

Summary Information

Module Code	6125BUSHR
Formal Module Title	Equality, Diversity and Inclusion
Owning School	Business and Management
Career	Undergraduate
Credits	20
Academic level	FHEQ Level 6
Grading Schema	40

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Sarah Williams	Yes	N/A

Module Team Member

Contact Name	Applies to all offerings	Offerings
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Partner Module Team

Contact Name	Applies to all offerings	Offerings
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Teaching Responsibility

LJMU Schools involved in Delivery
Business and Management

Learning Methods

Learning Method Type	Hours
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Online	33
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Module Offering(s)

Offering Code	Location	Start Month	Duration
SEP-MTP	MTP	September	12 Weeks

Aims and Outcomes

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.
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Learning Outcomes

After completing the module the student should be able to:

Code	Description
MLO1	Critically appraise the competing drivers for diversity influencing organisational strategy and policy in this area
MLO2	Appraise elements of diversity, their relationship with the labour market and organisational strategies to develop an inclusive culture

Module Content

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

Module Overview

This module aims to enable you to think critically about individual and organisational approaches to equality, diversity and inclusion. You will understand the underpinning social concepts such as stereotyping, discrimination etc. and how these operate within the workplace. Also, critically appraise the competing drivers for diversity influencing organisational strategy and policy in this area.

Additional Information

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

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Learning Outcome Mapping
Report	Report	100	0	MLO1, MLO2