

Module Details	
Module Title:	Dynamics of Diversity and Power
Module Code:	DIM7008-C
Academic Year:	2019-20
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
Practical classes and workshops	5
Tutorials	27
Directed Study	265

Availability	
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.

Learning Outcomes

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 apply current perspectives on diversity and power to a range of real-world working contexts.
2.1	Critically evaluate theoretical, policy and practical approaches to the development of equality and diversity strategies.
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's1.1,1.2, 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.

Assessment1: 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
Summative	Coursework	Report (2000 wds)	-2000 words	40%
Formative	Coursework	Self-assessment journal		%
Summative	Coursework	essay (3000 wds)	-3000 words	60%

Reading List

To access the reading list for this module, please visit <https://bradford.rl.talis.com/index.html>.

Please note:

This module descriptor has been published in advance of the academic year to which it applies. Every effort has been made to ensure that the information is accurate at the time of publication, but minor changes may occur given the interval between publishing and commencement of teaching. Upon commencement of the module, students will receive a handbook with further detail about the module and any changes will be discussed and/or communicated at this point.