

- Faculté des sciences économiques
- [www.unine.ch/seco](http://www.unine.ch/seco)

### Diversity and Inclusion Management (5EN1034)

Filières concernées	Nombre d'heures	Validation	Crédits ECTS
Bachelor en sciences économiques, orientation comptabilité/finance	Cours: 2 ph	écrit: 2 h	3
Bachelor en sciences économiques, orientation économie politique	Cours: 2 ph	écrit: 2 h	3
Bachelor en sciences économiques, orientation management	Cours: 2 ph	écrit: 2 h	3
Bachelor en sciences économiques, orientation ressources humaines	Cours: 2 ph	écrit: 2 h	3
Bachelor en sciences économiques, orientation systèmes d'information	Cours: 2 ph	écrit: 2 h	3

ph=période hebdomadaire, pg=période globale, j=jour, dj=demi-jour, h=heure, min=minute

#### Période d'enseignement:

- Semestre Printemps

#### Equipe enseignante:

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#### Objectifs:

Diversity and inclusion are key strategic factors that influence performance, profitability and reputation of companies. This course aims to provide students with elements and concepts for analyzing and evaluating inclusive management as instrument for enabling companies to benefit from diversity. Managing a firm in an inclusive way means connecting with, engaging and qualifying employees across all types of differences. Students will be exposed to issues related to the framing, design and implementation of inclusive initiatives within firms as well as to the development of inclusive management skills. While adopting an international and multi-cultural perspective, the course tries to connect the concept of inclusion with several dimensions of diversity such as gender, race, ethnicity, nationality, social class, and occupation.

#### Contenu:

The major components of this course are as follows:

- Introduction and background
- Stereotypes, prejudice and discrimination
- Tools for measuring diversity
- Tools and skills to manage diversity
- Inclusive leadership

#### Forme de l'évaluation:

EI: The evaluation is based on a continuous evaluation during the semester (an individual and a group assignment).  
Rattrapage: Written exam (2 hours) during the session or the rattrapage session.

Important : les objets connectés ne sont pas admis dans les examens

En cas d'infraction à ces règles, les éléments non admis seront retirés, et l'examen pourra être réputé échoué.

#### Documentation:

Compulsory reading:

- Syed, J. and Özbilgin, M. (2015): Managing diversity and inclusion, an international perspective, Sage.
- Other articles and case studies provided by the professor during the course.

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Theory, examples and practical exercises, case study analysis, class discussions.