

Managing Diversity

UGRA_006252

Departments	Department of People Management & Organisation
Teaching Languages	English
ECTS	5
Teacher responsible	Folguera Bellmunt Conxita - conxita.folguera@esade.edu

Course Goals

At the end of the course, participants will be able to:

- Understand and properly use the concepts of identity, diversity and inclusion in our societies and organizations.
- Critically analyse the reasons why diversity has to be managed: legal compliance, business case, Corporate Social Responsibility.
- Identify the different dimensions or categories of diversity (race/ethnicity, disability, sexual orientation, age, language and culture, socio-economic status, ideology, religion or beliefs, rural/urban background and gender, among other) and distinguish these dimensions from others used in the organizational context such as professional background, attitude and behaviour in the workplace, etc. Understand and properly use the concept of intersectionality.
- Be able to identify which of the dimensions or categories of diversity are critical for a specific organization, in a specific market and society. Develop awareness about the voices that are heard and those that are silenced in organizations.
- Identify different views regarding the relationship between diversity and innovation.
- Understand the change process involved in managing diversity and become aware of the opportunities and challenges involved in managing diversity.

Description

Short description

Over the last two decades multinationals and large companies have adhered to the "business case of diversity" discourse. However, are their policies really contributing to making our society more equal and diverse? What do they mean by that? Are organizations providing equal opportunities to all employees? Should they? What are small companies doing regarding diversity in our societies? Does it matter to them?

This course addresses these and other related questions. Students will be required to analyse data on different dimensions or categories of diversity in contemporary societies and organizations and their organizational policies and proposed practices. Using critical analysis, we will identify the gap between existing policies and those required to achieve equality and full participation of employees in organizational life. Students will propose policies and specific actions to effectively address this gap between rhetoric and reality.

This course is an opportunity for individual development and teamwork. It should be noted that teamwork

involves collective thinking, building on the ideas and knowledge of the different members of the team and including them in the common project.

Links between diversity and innovation will be discussed. It is often assumed that diversity in teams leads to innovation. Is that the case? Students have an opportunity to analyse themselves and their behaviour in teams. While respecting the privacy of what individuals decide to share about their own personality and personal views and opinions, teamwork offers an opportunity for learning about oneself and others.

Content

#	Topic
1	Diversity in our societies. Diversity in our organizations. Diversity in teams.
2	The dimensions of diversity. Diversity and identities.
3	Intersectionality.
4	Equality and diversity.
5	Exclusion and inclusion.
6	6. Diversity and innovation.

Assessment

Tool	Assessment tool	Category	Weight %
Group project	Teamwork over the course including final presentation. All team members have to participate in the final presentation.	Ordinary round	50.00%
Final individual project	Brief individual reflections over the course and final individual assignment	Ordinary round	50.00%
Peer evaluation	Peer evaluation: students will evaluate their teammates contribution to common project	Ordinary round	
Group project	Students whose individual grade in team work is below 5 (5/10 or lower) will have to do, additionally, a project following the instructions from the professor. Students having failed in team work may be grouped in new teams.	Retake	50.00%
Final individual project	Students must pass both the re-sit exam (5/10 minimum) and the project (5/10 minimum) to pass the course.	Retake	50.00%

PROGRAMS

B13-Exchange Program Bachelor of Business Administration (BBA) (Undergraduates: Business)
B13 Year 1 (Optative)

B13S-Exchange Program Bachelor of Business Administration (BBA) (Undergraduates: Business)
B13S Year 1 (Optative)

BBA20-Bachelor of Business Administration (BBA) (Undergraduates: Business)
BBA20 Year 2 (Optative)
BBA20 Year 3 (Optative)
BBA20 Year 4 (Optative)

BBA23-Bachelor of Business Administration (BBA) (Undergraduates: Business)
BBA23 Year 4 (Optative)
BBA23 Year 2 (Optative)
BBA23 Year 3 (Optative)

BBE20-Bachelor of Business Administration (BBA) (Undergraduates: Business)
BBE20 Year 4 (Optative)
BBE20 Year 2 (Optative)
BBE20 Year 3 (Optative)

DBAI21-Double Degree in Business Administration and Artificial Intelligence for Business (Undergraduates: Business)
DBAI21 Year 3 (Optative)
DBAI21 Year 2 (Optative)

DBAI23-Double Degree in Business Administration and Artificial Intelligence for Business (Undergraduates: Business)
DBAI23 Year 2 (Optative)

N90-BI Norwegian Business School (Summer School: Business)
N90 Year 1 (Optative)