

## MBAN 606 – Diversity, Equity and Inclusion

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| Course title                  | Diversity, Equity and Inclusion                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                 |          |                     |     |
| Course code                   | MBAN 606                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                 |          |                     |     |
| Course type                   | Concentration Elective                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                 |          |                     |     |
| Level                         | 2 <sup>nd</sup> Cycle                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                 |          |                     |     |
| Year / Semester               | 1 <sup>st</sup> or 2 <sup>nd</sup> / Fall, Spring, Summer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                 |          |                     |     |
| Teacher’s name                | Maria Michailidis                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                 |          |                     |     |
| ECTS                          | 6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Lectures / week | 1/week   | Laboratories / week | N/A |
| Course purpose and objectives | <b>Develop</b> a deep understanding of diversity, equity, and inclusion concepts and their importance in enhancing organizational performance and culture.<br><b>Equip</b> students with the skills to implement effective DEI strategies and practices within various business contexts.<br><b>Foster</b> a critical awareness of the systemic challenges and opportunities associated with DEI initiatives in global business environments                                                                                                                                                                                                                                                                                                            |                 |          |                     |     |
| Learning outcomes             | <b>Demonstrate</b> understanding of the core principles of diversity, equity, and inclusion and their significance in business.<br><b>Apply</b> diverse perspectives to improve team dynamics and decision-making processes.<br><b>Evaluate</b> existing DEI policies and practices within an organization, identifying areas for improvement.<br><b>Design</b> comprehensive strategies to promote and integrate DEI within organizational structures and cultures.<br><b>Advocate</b> for inclusive policies and practices that effectively address systemic barriers and promote equity.                                                                                                                                                             |                 |          |                     |     |
| Prerequisites                 | MBAN 680                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                 | Required | NO                  |     |
| Course content                | <b>Week 1</b><br><b>Introduction to DEI:</b> Explore definitions and foundational concepts fundamental to understanding diversity, equity, and inclusion.<br><b>Historical Context:</b> Examine the evolution of DEI in workplace settings and its impact over time.<br><b>Week 2</b><br><b>The Business Case for DEI:</b> Understand the advantages of diversity for innovation and competitiveness.<br><b>Case Studies Analysis:</b> Evaluate successful DEI initiatives in various organizations.<br><b>Week 3</b><br><b>Unconscious Bias:</b> Identify and understand unconscious bias, privilege, and discrimination in the workplace.<br><b>Legal and Ethical Considerations:</b> Learn about the regulatory environments affecting DEI policies. |                 |          |                     |     |

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|                      | <p><b>Week 4</b><br/> <b>Inclusive Recruitment and Retention:</b> Develop skills to design recruitment processes that are inclusive and equitable.<br/> <b>Talent Development:</b> Focus on strategies for inclusive employee development.</p> <p><b>Week 5</b><br/> <b>Measuring DEI Effectiveness:</b> Learn methods for assessing the success of DEI initiatives.<br/> <b>Feedback Mechanisms:</b> Explore how feedback can be used to continuously improve DEI efforts.</p> <p><b>Week 6</b><br/> <b>Cultural Intelligence:</b> Examine strategies to improve cultural competence within teams.<br/> <b>Global DEI Perspectives:</b> Discuss DEI approaches in different cultural contexts.</p> <p><b>Week 7</b><br/> <b>Cross-Cultural Communication:</b> Practice effective communication strategies across diverse cultural backgrounds.<br/> <b>Collaboration in Diverse Teams:</b> Learn tactics for enhancing collaboration in diverse organizational teams.</p> <p><b>Week 8</b><br/> <b>Leadership and DEI:</b> Explore how inclusive leadership enhances organizational DEI.<br/> <b>Change Management for DEI:</b> Develop strategies for leading DEI change initiatives effectively.</p> <p><b>Week 9</b><br/> <b>DEI Strategy Development:</b> Create comprehensive strategies to integrate DEI in business practices.<br/> <b>Policy Advocacy:</b> Understand the role of policy in advancing DEI agendas.</p> <p><b>Week 10</b><br/> <b>Intersectionality:</b> Analyze how intersecting identities impact experiences in the workplace.<br/> <b>Case Law on DEI:</b> Study significant legal cases and their implications for DEI practices.</p> <p><b>Week 11</b><br/> <b>Future Trends in DEI:</b> Identify and predict emerging trends in DEI.<br/> <b>Innovation through Inclusion:</b> Leverage diversity for fostering innovation within organizations.</p> <p><b>Week 12</b><br/> <b>Course Review and Reflection:</b> Reflect on the key learnings from the course and personal growth.<br/> <b>Practical Application Workshop:</b> Implement DEI strategies through hands-on scenarios and feedback sessions.</p> |
| Teaching methodology | <p><b>Learning Activities</b></p> <p><b>Lectures and Discussions:</b> Establish foundational knowledge and facilitate an exchange of ideas on key DEI issues.</p> <p><b>Case Studies and Role-Playing:</b> Analyze real-world situations and engage in role-playing exercises to experience diverse perspectives.</p> <p><b>Workshops and Interactive Sessions:</b> Develop practical skills for implementing DEI strategies.</p> <p><b>Guest Speakers and Panels:</b> Gain insights from DEI practitioners and leaders across various industries.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

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|                     | <p><b>**Online Simulations:</b> Participate in virtual simulations to understand complex DEI challenges.</p> <p><b>Peer Learning Groups:</b> Collaborate in small groups to discuss readings and assignments for deeper understanding.</p> <p><b>**Capstone Project Development:</b> Work progressively on a capstone project related to DEI throughout the course.</p> <p><b>Teaching Methods</b></p> <p><b>Traditional Lectures:</b> Present information systematically to build foundational knowledge.</p> <p><b>**Flipped Classroom:</b> Encourage independent learning before class to utilize in-class time for discussions and activities.</p> <p><b>Problem-Based Learning:</b> Use real-world problems to develop critical thinking and solution-oriented skills.</p> <p><b>**Hybrid Sessions:</b> Combine online and face-to-face teaching to accommodate different learning environments.</p> <p><b>Interactive Workshops:</b> Engage students in hands-on activities to enhance practical skills.</p> <p><b>Round Table Discussions:</b> Facilitate dialogue between students to explore various viewpoints.</p> |
| <b>Bibliography</b> | <p>Diversity and Inclusion in the Global Workplace: Aligning Initiatives with Strategic Business Goals, Carlos Tasso Eira de Aquino, Robert W. Robertson, 978-3319563362</p> <p>The Diversity Bonus: How Great Teams Pay Off in the Knowledge Economy, Scott E. Page, 978-0691176888</p> <p>Blindspot: Hidden Biases of Good People, Mahzarin R. Banaji, Anthony G. Greenwald, 978-0345528438</p> <p>What Works: Gender Equality by Design, Iris Bohnet, 978-0674089037</p> <p>Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives, Howard J. Ross, 978-1442230835</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Assessment</b>   | <p><b>Reflective Essays:</b> Students will write reflective essays on personal experiences with DEI, analyzing concepts and theories discussed in class.</p> <p><b>Group Projects:</b> Students will work in teams to design and present a comprehensive DEI strategy for a specific organization or industry.</p> <p><b>Participation and Engagement:</b> Active participation in discussions and workshops, demonstrating comprehension and application of course material.</p> <p><b>**DEI Strategy Proposal:</b> Develop and present a DEI strategy plan for a chosen organization.</p> <p><b>Peer Assessment:</b> Evaluate each other's contributions to group projects to encourage accountability.</p> <p><b>**Portfolio Submission:</b> Compile a portfolio of work completed during the course to demonstrate mastery of the subject.</p>                                                                                                                                                                                                                                                                            |
| <b>Language</b>     | English                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |