

## Liverpool John Moores University

Title: EQUALITY, DIVERSITY AND INCLUSION  
Status: Definitive  
Code: **6125BUSHR** (128475)  
Version Start Date: 01-08-2021

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

Team	Leader
Paul Mcevoy Clarke	Y
Joshi Jariwala	

**Academic Level:** FHEQ6  
**Credit Value:** 20  
**Total Delivered Hours:** 33  
**Total Learning Hours:** 200  
**Private Study:** 167

### Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Online	33

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Report	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**

*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*

## **Learning Activities**

Sessions 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