**7004 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. Describe the meaning of Empire, Colonialism and Imperialism and explain the difference between the terms.
 | 200 | Outline your understanding of the definitions, go on to explain how the difference between the terms.At this stage you should also independently research statistics, quotations, material; to support your argument / points (reference all sources) [Self-Directed Learning] | 7004 – Slide Deckhttps://byjus.com/free-ias-prep/difference-between-colonialism-and-imperialism/ |
| 1. Explain the difference between, gender expression, gender identity and anatomical sex.
 | 150 | Using the gingerbread person, define the terms, then evolve the response to outline the key differences between them. At this stage you should also independently research statistics, quotations, material; to support your argument / points (reference all sources) [Self-Directed Learning] | 7004 – Slide Deck[*https://www.gov.uk/government/news/understanding-downward-social-mobility*](https://www.gov.uk/government/news/understanding-downward-social-mobility) |
| 3. Define what you understand by the term unconscious or implicit bias. Explain the impact this can have on the recruitment process. | 200 | Remember to include the benefits of unconscious bias, why does it exist, why do humans need it, before going on to explain the negative aspects of unconscious bias in the workplace and specifically the recruitment process. Include reference to Affinity, Confirmation and Halo/Horns as types of unconscious bias At this stage you should also independently research statistics, quotations, material; to support your argument / points (reference all sources) [Self-Directed Learning] | 7004 – Slide Deck<https://youtu.be/QCFb4BiDDcE><https://youtu.be/dVp9Z5k0dEE>https://youtu.be/rbe5D3Yh43o |
| 4. Is LGBTQIA+ / Gender non-conformance a modern phenomenon?  | 250 |  Define what you mean by LGBTQIA+ and gender non-conformance (trans..). Provide examples of historical references to LGBTQIA+ communities and individuals. Top answers will include a community or peoples not referenced in the course content. Research and reference another community (Asian/Indian/Polyneasian/other) | 7004 – Slide Deckhttps://outhistory.org/exhibits/show/trans-timeline/timeline<https://en.wikipedia.org/wiki/Timeline_of_transgender_history> |
| 5. Explain the proportionality principle in the context of DEI targets | 200 | Why do we need targets when it comes to DEI? Why is a one-size fits all approach redundant? Why is the proportionality principle important (diversity lower levels – lack of diversity upper levels etc) - breaks down the problem / identifiys specific areas of focus/investment | 7004 – Slide Deck<https://youtu.be/kvdHqS3ryw0>https://hbr.org/2021/11/achieving-gender-balance-at-all-levels-of-your-company |

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> |