

## **Graduate Certificate in Equality, Diversity and Inclusion: Module Descriptions**

### **Autumn Semester:**

#### **LA5071 Equality and Diversity in the Workplace (Online)**

The aim of this module is to introduce students to contemporary issues in workplace equality and diversity and the legal duties and/or best practice requirements on employers to secure equality, diversity and inclusion in the workplace. Students will engage in a value mapping exercise to reflect upon their own perceptions concerning aspects of equality, diversity and inclusion to understand the legal, social and cultural factors arising and they will consider foundational theoretical concepts of equality.

#### **LI5001 Language and Inclusion in Organisations**

The aim of this module is to heighten students' awareness of the role that language plays in perpetuating exclusion and also the role it can play in promoting inclusion. For this purpose, students will learn about language ideologies and critical discourse analysis. They will also learn about linguistic diversity and how to assess it in the workplace.

### **Spring Semester:**

#### **LA6222 Postgraduate Human Rights Law Online**

The aim of this module is to provide students with an understanding of the workings and jurisprudence of the European Convention on Human Rights. The central focus will be upon the application of the ECHR at an international level, but the module will also examine relevant Irish jurisprudence and case law within the various topics.

#### **SO5102 Inequality and Social Exclusion (Online)**

The aim of the module is to introduce the students to the dynamics and processes implicit to inequality and social exclusion and to make them aware of the complexity of the conceptualisation and operationalisation of equality and social exclusion. At the end of the module, students will be able to apply their understanding of both concepts to key substantive areas in Irish society.

#### **LA5091 - Equality in Practice 1**

The aim of this module is to introduce students to practical issues that arise in advancing equality, diversity and inclusion and the impact these issues have on communities and professional organisations. Case studies and site visits will be used to give students a real appreciation of the importance of equality, diversity and inclusion and the impact that supportive policies have on organisational culture. Interaction with leaders who have championed change in their own professional context will equip learners with the essential competencies necessary to meet the challenges of today's rapidly changing world. Students will be provided with the tools to enable them to identify an aspect of their own professional environment that falls short of best practice and develop an action plan to positively address that issue.