

“Diversity Management in International Context”

Instructor:	Amanda Wichert
Format:	Online Course
Duration:	7 weeks
Language of Instruction:	English

Description

Diversity skills are an increasingly-important key to success for teams, companies, and individuals, both globally and within Germany. With the right skill set, diversity in the workplace can raise creativity, flexibility, and resilience. Doing diversity well means not only building a workplace with diverse people, but also engaging in diversity management through strategies that aim to remove barriers and foster active participation in the workplace. This enables organizations and individuals to build better teams, innovate and collaborate through stronger relationships with colleagues, reach and foster relationships with clients, and establish an environment where employees from diverse backgrounds can truly flourish.

In this seminar, participants will learn about diversity management and develop an understanding of how to approach diversity management effectively and with buy-in from key stakeholders and decisionmakers in the workplace. Throughout this seminar, participants will explore various aspects of the topic of diversity and discuss diversity in various contexts (for example, gender, disability, culture, race, ethnicity). We'll explore what diversity is, why diversity matters, and learn both how to critically analyze working environments as well as to build and contribute to working environments that foster diversity. We'll learn how to identify bias and explore what we can do to reduce bias and limit the effects of bias in the workplace and beyond. Looking to the future of work, we'll examine how the shift towards virtual work opens up space for inclusion and learn how to approach both digital and in-person workspaces while being mindful of diverse needs.

Using a variety of interactive methods, with a focus on real-life, relevant case studies, participants will develop their own resource-oriented toolkits and will have ample opportunity to bring in personal experience.

Learning Objectives

This seminar will enable participants to critically assess and understand the concept of diversity. They will learn about the concept of diversity and diversity management. Participants will develop approaches to identify and reduce personal and organizational bias, navigate conversations surrounding diversity topics, create diversity management strategies, and generally contribute to and create inclusive workspaces.

Target Group

Young professionals from all fields, recent graduates, postgraduate researchers, academics, and graduate students. This qualification is aimed at participants who want to acquire knowledge in the area of conflict management, team development, human resources as well as communication and organizational skills for professional activities in companies. Furthermore, the offer is particularly relevant for professionals who would like to work in internationally active companies or who are planning a professional stay abroad.

General Requirements

Participants need to possess English language abilities in speaking and writing on the Upper Intermediate Level (at least B2). Attendance of the live sessions is essential for your successful and meaningful completion of the course. To receive a certificate for this course, you will need to attend at least two of the three live sessions. These live sessions will be combined with additional material and intensive work through the online course platform, both individually and in groups. Please see course requirements for the various assignments.

To ensure a comfortable learning environment for all, please adhere to our [Code of Conduct](#).

Technical Requirements

Stable internet connection.

Fully functional device, such as computer, laptop or tablet (use of smart phones is not recommended) with camera and microphone, headset recommended.

Recommended operating systems: Windows 10 or higher or MacOS 10.13 or higher. Avoid using a VPN.

Software: Webex Meetings. Please log in to Webex at least a day before course start in order to avoid any technical delays on the first live session.

Course Requirements

Assignments & Materials

During the three live sessions, we'll work through interactive and hands-on activities together. Each asynchronous session will be composed of a collection of required resources (videos, interactive workbook activities, audio, and readings). This material will be available in the class Blackboard. Additional resources will also be made available for each session for anyone who would like to deepen their knowledge.

As part of the class, you'll be asked to contribute to asynchronous class discussions in Blackboard on each topic. Throughout the seminar, you'll also be invited to complete individual reflections on how what you've learned and discussed can be applied to your real-life experiences.

Literature

All class material will be provided in Blackboard.

Modules

Module	Topics, Guiding Questions, Reading, Assignments
1	<p>LIVE SESSION // Introduction to Diversity Management</p> <ul style="list-style-type: none"> • What is diversity, and why does it matter? • Why do we need diverse workplaces? • What is diversity management?
2	<p>Asynchronous Work // Identities, Experiences, Intersectionality</p> <ul style="list-style-type: none"> • What does it mean to “be diverse”? • How can I better understand how others see and experience the world around us? • What is intersectionality, and what does it mean? • How do intersectional approaches benefit organizations and individuals? How can we understand intersectional approaches in the context of excellent leadership?
3	<p>Asynchronous Work // Understanding Bias and its Effects</p> <ul style="list-style-type: none"> • What happens when we don't pay attention to (un)conscious bias? • What effects can bias have in the workplace? • What role does it play in decision making, and how can that affect outcomes at work?
4	<p>LIVE SESSION // Designing for (Un)conscious Bias and Privilege</p> <ul style="list-style-type: none"> • How can we identify and understand our own biases? • What is privilege, and why does it matter? • How can we reduce the effects of bias in the workspace – and beyond? • How can we learn to become more aware of structures and spaces? What can we do to contribute to the conscious design of structures and spaces that we're participating in?

5	<p>Asynchronous Work // Diversity in Digital Spaces</p> <ul style="list-style-type: none"> • What can organizations and teams do to create inclusive digital spaces? • How can diverse needs be reflected in and met by virtual work? What challenges might virtual work pose when creating inclusive spaces? • What strategies can leaders follow? How can leadership tools like virtual team communication plans foster inclusive digital spaces?
6	<p>Asynchronous Work // Diversity Management in Organizations</p> <ul style="list-style-type: none"> • What does successful diversity management look like? • How does diversity management differ across cultures? • How are diversity management plans implemented in different types of organizations? • What roles do employees across organizational hierarchies have in diversity management?
7	<p>LIVE SESSION // Strategies for an Inclusive Future</p> <ul style="list-style-type: none"> • How can we approach and discuss diversity in a way that invites stakeholders and colleagues to buy in to diversity management strategies? • What can individuals and teams do to support developing diversity as a core value in teams and organizations? • What can I do with what I've learned? How can I use my knowledge right now, in my own organization or in my personal life?