

Dynamics of Diversity and Power

Module Code:	DIM7008-C
Academic Year:	2018-19
Credit Rating:	30
School:	School of Allied Health Professions and Midwifery
Subject Area:	Diversity Management
FHEQ Level:	FHEQ Level 7 (Masters)

Pre-requisites:

Co-requisites:

Contact Hours

Type	Hours
Lectures	3
Tutorials	27
Directed Study	265
Other (DO NOT USE)	5

Availability Periods

Occurrence	Location/Period
BDA	University of Bradford / Semester 1 (Sep - Jan)
BDA	University of Bradford / Semester 2 (Feb - May)

Module Aims

To develop the theoretical knowledge base and skills required to understand equity, equality, inclusion and diversity. To develop the ability to critically appraise a range of contemporary, theoretical standpoints concerning the nature of diversity and power inequalities. To develop critical understanding of the evolvment and impact of discrimination at micro and macro levels.

Outline Syllabus

Exploring diversity - individuals, groups, intersections;
Defining the dimensions of difference and power within individual, organisations and society,
Theoretical approaches to diversity management and workplace policy and practice;
Diversity management in an international context;
Diversity and socially responsible organisations;
Causes and consequences of social inequalities;
Structural and discursive analysis of power and difference;
Individual cultural competence and ways to facilitate its development;
Equality legislation.

Module Learning Outcomes

On successful completion of this module, students will be able to...

- 1.1 Critically examine the concepts of identity, beliefs, personal constructs and values at a personal and group level.
- 1.3 Debate and analyse theoretical standpoints about difference and power and provide historical and institutional examples of difference, power, and institutional and societal inequalities within the UK and internationally.
- 2.1 Critically evaluate theoretical, policy and practical approaches to the development of equality and diversity strategies.
- 2.1 Critically apply current perspectives on diversity and power to a range of real-world working contexts.
- 2.2 Demonstrate the development of strategies to manage more effectively personal and other peoples' experience of diversity.
- 2.3 Critically discuss the consequences of the ways perceived differences, individual combined with institutional power and privilege, result in inequality and discrimination.
- 3.1 Critically apply current research evidence to establish a framework for good practice in diversity management.
- 3.2 Demonstrate an understanding of cultural competence and how to work towards developing knowledge, skills, attitudes, and behaviours for working within an increasingly diverse society.
- 3.3 Effectively recognise and challenge abuse of power.

Learning, Teaching and Assessment Strategy

Lectures using webinar to explore dimensions of difference and cover notions of inequality in power (LO's 1.1,1.2.2.1,2.2,3.1,3.3) Seminars to facilitate group based discussion synchronously and asynchronously via the VLE and other interactive online resources. Study days will provide opportunity for shared learning between students and experts at CfID conference &/or diversity challenge seminars. Students who are unable to attend optional study days will be provided with equivalent activities e.g audio, video and Collaborate recording or excerpts of missed sessions.Other: students will be guided to undertake

organisational based activities to inform understanding, assist in application of theory to practice and facilitate completion of assignments. Directed study includes distance learning materials alongside seminars and tutorials and directed reading to develop students own portfolio of learning(LO's 1.1, 1.2, 2.1, 2.2, 3.1, 3.2, 3.3). This will enhance transferable skills and knowledge related to the enhancement of critical thinking and analysis. Academic development will be through the PAT role.

Assessment 1: Executive document positioning specific theoretical approaches to diversity within an organisation .(LO 1.1, 1.2, 2.2 , 3.1). Students will have a choice of tool for the analysis of approach to diversity.

Assessment 2: Critical examination of media portrayal of power and difference over time (LO 1.3, 2.1, 2).

Formative Assessment: Critical appraisal of one's values, beliefs, and attitudes and development of intercultural competence (LO 2.1, 3.1, 3.2)

Mode of Assessment

Type	Method	Description	Length	Weighting	Final Assess'
Formative	Coursework	Self-assessment journal		%	Yes
Summative	Coursework	essay (3000 wds)	0-3000 words	60%	No
Summative	Coursework	Report (2000 wds)	0-2000 words	40%	No

Legacy Code (if applicable)

HIM-701T

Reading List

To view Reading List, please go to [rebus:list](#).