**7002 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. You are asked by a client if you can provide thought-leadership around DEI and their current approach. How would you structure this conversation? | 200 | Using the 6-stage DEI strategy, structure an answer following the stages  Describe what each stage is, and then go onto explain the reasoning behind the order of the stages  Help the client understand why this order is important, and the need to break objectives into bite-sized, continuous projects | 7002 – Slide Deck  6 Stage DEI Strategy diagram |
| 1. Describe the difference between Discrimination, Harassment and victimisation. | 300 | Begin by defining the terms and then draw an analysis of their differences.  Reference, bias, prejudice, stereotyping and how these differ. Refer to the diagram (Emotional/Cognitive/Behavioural) and consider how this may be relevant  What makes them different (concise) and examples to support your answer | 7002 – Slide Deck  [*https://www.gov.uk/discrimination-your-rights*](https://www.gov.uk/discrimination-your-rights) |
| 1. Explain the concept of ‘Positive Action’. Including an overview of when this can be used, why it is used and what are the exceptions to its use | 250 | 3 part question – what is it / why does it exist / when can-can't it be used  Include your personal thoughts / opinions – have you changed your position regarding this concept, how do you think/feel now? | 7002 – Slide Deck  <https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/85026/vcs-positive-action.pdf>  <https://www.legislation.gov.uk/ukpga/2010/15/section/159> |
| 1. Explain the model PERMA and articulate how this model drives inclusion within the workplace | 150 | Define PERMA and in your own words explain why these elements are critical, if we wish to create inclusive working environments. Give examples of where this is and isnt currently working, within your own organisation | 7001 – Slide Deck  7002 – Slide Deck |
| 1. Define non-binary identity, what this means and why recognising it is important in the workplace | 100 | 3-part question – what is it / why does it exist / why should it be recognised.  Short concise answer | Gender & Identity module (Before you start Section) within the Inclusion Academy  https://youtu.be/kVe8wpmH\_lU |

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> |