ABM_S5DRF351_MFT_2023
DIVERSITY MANAGEMENT

Number of ECTS credits : 3
Course language : English
Course leader : HACHE Thibault
Speakers : VERSHININA Natalia

≡COURSE DESCRIPTION

This course draws the attention to the crucial need to manage equality and diversity in the workplace. Students will gain insight into the different dimensions of diversity, such as gender, age, disability, sexual orientation and gender identity, and ethnicity. Future leaders and managers should be aware of benefits as well as obstacles related to the implementation of diversity, equality, and inclusion policies and practices at work. The course also encourages the acquisition of important soft skills like empathy or self-reflective learning.

≡ COURSE OBJECTIVES

With workforce demographics changing rapidly, high-profile cases of discrimination in the news and new legislation coming into force, it is more crucial than ever that organisations understand and effectively manage workplace diversity – not only to increase business outcomes, but to create an inclusive workplace in a socially responsible manner. This course explores the principles, theories, and practical strategies involved in effectively managing diversity in the workplace. It examines the value of diversity, challenges related to diversity, and the benefits of creating an inclusive organizational culture.

Students will learn how to develop and implement diversity management initiatives that foster a diverse and inclusive work environment.

☰ TACKLED CONCEPTS

Session 1: Introduction to Diversity Management

- Definition and importance of diversity management
- Historical perspectives on diversity in the workplace
- Benefits and challenges of diversity

Session 2: Understanding Diversity

- Dimensions of diversity (e.g., race, gender, age, religion, etc.)
- Stereotypes, biases, and prejudice
- Intersectionality and its implications

Session 3: Legal and Ethical Considerations of Diversity at work (US, UK and EU perspectives)

- Laws and regulations related to diversity and equal employment opportunity
- Affirmative action and its impact on diversity management
- Ethical considerations in managing diversity

Session 4: Creating an Inclusive Organizational Culture

- The role of leadership in promoting diversity and inclusion
- Building awareness and cultural competence among employees
- Developing inclusive policies and practices

Session 5: Recruitment and Selection

- Diversity in recruitment processes
- Reducing biases in hiring and selection
- Best practices for attracting diverse talent

Session 6: Training and Development

- Diversity training and its effectiveness
- Designing inclusive training programs
- Mentoring and coaching for diverse employees

Session 7: Managing Diversity in Teams

- Benefits and challenges of diverse teams
- Strategies for effective team communication and collaboration
- Conflict resolution in diverse teams

Session 8: Performance Management and Evaluation

- Fair performance appraisal practices
- Addressing biases in performance evaluation
- Rewarding and recognizing diverse employees

Session 9: Diversity and Organizational Change

- Diversity initiatives in organizational change efforts
- Overcoming resistance to diversity initiatives
- Strategies for sustaining diversity efforts

Session 10: Global Diversity and Inclusion

- Managing diversity in multinational organizations
- Cross-cultural communication and collaboration

- Global diversity trends and best practices

☰ LEARNING METHODS

☰ EXPECTED WORK AND EVALUATION

Further details to be provided soon. Course evaluation subject to change.

☰ BIBLIOGRAPHY

Core Text: Syed J. and Ozbilgin, M (2019) *Managing Diversity and Inclusion: An International Perspective,* 2ndEdition, Sage.

☰ EVALUATION METHODS