

## 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 Campus

Utrecht University

### Host Institution Faculty

Social Sciences

### Host Institution Degree

### Host Institution Department

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