

MBAN 606DE – Diversity, Equity and Inclusion

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

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

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