**7001 Essay Questions – 1000 words**

* Please use Harvard referencing where appropriate (10% of your work can be direct quotes)

<https://youtu.be/iueqJ78iAwk> (Good explainer video)

* 10% flexibility on word count
* All responses are submitted through plagiarism software, ensure you cite and reference accordingly

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| **Question** | **Wds.** | **Advice** | **Suggested Resources** |
| 1. What are your personal motivations regarding Diversity, Equity & Inclusion? Why does this topic matter to you, the organisation you work for, and the society you live in? | 250 | Think about including some current issues you see within work & society, how these make you feel and how that connects with your personal values?  You could include the cost of these issues (Mental health, retention, attracting talent, innovation, creativity, profitability, ethics & morals). | 7001 – Slide Deck  McKinsey- Diversity Wins Report  <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>  Janet Stovall – TED - <https://youtu.be/kvdHqS3ryw0> |
| 1. In your own words describe the Licence to Recruit Certification Mark? | 100. | Begin by explaining what a Certification Mark is and then explain what the Licence to Recruit Certification Mark is | 7001 – Slide Deck  YouTube Explainer Video: <https://youtu.be/HPYQPUjYps8>  <https://www.gov.uk/government/publications/collective-and-certification-trade-marks> |
| 1. Based on you personally, describe your race, ethnicity and nationality. Then go on to explain the differences between each characteristic | 250 | Define race, ethnicity and nationality first, then explain how these relate to you personally. Expand on what makes them different  Include which of these elements is enshrined in law and which are not? Top marks would mention UK / US / EU law | 7001 – Slide Deck  <https://www.ethnicity-facts-figures.service.gov.uk/style-guide/ethnic-groups>  <https://www.legislation.gov.uk/ukpga/2010/15/section/9> |
| 1. Explain the 6-Stage DEI Strategy and the rationale behind the order of each stage. | 150 | Think in terms of explaining this to your clients. Why do we start with Leadership first and go on to explain the other stages. Think about building foundations and gaining support & sponsorship | 7001 – Slide Deck |
| 1. Explain how you and those around you are impacted by the choices we make and environment we create? | 250 | Define:  ‘Inclusive workplace’  ‘Emotional Contagion’  ‘Toxic Positivity’  ‘Negativity Bias’  Then go on to explain how these could negatively impact (i) the individual (ii) the organisation/workplace  Try to include why these may occur in your sector/workplace, and how you might overcome them | 7001 – Slide Deck  <https://www.theguardian.com/science/2021/jan/24/the-five-emotional-contagion>  <https://positivepsychology.com/emotional-contagion/>  <https://rightasrain.uwmedicine.org/mind/well-being/toxic-positivity#:~:text=Toxic%20positivity%20involves%20dismissing%20negative,and%20a%20feeling%20of%20disconnection>.  Alison Ledgerwood – TED -  <https://youtu.be/7XFLTDQ4JMk> |

Useful Resources

Legal:

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| Equality Act 2010 | <https://www.legislation.gov.uk/ukpga/2010/15/contents> |
| Civil Rights Act 1964 | <https://www.dol.gov/agencies/oasam/civil-rights-center/statutes/civil-rights-act-of-1964#:~:text=In%201964%2C%20Congress%20passed%20Public,hiring%2C%20promoting%2C%20and%20firing>. |
| EU Charter of Fundamental Rights | <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:12012P/TXT> |
| ACAS | <https://www.acas.org.uk/improving-equality-diversity-and-inclusion> |

Important Reports:

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| UK Government: Employment, Fairness at work and Enterprise | <https://www.gov.uk/government/publications/the-report-of-the-commission-on-race-and-ethnic-disparities/employment-fairness-at-work-and-enterprise> |
| Race in the workplace - McGregor-Smith Review | <https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/594336/race-in-workplace-mcgregor-smith-review.pdf> |
| CIPD | <https://www.cipd.co.uk/news-views/viewpoint/race-inclusion-workplace#gref> |
| McKinsey | <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters> |

TED Talks

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| Janet Stovall | <https://youtu.be/kvdHqS3ryw0> |
| Paloma Medina | <https://youtu.be/deYUUfak08Y> |
| Julliette Powell | <https://youtu.be/thkmVv54e6M> |
| Mile Hartmanm | <https://youtu.be/dU7Mhne4CzU> |