**7005 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. Provide an analysis of the current Energize DE& proposition, using SOAR technique to support your reasoning
 | 250 | Remember the group session in module 7005 – you completed a SOAR analysis / conversationTake a helicopter / senior leader view – look at Energize clients / sectors and extend your views – again using SOAR | 7005 – Slide Deckhttps://inclusioncrowd.biz/l2r7004 |
| 1. Provide an overview of the 18-Step Inclusive Recruitment Model and explain how this would be helpful for your clients?
 | 200. | Provide a synopsis of the model Explain why it is important to take this end-to-end approach (unless you tackle the whole process – looking at one section alone is a waste of time/money)Why is this useful for Energize internally and how will this provide added value for your clients? | 7005 – Slide Deck |
| 1. Explain the concept of gender coding and how its effects could have a negative impact on talent attraction?
 | 250 | Unpack / Explain the definition of gender coding, go on to provide some examples of this when attracting talent.Explain why this could be off putting to certain demographics and how, because it is unconscious, the recruiter or the candidate may not even be aware of its affects | 7005 – Slide Deck<https://gender-decoder.katmatfield.com/><https://psychologydictionary.org/gender-coding/>https://www.employerscouncil.org/resources/words-matter-gender-coded-language-in-job-ads/ |
| 1. Provide your ‘personal’ opinion on why DE&I is so slow to be adopted and results seem mixed across sectors?
 | 250 | Use all slide decks for referenceThis is an opinion question – and you are free to challenge / agree / disagree / discussProvide examples to support your opinion | All slide decksIndependent research  |
| 1. Provide a commitment statement (personal). Have undertaken the licence to recruit, what will you do differently, how will it shape your career as a recruiter?
 | 250 | What elements will you now adopt in your professional career?What will you do differently?How has this changed opinion / behaviourHow will it impact your relationships with candidates, colleagues & clients | Bring together your classroom material, your independent research & your e-learning to provide a commitment statement / overview of what you stand for / what you believe in and what you will do differently... |

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> |