COURSE DETAIL

MAKING DIVERSITY WORK: BUILDING INCLUSIVE ORGANIZATIONS
Country Netherlands
Host Institution Utrecht University
Program(s) Utrecht University
UCEAP Course Level Upper Division
UCEAP Subject Area(s) Psychology
UCEAP Course Number 141
UCEAP Course Suffix
UCEAP Official Title MAKING DIVERSITY WORK: BUILDING INCLUSIVE ORGANIZATIONS
UCEAP Transcript Title INCLUSIVE ORGANIZAT
UCEAP Quarter Units 6.00
UCEAP Semester Units 4.00

Course Description

In this course, students learn about the benefits as well as the challenges of building diverse and inclusive (D&I) organizations. The course is grounded in social and organizational psychology. In addition, students are introduced to a multidisciplinary approach to D&I (e.g., drawing on economics, law, gender studies, media studies, and sociology to name a few) to gain a multilevel understanding of how to promote D&I at the *institutional* level (e.g., which laws, organizational structures, AI systems promote or limit D&I?), the *experiential* level (e.g., why do people resist D&I policies? What is it like to not feel included at work?) and the *symbolic* level (e.g., how is power and status in organizations symbolized? How diverse is an organization's board and why does that matter?). In work groups, existing D&I initiatives are analyzed and a theoretically sound and evidence-based approach to change these is developed.

Language(s) of Instruction
English

Host Institution Course Number
202100001

Host Institution Course Title
MAKING DIVERSITY WORK: BUILDING INCLUSIVE ORGANIZATIONS

Host Institution Course Details
https://osiris-student.uu.nl/#/onderwijscatalogus/extern/cursus

Host Institution Campus
Utrecht University

Host Institution Faculty
Social Sciences

Host Institution Degree

Host Institution Department

Course Last Reviewed
2023-2024

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