

Liverpool John Moores University

Title: EQUALITY, DIVERSITY AND INCLUSION
Status: Definitive
Code: **6120BUSHR** (122750)
Version Start Date: 01-08-2021

Owning School/Faculty: Business and Management
Teaching School/Faculty: Business and Management

Team	Leader
Joshi Jariwala	Y

Academic Level: FHEQ6
Credit Value: 10
Total Delivered Hours: 22
Total Learning Hours: 100
Private Study: 78

Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Workshop	22

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Report	1800 Word Report	100	

Aims

The aims of the module are to allow students to: think critically about individual and organisational approaches to equality, diversity and inclusion; understand the underpinning social concepts such as stereotyping, discrimination etc. and how these operate within the workplace; critically appraise the competing drivers for diversity influencing organisational strategy and policy in this area; appraise elements of diversity and their relationship with the labour market including an understanding of equal treatment and diversity approaches to equality both conceptually and in terms of workplace interventions; comparatively analyse equality, diversity and inclusive strategies to developing an inclusive culture.

Learning Outcomes

After completing the module the student should be able to:

- 1 Critically appraise the competing drivers for diversity influencing organisational strategy and policy in this area
- 2 Appraise elements of diversity, their relationship with the labour market and organisational strategies to develop an inclusive culture

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

Report	1	2
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Outline Syllabus

1. *Introduction to equality thinking*
2. *Defining and understanding the concepts and theories of equality, diversity and inclusion*
3. *Understanding the concepts and impacts of prejudice, stereotypes and unconscious bias*
4. *Evaluating the role of the law as a driver for equality, diversity and inclusion*
5. *Critically analysing the business case as a driver for equality, diversity and inclusion*
7. *Understanding other drivers for equality, diversity and inclusion*
8. *Contextual and organisational influences on approaches to equality and diversity for various dimensions of diversity*
9. *Developing organisational strategies for equality, diversity and inclusion*
8. *Models for delivery and active delivery of equality and diversity strategy - development of an inclusive culture*
10. *Organisational and individual roles in creating and implementing equality and diversity*
11. *Impact and evaluation of equality and diversity strategies*

Learning Activities

Workshops are used to develop and explore students responses to diversity and relating these to the development of strategy within organisations. Critical evaluations and discussions will be encouraged through a range of tasks and discussion topics. Current issues in diversity and equality matters will form part of the debate and discussions.

Notes

Provides students with an inclusive framework in which to develop business structures for a diverse population and economy