

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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