Join Radboud Summer School 2018!

Managing Diversity in Organizations

change perspective

Radboud University
Managing Diversity in Organizations

The course is taught from a theoretical, critical and practical perspective, and encourages students to develop independent thinking by means of in-class discussion. The course consists of lectures that cover the following:

- Introduction to the course
- Competing approaches to managing diversity
- Implementing diversity management, Discrimination & Inclusion
- Diversity & difference in gender; sexuality; race & ethnicity; age & disability
- Diversity, teams & leadership
- Case study Rabobank & preparation for essay

The assessment on this course is a 100% written assignment. Students should submit a 2000-word essay. A successful essay demonstrates that you are able to:

- Identify, and circumscribe the issue at stake, and why it matters
- Critically analyse and discuss the research evidence, including theories and empirical evidence in relation to the issue

The three options for the essay are:

- Take one group that is disadvantaged in the workplace. Critically discuss the research evidence to establish the extent to which this group has achieved inclusivity and equality in employment, and why it has or has not achieved full equality.
- Many researchers have suggested that discrimination has not been eliminated; rather, the display of prejudice has become subtler in nature. Discuss.
- “Google’s workforce is, by its own accounting, 69% male and just 2% African-American” (the Guardian 7/8/2017). Drawing on the lectures and literature, identify the most pressing issue at stake given the lack of equality or diversity at Google, address why this is the case and make an argument either for an equality of opportunity approach or the business case to resolve it.

After this course you will be able to:

- Demonstrate that any workforce is composed of diverse socio-cultural groups with differential patterns and experiences of labour market participation
- Have developed theoretical insight into the different socio-cultural differences at stake in diversity, how they are socially constructed and perceived, namely gender,
• Have developed a critical awareness of and insight into how different employees are affected by the dynamics of inclusivity/exclusivity, and inequality/equality that define organizational practices and cultures, including discrimination
• Have a critical awareness of and insight into the conflicts, problems and dilemmas involved in implementing diversity policies and practices; have an appreciation of the leadership skills required to effectively address and manage diversity, as well as the personal and organizational strategies involved
• Be able to critically evaluate whether equality and inclusivity are a reality for many who work in today’s organizations

Admission documents needed
CV and motivation letter

Number of EC
2 ECTS credits

Entry level
1st year Bachelor, Advanced Bachelor and Master

Course leader
Dr. Stephanie Schreven, Adjunct Lecturer, Adam Smith Business School, University of Glasgow

Dates
Monday 6 August – Friday 10 August 2018
Want to be part of the RSS experience?

For whom is this course designed
Students who seek to make a positive difference to the workplace, to the benefit of equality and the success of organizations.

Course fee
€600

Discounts
• 10% discount for early bird applicants. The early bird deadline is 1 April 2018.
• 15% discount for students and PhD candidates from partner universities.

Deadline application
1 June 2018

More than just a course!
Radboud Summer School is more than an academic event. It also offers an elaborate social programme that you can choose from.

On our website you can find a more detailed description of the courses and the social programme.

Contact
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Register now!

www.ru.nl/radboudsummerschool, 5-17 August 2018