

MODULE DESCRIPTOR

Module Title

Equality, Diversity and Inclusion

Reference	BSM851	Version	2
Created	January 2024	SCQF Level	SCQF 11
Approved	February 2022	SCQF Points	15
Amended	March 2024	ECTS Points	7.5

Aims of Module

The aim of this module is to provide a comprehensive knowledge and understanding of research and practice on managing diversity and inclusion in organisations.

Learning Outcomes for Module

On completion of this module, students are expected to be able to:

- 1 To appraise academic literature on the experience and management of diversity and inclusion in organisations.
- 2 To analyse occupational segregation and/or the inequalities individuals and/or groups can face at work.
- 3 To apply relevant diversity and inclusions concepts, theories and models to organisational contexts.
- 4 To explain legislative principles underpinning contemporary approaches to managing diversity and inclusion.
- 5 To evaluate organisational diversity and inclusion approaches.

Indicative Module Content

Diversity and inclusion frameworks; segregation, inequality; categorisations; intersectionality; implementation

Module Delivery

This module is delivered for on campus students via a series of interactive live lectures and tutorials in addition to pre-recorded content. The live sessions are student-led and often require group work to analyse case studies. Students are also required to undertake directed and independent self-study. Online students will have access to a range of materials and tools to facilitate their learning including topic guides, recorded lectures, online tutorials, exercises, group-work areas and discussion forums. In addition to the sessions with a tutor, online quizzes and knowledge checkers may be used to assist online learners to benchmark their knowledge as they go. External speakers may also be used to further contextualise the module content.

Indicative Student Workload

	Full Time	Part Time
Contact Hours	36	36
Non-Contact Hours	114	114
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	150	150
<i>Actual Placement hours for professional, statutory or regulatory body</i>		

ASSESSMENT PLAN

If a major/minor model is used and box is ticked, % weightings below are indicative only.

Component 1

Type:	Coursework	Weighting:	100%	Outcomes Assessed:	1, 2, 3, 4, 5
Description:	Structured coursework addressing assignment brief				

MODULE PERFORMANCE DESCRIPTOR**Explanatory Text**

Component 1 comprises 100% of the module grade. To pass the module, a D grade is required.

Module Grade	Minimum Requirements to achieve Module Grade:
A	A
B	B
C	C
D	D
E	E
F	F
NS	Non-submission of work by published deadline or non-attendance for examination

Module Requirements

Prerequisites for Module	None
Corequisites for module	None
Precluded Modules	None

INDICATIVE BIBLIOGRAPHY

- 1 KIRTON, G. and GREENE, A.M., 2015. *The Dynamics of Managing Diversity: A Critical Approach*. 4th ed. Abingdon: Routledge.
- 2 KUMRA, S. and MANFREDI, S., 2012. *Managing Equality and Diversity. Theory and practice*. Oxford: Oxford University Press.
- 3 OZBILGIN, M., 2024. *Diversity: A Key Idea for Business and Society*. 2nd ed. Abingdon: Routledge.
- 4 SYED, J. and OZBILGIN, M., eds., 2020. *Managing Diversity and Inclusion: An International Perspective*. 2nd ed. London: Sage.