

E614 A AUT23 Diversity Science for Leaders

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Before the course begins

- Carefully read the [Assessment Information and Policies](https://learning.london.edu/courses/8898/pages/assessment-information-and-policies) (<https://learning.london.edu/courses/8898/pages/assessment-information-and-policies>).
- Carefully read the [Course Summary](#) and [Learning Outcomes](#).
- Complete the [Course Preparation](https://learning.london.edu/courses/8898/pages/course-preparation) (<https://learning.london.edu/courses/8898/pages/course-preparation>).
- To learn more about **Julie Davies**, review the [faculty profile](https://learning.london.edu/courses/8898/pages/faculty-profile) (<https://learning.london.edu/courses/8898/pages/faculty-profile>).
- If you have any questions about this course, contact your Course Administrator **Aoife Sexton** asexton@london.edu (<mailto:asexton@london.edu>).

During the course

- Recordings will be provided for parts of some sessions.
- Each session's online module provides information about the format, concepts covered, readings and resources.
- Course assignments and due dates are available in the course syllabus at the bottom of the page.

Access Library Resources

[Databases A-Z \(https://library.london.edu/az.php\)](https://library.london.edu/az.php)

[Search Summon - for books, articles and reports !\[\]\(cf531ed27e91483460120fcc057b3901_img.jpg\)](https://lbs.summon.serialssolutions.com/#!/advanced)
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[Cite them Right !\[\]\(d3102649f02e825ddb76dc3de0190154_img.jpg\)](https://www.citethemrightonline.com/) (<https://www.citethemrightonline.com/>)

[Research Guides \(https://library.london.edu/friendly.php?s=research_guides\)](https://library.london.edu/friendly.php?s=research_guides)

Navigate to each session's content using the links below:

[Session 1 \(https://learning.london.edu/courses/8898/pages/1-session-1-defining-diversity-management\)](https://learning.london.edu/courses/8898/pages/1-session-1-defining-diversity-management)

[Session 2 \(https://learning.london.edu/courses/8898/pages/2-session-2-social-and-psychological-approaches-to-managing-diversity\)](https://learning.london.edu/courses/8898/pages/2-session-2-social-and-psychological-approaches-to-managing-diversity)

[Session 3](https://learning.london.edu/courses/7401/pages/3-session-3)

[Session 3 \(https://learning.london.edu/courses/8898/pages/3-session-3-leadership-and-managing-diversity-globally\)](https://learning.london.edu/courses/8898/pages/3-session-3-leadership-and-managing-diversity-globally)

[Session 4 \(https://learning.london.edu/courses/8898/pages/4-session-4-understanding-inequality-regimes\)](https://learning.london.edu/courses/8898/pages/4-session-4-understanding-inequality-regimes)

[Session 5 \(https://learning.london.edu/courses/8898/pages/5-session-5-gender-ethnic-and-racial-equality-at-work\)](https://learning.london.edu/courses/8898/pages/5-session-5-gender-ethnic-and-racial-equality-at-work)

[Session 6 \(https://learning.london.edu/courses/8898/pages/6-session-6-managing-difficult-conversations\)](https://learning.london.edu/courses/8898/pages/6-session-6-managing-difficult-conversations)

[Session 7 \(https://learning.london.edu/courses/8898/pages/7-session-7-age-disability-and-religious-diversity-and-sexual-minorities\)](https://learning.london.edu/courses/8898/pages/7-session-7-age-disability-and-religious-diversity-and-sexual-minorities)

[Session 8](https://learning.london.edu/courses/7401/pages/8-session-8)

[Session 8 \(https://learning.london.edu/courses/8898/pages/8-session-8-intersectionality-and-work-life-balance\)](https://learning.london.edu/courses/8898/pages/8-session-8-intersectionality-and-work-life-balance)

[Session 9 \(https://learning.london.edu/courses/8898/pages/9-session-9-team-presentations-on-leadership-development-and-gender-equality-in-the-workplace\)](https://learning.london.edu/courses/8898/pages/9-session-9-team-presentations-on-leadership-development-and-gender-equality-in-the-workplace)

[Session 10 \(https://learning.london.edu/courses/8898/pages/10-session-10-the-future-of-diversity-management\)](https://learning.london.edu/courses/8898/pages/10-session-10-the-future-of-diversity-management)

Course Summary

Diversity management (DM) in organisations is vital to achieve business and socially responsible outcomes. Changes in workforce demographics and employment law as well as costly high-profile discrimination cases have shown that leaders must understand and manage workplace diversity effectively, fairly, and ethically. Senior leaders' support for diversity management is, therefore, key for successfully implementing diversity policies, programmes, and practices. Often, however, there is a lack of demographic diversity in board rooms and leadership positions in terms of characteristics such as gender, race and ethnicity, age, and social class.

In this elective, we focus on creating and sustaining inclusive organisational climates. This requires evidence-based leadership to enhance equity, diversity, inclusion (EDI), belonging, and respect and to address invisible power structures which can result in disadvantage and discrimination. Effective diversity management (DM) is, therefore, about embedding EDI into structures, systems, policies, and practices to reduce inequalities and allow people to flourish in the workplace. This elective helps you to apply and integrate relevant theoretical frameworks and practical skills in analysing real-life

case studies on managing diversity. It will enable you to look beyond dubious practices such as genderwashing to lead on diversity challenges at multiple levels and with different stakeholders with empathy and purpose.

Credit: 11

Learning Outcomes

On successful completion of this course, you will be able to:

- Understand why it is important to manage workplace diversity actively and effectively.
- Examine specific EDI (equity, diversity, and inclusion) challenges in public debates and organisations in different sectors as well as in Western and non-Western countries.
- Critique social, psychological, and organisational theories to understand managing diversity and leadership.
- Apply different perspectives on diversity to real-life situations, policies, and practices.
- Develop the ability to communicate effectively why diverse, equitable and inclusive cultures and reducing intersectional inequalities matter.
- Reflect on exemplary diversity practices and progress in today's organisations, including neurodiversity.
- Discuss key insights directly from executives who have successfully managed workplace diversity.
- Practise how to manage diversity as a dynamic resource to attain strategic objectives.
- Discuss what diversity means at a personal level in terms of your values.

After the course



You can view the course materials* and your assignments:

- Click on the **Courses** tab from the main Canvas left hand Navigation menu.
- Then, click on the **All Courses** link.
- On the next page, scroll down to view **Past Enrolments**, where you will be able to view your past courses.
- **Please note that due to copyright restrictions some of the course materials are purchased only for the duration of the course (up to the final submission deadline). You must therefore download the materials during this period for personal use; we will be unable to share these materials with you once the course has finished.*

Calendar

- For calendar view & room information click a session link below.

Date	Details	Due
Wed Sep 20, 2023	 Session 1 https://learning.london.edu/calendar?event_id=255578&include_contexts=course_8898	4pm to 6:45pm
Wed Sep 27, 2023	 Session 2 https://learning.london.edu/calendar?event_id=255579&include_contexts=course_8898	4pm to 6:45pm
Wed Oct 4, 2023	 Session 3 https://learning.london.edu/calendar?event_id=255580&include_contexts=course_8898	4pm to 6:45pm
Wed Oct 11, 2023	 Session 4 https://learning.london.edu/calendar?event_id=255581&include_contexts=course_8898	4pm to 6:45pm
Wed Oct 18, 2023	 Session 5 https://learning.london.edu/calendar?event_id=255582&include_contexts=course_8898	4pm to 6:45pm
Mon Oct 30, 2023	 Individual Assignment https://learning.london.edu/courses/8898/assignments/53413	due by 11:59pm
Wed Nov 1, 2023	 Session 6 https://learning.london.edu/calendar?event_id=255583&include_contexts=course_8898	4pm to 6:45pm
Fri Nov 3, 2023	 Individual Assignment https://learning.london.edu/courses/8898/assignments/53413 (1 student)	due by 11:59pm
Wed Nov 8, 2023	 Session 7 https://learning.london.edu/calendar?event_id=255584&include_contexts=course_8898	4pm to 6:45pm
Wed Nov 15, 2023	 Session 8 https://learning.london.edu/calendar?event_id=255585&include_contexts=course_8898	4pm to 6:45pm
Wed Nov 22, 2023	 Session 9 https://learning.london.edu/calendar?event_id=255586&include_contexts=course_8898	4pm to 6:45pm
Mon Nov 27, 2023	 Group Assignment https://learning.london.edu/courses/8898/assignments/53309	due by 11:59pm

Date	Details	Due
Wed Nov 29, 2023	 <u>Session 10</u> (https://learning.london.edu/calendar?event_id=255587&include_contexts=course_8898)	4pm to 6:45pm
Tue Dec 5, 2023	 <u>Course Evaluation - E614 A AUT23 - Diversity Science for Leaders - Julie Davies, Maryam Aldossari, Emily Yarrow</u> (https://learning.london.edu/courses/8898/assignments/54490)	due by 6:30pm
	 <u>Class Participation</u> (https://learning.london.edu/courses/8898/assignments/53415)	