

Module Details	
Module Title:	Diversity and Organisational Performance
Module Code:	DIM7010-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	25
Directed Study	267

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 understanding, policy and contemporary practice underpinning equality and inclusion in organisational performance. To develop a greater understanding of causes, effects and remedies for inequalities in employment and service delivery. To facilitate a critical understanding of the opportunities and complexities of developing inclusive approaches to employment, service delivery and public engagement

Outline Syllabus

Developing personal and organisational competence in diversity;
 Performance management for diversity excellence;
 Working with senior managers, leadership and executive teams, and governing bodies;
 Multidisciplinary working across cultures and promoting culturally competent service delivery for disadvantaged and minoritised groups; Theories, politics and levels of public engagement, community leadership, communities of interest and networking for diversity; Globalisation, migration and implications for organisational performance;
 Best practices in diversity management - developing a diverse human-resource base; Corporate, individual and professional responsibilities in the diversity change process; Global Corporate Citizenship.

Learning Outcomes

1.1	Demonstrate comprehension of the theoretical and practical application of historical and contemporary principles of equity, equality, inclusion and diversity to employment and service delivery in organisations.
1.2	Critically analyse theories and policy context of public engagement and links with approaches to diversity.
1.3	Critically evaluate the roles of different organisational players in service development and delivery through successful partnership working in a diverse and mixed market of provision.
2.1	Discuss strategies adopted to ensure equity in employment and service delivery by a range of organisations locally, nationally and internationally.
2.2	Demonstrate the ability to use appropriate models to develop detailed plans for public engagement in promoting equality of opportunity, tackling discrimination and promoting good relations and evidence of partnership working between diverse groups.
2.3	Develop critical understanding and explore good practice in employment relations, equality and diversity management in the public, private and voluntary sectors.
3.1	Demonstrate cultural competence in employment relations and service delivery.
3.2	Critically apply current research evidence to establish a framework for initiating and developing programmes of work supported by an appropriate funding strategy.
3.3	Demonstrate further development of skills in multi-agency/stakeholder working, interpersonal communication, analysis, presentation and negotiation

Learning, Teaching and Assessment Strategy

Lectures using webinars explore contemporary practice underpinning inclusive organisational performance and inequalities(LO's 1.2,1.3,2.3,). Seminars facilitate group based discussion synchronously and asynchronously via the VLE and other interactive on-line resources. Study days provide opportunity for shared learning between students and experts at CfID annual conference &/or diversity challenge seminar. Students unable to attend optional study days will be given 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, application of theory to practice and facilitate completion of assignments. Directed study will include distance learning materials, seminars, tutorials and directed reading to develop students portfolio of learning (LO's1.1.1.2.1.3.2.1.2.2.2.3.3.1,3.2,3.3). This enhances transferable skills and critical thinking, and analysis. Academic development will be via the PAT

role.

Assessment 1: Work based investigative assignment (students will have a choice to undertake either workforce or service analysis project in own organisation)(LO 1.1, 1.2, 2.3, 3.1).

Assessment 2: Oral presentation to panel of experts or senior leaders in own organisation(LO 1.3, 2.1, 2.2, 3.2, 3.3). Students have a choice to submit recorded presentation or present via Collaborate synchronously.

Formative Assessment: Critical appraisal of one's values, beliefs, and attitudes and the development of intercultural competence over time (LO 2.2, 2.3, 3.1,

Mode of Assessment

Type	Method	Description	Length	Weighting
Summative	Presentation	Oral presentation of 20 mins	20 minutes	40%
Formative	Coursework	Self-assessment journal		%
Summative	Coursework	essay or report (4000 wds)	-4000 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.