esade

TEACHING GUIDE - 2026-2027

The challenges of diversity: creating inclusive societies. Learning with Arts and Humanities

UGRA_017379

Departments	Department of People Management & Organisation
Teaching Languages	English
ECTS	4
Teacher responsible	Conxita Folguera Bellmunt - conxita.folguera@esade.edu

Course Goals

This course aims at helping participants experience, approach and address the challenges of (in)equality, diversity, and inclusion in contemporary societies and organizations. Arts and Humanities offer us interpretations of the complexities of human life by artists, writers and philosophers. Their work reflects their view on societies and their thoughts on their own lives. The course builds in these artistic experiences and interpretations to address key challenges of our times such as difference, inequality and identity and seek collective answers that help us to construct more cooperative and humane organizations and societies.

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

- Define their own position regarding how arts and humanities can help them to understand and address the diversity and inclusion challenges of contemporary societies and organizations.
- Identify and analyze the reasons why equality, equity, diversity, and inclusion should be addressed in contemporary societies and organizations. Understand and appropriately apply the concepts of identity, diversity, and inclusion when analyzing challenges related to (in)equality.
- Identify the multiple dimensions of difference, including race/ethnicity, disability, sexual orientation, age, language, culture, socio-economic status, ideology, religion or beliefs, rural/urban background, and gender, among others, and their intersections. Distinguish these from categories typically used in organizational contexts, such as professional background, attitudes, and workplace behavior.
- Understand the complexity of intersectionality.
- Critically analyze processes of social transformation and assess when

and why changes can be considered transformative. Analyze the role of individual and corporate agency in those transformations. The case of cooperative action.

- Recognize the role of both companies and social organizations as key actors and partners in driving transformative changes related to equality, diversity, and inclusion.
- Reflect on and define their own role as agents of transformative change and on their own capacity for agency.
- Work on their own awareness of the needs and contextual situation of others, understanding the importance of both seeking human interactions that make them more conscious of the challenges of our times and looking for humanistic and artistic experiences that help them to understand these challenges.

Teaching methodology

The course offers participants an approach to the learning objectives through different experiences of art, directly or through the work of artists: reading of books, discussion on movies or series, visits to art centers or exhibitions, listening to music and other artistic and cultural experiences are the vehicles through which the challenges of diversity and inclusion are approached.
Individual participation and engagement with teamwork are key essential components of the course. Participants will undertake team tasks that require individual preparation and contribution. Individual reflection over the course should help participants to construct their own position and develop a personal commitment towards building more equal and human organizations and societies.
The course addresses the multiple dimensions of difference and their intersectionality, with a focus on the challenges of contemporary socioeconomic inequalities and how they are framed in different contexts.

Content

#	Topic
1	Arts and Humanities: enjoyment, aesthetics, tools for better lives?
2	Difference and identity in contemporary societies: the challenges of diversity, and inclusion
3	Dimensions of diversity, categories of difference. Diversity, equality, equity and inclusion in organizations. Intersectionality.
4	The role of social organizations in addressing diversity and inclusion in contemporary societies: social actors and organizational partners
5	Individual agency. Agency in organizations and societies.
6	Transformative action.

Assessment

Tool	Assessment tool	Category	Weight %
Learning journal	Individual reflection. Tasks over the course and final reflection	Retake and ordinary round	50.00%
Group project	Team tasks over the course and final team project & reflection	Retake and ordinary round	50.00%

PROGRAMS

GBD23-Double Degree in Business Administration and Law (Undergraduates: Law)
- GBD23 Year 3 (Optative)
- GBD23 Year 2 (Optative)

GBD25-Double Degree in Business Administration and Law (Undergraduates: Law)
- GBD25 Year 3 (Optative)
- GBD25 Year 2 (Optative)

GDL23-Double Degree in Law and Global Governance, Economics and Legal Order (Undergraduates: Law)
- GDL23 Year 2 (Optative)
- GDL23 Year 4 (Optative)
- GDL23 Year 1 (Optative)
- GDL23 Year 3 (Optative)

GDL25-Double Degree in Law and Global Governance, Economics and Legal Order (Undergraduates: Law)
- GDL25 Year 4 (Optative)
- GDL25 Year 1 (Optative)
- GDL25 Year 3 (Optative)
- GDL25 Year 2 (Optative)

GED20-Bachelor in Law (Undergraduates: Law)
- GED20 Year 3 (Optative)
- GED20 Year 1 (Optative)
- GED20 Year 4 (Optative)
- GED20 Year 2 (Optative)

GED25-Bachelor in Law (Undergraduates: Law)
- GED25 Year 4 (Optative)
- GED25 Year 2 (Optative)
- GED25 Year 3 (Optative)
- GED25 Year 1 (Optative)