UK and the range of E&D issues we will explore including those related to gender, age, disability, ethnicity and sexuality. We will explore the individual and group processes which frame the utilisation of stereotypes within organisations and how such devices can produce bias, prejudice and discrimination. We will then examine the relationship between Equality and Diversity issues and organisational culture and sub-culture, organisational success and failure, individual and group performance, and the relationship between power and progress in organisations. Finally, we will explore mechanisms for addressing and managing Equality and Diversity challenges. Students will achieve a comprehensive and deep understanding of Equality and Diversity issues, challenges and initiatives by the end of the module.

Method of Teaching & Learning:
• Interactive lectures/discussions
• Tutorials (Weeks 2, 4, 6 & 8)
• Group and independent study

Learning Outcomes:
By the end of the module, students should be able to:
• Understand the importance of equalities and diversity issues for contemporary society and organizations.
• Discuss and assess the current landscape of equality and diversity 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 E&D policies and other interventions.
- Understand how organisational culture can impact on equalities issues for individuals and the organizational effectiveness.

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.

**INDICATIVE TOPIC OUTLINE:**

- **Week 1** Introductory Lecture (BB and RW)
- **Week 2** Equalities and Diversity in organisations – the current picture (BB)
  Tutorial
- **Week 3** Creating and communicating stereotyped thinking (BB)
- **Week 4** Acting on stereotypes - developing bias, prejudice and discrimination (BB)
  Tutorial
- **Week 5** Performance and performance evaluation - how stereotypes function within organisations (BB)
- **Week 6** Inclusion and exclusion – who belongs? (RW)
  Tutorial
- **Week 7** Power and equalities (RW)
- **Week 8** Organisational success and failure; the relationship to equality and diversity policies and practices (RW)
  Tutorial
- **Week 9** Managing Equality and Diversity in the context of organisations: What works? (BB and RW)
- **Week 10** Module Summary
- **Week 11** Assessed Group Presentations

**ASSESSMENT:**

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