

SYLLABUS**Master Seminar****„Managing Equality, Diversity, and Inclusion“**

Winter Semester 2024/25

Dr. rer. pol. Andreas M. Hilger

Chair of Leadership and Organization

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| Type | Research Seminar |
| ECTS | 6 Credits |
| Language | English |
| Pre-requisites | - No formal requirements - Knowledge in (International) Human Resource Management recommended |
| Class | Tuesdays 16-18 h VG 0.04 |

Concept

Diversity, equity/equality, and inclusion (EDI) are three closely linked values held by many organizations that are working to be supportive of different groups of individuals, including people of different races, ethnicities, religions, abilities, genders, and sexual orientations.

Equal opportunities and its allied concepts, including inequality, inequity, disadvantage, diversity, and inclusion, have been studied extensively across the disciplines of social sciences and humanities. The promulgation of interest in the field of inequality owes much to the awareness that was brought about by the earlier human and civil rights and feminist movements which have engendered legal and social reforms that provide protections against unfair forms of discrimination.

Emerging from US American Social Movements, EDI has since spread across the Western World. EDI is closely related to the United Nation's Sustainable Development Goals (<https://sdgs.un.org/goals>). The SDGs most aligned with the Seminar topic are SDG 5 (gender equality), SDG 8 (decent work and economic growth) and SDG 10 (reduced inequalities).

The advent of institutional, particularly legal and social, reforms in the field, as well as the broadening of the theory of equal opportunities to include a wider range of inequalities based on sex, race, disability status, age, sexual orientation, marital status, nationality and social class have all contributed to an increased sense of urgency to focus on EDI for scholars and organizations alike.

Subsequently this course aims at exploring the theoretical foundations, institutional backdrops, current concepts and practical insights into the Management of Equality, Diversity & Inclusion. The course will familiarize students with concepts and actions on EDI, with a focus on EDI in multinational companies as well as the pressures to implement EDI. The students will deal with empirical data international EDI contexts and cases of EDI in multinationals.

Assessment

- (Team) Research Presentation
30 of the Grade
December 3rd and 10th, 2024
15 – 20 Minutes
- (Team) Case Analysis
70% of the Grade
January 31st, 2025
Ca. 5'000 Words

Timeline

- Enrolment via FLEXNOW July 22nd - October 14th, 2024
- Withdrawal in FLEXNOW until November 12th, 2024
- Contents
 1. Introduction to EDI (15.10.24)
 2. Theories on EDI (15.10.24)
 3. Institutional Contexts of EDI (29.10.24)
 4. Fields & Cases of EDI (29.10.24)
 5. Research Presentation (03.12.24 and 10.12.24)
 7. Case Consultations (14.01.25; 21.01.25; 28.01.25)
 8. Case Analysis Deadline (28.02.25)

Further questions can be addressed via email to Andreas.Hilger@ur.de.

Literature

Özbilgin, M. (Ed.) (2009). Equality, Diversity and Inclusion at Work: A Research Companion. <https://doi.org/10.4337/9781848449299>

Fitzsimmons, S., Özbilgin, M.F., Thomas, D.C. et al. Equality, diversity, and inclusion in international business: A review and research agenda. *J Int Bus Stud* 54, 1402–1422 (2023). <https://doi.org/10.1057/s41267-023-00642-x>

Gagnon, S., Augustin, T., & Cukier, W. (2022). Interplay for change in equality, diversity and inclusion studies. *Human Relations*, 75(7), 1327-1353. <https://doi.org/10.1177/00187267211002239>

Hilger, A.M., Velinov, E. and Özbilgin, M.F. (2023), "Against all odds: how the institutional context shapes diversity management in the Central and Eastern European Oil and Gas industry", *Equality, Diversity and Inclusion*, Vol. 42 No. 8. <https://doi.org/10.1108/EDI-11-2022-0308>; <https://www.emerald.com/insight/content/doi/10.1108/EDI-11-2022-0308/full/html>

Köllen, T., Kakkuri-Knuuttila, M.-L. and Bendl, R. (2018), "An indisputable "holy trinity"? On the moral value of equality, diversity, and inclusion", *Equality, Diversity and Inclusion*, Vol. 37 No. 5, pp. 438-449. <https://doi.org/10.1108/EDI-04-2018-0072>