

HRM358 Diversity and Inclusion in the Workplace

Level: 3

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY SEMESTER

Synopsis:

While many business leaders, HR professionals and workers agree that there is a business case for diversity and inclusion in the workplace, they face challenges in behaving in ways to support it. HRM358 Diversity and Inclusion in the Workplace helps students to understand the psychological underpinnings of diversity and inclusion in the workplace, consider the barriers that block such diversity to flourish and examine the legal frameworks that support various dimensions of diversity. First, the course explores the fundamental concepts and information related to diversity and inclusion. Second, the course helps students to conceptualise and contextualise diversity via structure and processes within organisations that perpetuate discriminatory practices at the workplace. The third and final thread throws light on finding solutions by applying the principles learned earlier to build individual and organisational diversity competence. Each of the above aspects of diversity and inclusion are examined with a view to draw insights and implications for human resources management. This course hinges on experiential learning techniques for personal growth.

Topics:

- The Business Case for Diversity
- Privilege, Differences and Fairness
- Stereotypes, Prejudice and Discrimination
- Identities: Acculturation and Socialisation Processes
- Diversity, Inclusion and Law, and Local Legal Frameworks for Contextualisation
- Common Dimensions of Diversity (e.g., age, gender, and ethnicity)
- Uncommon Dimensions of Diversity (e.g., religion, ability, appearance, social class, family structure)
- Theoretical Models to Support Diversity and Inclusion
- Building Diversity Competence in Individuals
- Building Organisational Diversity Competence
- Action Levers for Diversity and Inclusion
- Overcoming Resistance to Diversity and Inclusion

Textbooks:

Poornima Luthra: *Diversifying Diversity: Your Guide to Being an Active Ally of Inclusion in the Workplace*. *Diversifying Diversity*
ISBN-13: 9788797290309

Rosemary Hays-Thomas: *Managing Workplace Diversity, Equity, and Inclusion A Psychological Perspective* Routledge
ISBN-13: 9781000646276

Cynthia Owyong: All Are Welcome: How to Build a Real Workplace Culture of Inclusion that Delivers Results (1st Edition) McGraw-Hill
ISBN-13: 9781264269792

Learning Outcome:

- Appraise the basic concepts related to diversity and inclusion.
- Distinguish between various barriers to diversity and inclusion- stereotypes, prejudice and discrimination.
- Demonstrate knowledge of legal frameworks that support diversity management.
- Examine common and uncommon dimensions of diversity.
- Assess interventions to sensitise organisations to diversity, inclusion and equality issues.
- Develop individual and organisational diversity competence.

Assessment Strategies (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	PARTICIPATION 1	15
	TUTOR-MARKED ASSIGNMENT 1	15
	GROUP BASED ASSIGNMENT 1	20
Overall Examinable Components	ECA	50
Total		100