

Summary Information

Module Code	7004LBSMHR
Formal Module Title	Strategic Equality, Diversity, Inclusion, and Belonging
Owning School	Business and Management
Career	Postgraduate Taught
Credits	10
Academic level	FHEQ Level 7
Grading Schema	50

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Erhan Aydin	Yes	N/A

Module Team Member

Contact Name	Applies to all offerings	Offerings
Paul McEvoy Clarke	Yes	N/A

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
Workshop	24

Module Offering(s)

Offering Code	Location	Start Month	Duration
JAN-MTP	MTP	January	12 Weeks
JUN-MTP	MTP	June	5 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, inclusion and belonging; understand the underpinning social concepts such as stereotyping, discrimination etc. and how these operate within the workplace; critically appraise the competing drivers for diversity, inclusion and belonging influencing organisational strategy and policy in this area; appraise elements of diversity and inclusion 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 evaluate the competing drivers for equality diversity, inclusion and belonging influencing organisational cultures, strategy and policy in this area.
MLO2	Critically appraise elements of diversity, inclusion and belonging and the relationship with the labour market and organisational strategies to develop an inclusive culture
MLO3	Critically evaluate the competing business, legislative, ethical and social drivers for equality, diversity, inclusion and belonging

Module Content

Outline Syllabus
Exploring Equality, Diversity, Inclusion and Belonging Concepts and Theories.EDIB – The Business Drivers & Ethical CaseLeading and Managing EDIBEDIB Raising Awareness and Adopting a Culture of Inclusion & BelongingUnconscious Bias, Prejudice & StereotypingEDIB and Contemporary Socio Demographics The Impact and Influences of Legislation Employer Branding & Recruitment – Being an EDIB Focussed Employer of ChoiceProtected Characteristics – Investigating Current Research and Practice; Gender / Race / LGBTQ+ / Age / Disability – Part OneProtected Characteristics – Investigating Current Research and Practice; Gender / Race / LGBTQ+ / Age / Disability – Part Two The Role of Trade Unions and EDIB

Module Overview

Additional Information

Workshops to analyse concepts and practice, including the use of case studies and discussion of contemporary organisational approaches within an academic framework.

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Learning Outcome Mapping
Report	Report	100	0	MLO2, MLO3, MLO1