**7003 Essay Questions**

* 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. Define what is meant by the term Privilege, in terms of DEI. Provide examples of different types of privilege and how these can negatively impact the workplace | 250 | Think about the impact race can have when applying for roles, selection, promotion and retention.  At this stage you should also independently research statistics, quotations, material; to support your argument / points (reference all sources) [Self-Directed Learning] | 7003 – Slide Deck  <https://www.barnardos.org.uk/blog/white-privilege-guide-for-parents> |
| 1. Describe the term Social Mobility and explain its context in terms of DEI. | 250 | Describe low (no) mobility, upward and downward mobility. Explain the difference between these terms.  At this stage you should also independently research statistics, quotations, material; to support your argument / points (reference all sources) [Self-Directed Learning] | 7003 – Slide Deck  [*https://www.gov.uk/government/news/understanding-downward-social-mobility*](https://www.gov.uk/government/news/understanding-downward-social-mobility) |
| 1. Describe what is meant by neurodiversity or neurodivergent and what adjustments you should make for candidates, employees who identify as autistic. | 200 | Watch the videos by Oliver within the Inclusion Academy and discuss how these could apply in your organsiation  At this stage you should also independently research statistics, quotations, material; to support your argument / points (reference all sources) [Self-Directed Learning] | Inclusion Academy (Embrace Difference) |
| 1. Explain the main differences between, Colonialism, Imperialism and Empire. | 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 | 7003 – Slide Deck  <https://youtu.be/RzHbL0ByeLY> |
| 1. Define the Negativity Bias of the brain, and why this is relevant in creating an inclusive workplace | 150 | What is the negativity bais, why does it occur and how do you overcome it? How might it inhibit an inclusive working environment | 7001 – Slide Deck  Inclusion Academy (Inclusion and you) |

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> |