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**Summer School of Management 2024**  
**Sustainability challenges in modern business**  
*course syllabus*

**1. Course description**

a. Course name

DEI - Diversity, Equality & Inclusion for Modern Business

b. Lecturer

Patrycja Paleń-Tondel

c. Hours

5

d. General description – course content

The course is dedicated to a matter of growing importance in globalised world of business – equity, diversity and inclusion. It provides students with knowledge about varied sources of diversity and how to manage diversity in an inclusive way. Students learn about business benefits of diversity and gain competencies in designing best practices in building inclusive workplaces and using diversity as a leverage.

e. Learning outcomes

Knowledge:

1. Student know the sources of diversity.
2. Students recognise the fundamentals of the diversity-to-inclusion process.
3. Students understand the impact of the inclusive approach on the organisational efficiency.

Skills:

1. Students know how to diagnose an existing level of diversity maturity in an organisation.
2. Student can recognise main types of bias (including recruitment process) and implement working solutions.
3. Students are able to suggest best practices to use diversity as a competitive advantage booster and a value-adding factor.

Competences:

1. Students are aware that diversity is reality, but inclusion is a choice and demands commitment.
2. Students are conscious that insufficient knowledge of diversity-equity - inclusion areas has far-reaching implications for creating an effective workplace.

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3. Students are ready to support inclusion-building in their universities and workplaces.

f. Literature

1. The Power of Difference How to Build a Diverse Workforce to Drive Business Results, Fanshawe S., Kogan Page Ltd., London, 2021
2. Demanding More. Why Diversity and Inclusion Don't Happen and What You Can Do About It , Atcheson S. , Kogan Page Ltd., London, 2021
3. Building an Inclusive Organization, Frost S., Alidina R-K., Kogan Page Ltd., London, 2019