

Diversity Management

Dimensions of Diversity	Diversity: from Stereotype to Discrimination	Representations of Diversity	Diversity in Organisations	Diversity in Teams – Diversity Team Development	Diversity Management and Equal Opportunities
01: Convergence towards the Concept of Diversity	09: From Prejudice to Discrimination 1	17: Awareness – Exercise	25: Intelligent Organisation & Diversity in Organisations	33: Dealing with Cultural Awkwardness	41: Diversity – Rights – Respect
02: Diversity and Social Dominance	10: From Prejudice to Discrimination 2	18: The Power of Language 1: Gender-neutral Language	26: Paradigma of the company head	34: Quiz Diversity Training	42: Equal Opportunities?
03: 4 Approaches to Managing Diversity	11: I’m a man	19: The Power of Language 2: Non-discriminatory Language	27: Gender Mainstreaming	35: Consensual Decision Making in Diverse Heterogeneous Groups	43: Sex & Gender
04: Intersectionality and Multidimensionality	12: Terminology and Contexts	20: Professional Connotations	28: Spreading the Diversity Message	36: Learning at the Workplace	44: Equal Pay for Equal Work
05: Diversity Dimensions according to the UN Human Rights Convention	13: From Role Assignment to Discrimination	21: The Power of Pictures 1	29: Managing Diversity: an Introduction	37: Racism in the Workplace 1	45: Exclusion – Integration - Inclusion
06: Creating Diversity Awareness in the Public Sphere	14: The gender-inequality school	22: The Power of Pictures 2	30: Diversity-friendly Personnel Recruitment	38: Racism in the Workplace 2	46: Segregation
07: Diversity and Social Discrimination	15: Neutral Acceptance of Diversity	23: The Power of the Media 1	31: A Case Study – Deutsche Bank	39: Diversity-Sensibility Self-test	47: Discrimination in the Working World
08: Diversity has many faces in everyday life	16: Self-fulfilling Prophecies	24: The Power of the Media 2	32: Determining Diversity within a Team	40: What is Diversity Competency?	48: Diversity-friendly Job Advertisement

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<p><u>Learning Outcome:</u> You understand the definition of diversity, can name forms of diversity and know about the dimensions and levels of diversity. You are familiar with the contexts of diversity and power structures, have acquired an awareness of differences and diversity, and can afford them all due respect.</p>	<p><u>Learning Outcome:</u> You learn how our images of “others” arise and how stereotypes and clichés become prejudices, which influence our thinking about “being different and others”, and how such incorporated knowledge creates hierarchies which in turn promotes and reproduces inequality. You understand the connection between stereotyping and discrimination.</p>	<p><u>Learning Outcome:</u> You know how diversity is portrayed in images and by language, and how representations of diversity are reflected in economies and organisations. You gain an understanding of realistic and unrealistic representations and become alert to visual and linguistic portrayals that convey and promote hegemony and hierarchical structures.</p>	<p><u>Learning Outcome:</u> You understand the importance of diversity in organisations, learn to value interculturality and interdisciplinarity, know what constitutes organisational culture in terms of the different aspects of diversity, can implement and integrate diversity within organisations and lead the process of the “learning organisation” which creates growth based on an ethnic perspective and on ethnically justifiable economic efficiency.</p>	<p><u>Learning Outcome:</u> You learn how to successfully implement diversity within teams, providing teams with diversity skills, developing a diversity culture and creating an empathic and appreciative climate of communication. You learn how to steer processes that will lead to the improvement of working relations between people within mixed/diverse teams.</p>	<p><u>Learning Outcome:</u> You learn to view interculturality and diversity as being both the norm and explainable, understand fundamental human rights and constitutional legal provision for the implementation of diversity strategies, and recognise them as ethnic requirements and at the same time as opportunities for equality and economic progress.</p>