

Discipline: Management

1. Language / Sprache

English

2. Title / Titel

Gender, Diversity, and Inclusion Research

3. Lecturer / Referent

- Univ.-Prof. Dr. Renate Ortlieb (University of Graz)
<https://personalpolitik.uni-graz.at/en/team/renate-ortlieb-head-of-department/>
- Dr. Lena Knappert (Vrije Universiteit, VU, Amsterdam)
<https://research.vu.nl/en/persons/lena-j-knappert>

4. Date and Location / Zeitraum und Veranstaltungsort

June 12–13, 2023, 10am–5pm: online (Zoom)

September 25–26, 2023, 10am–5pm: Berlin (Harnack-Haus, Berlin-Dahlem, Ihnestr. 16-20)

5. Course Description / Kursbeschreibung

5.1 Abstract and Learning Objectives / Zusammenfassung und Lernziele

The course aims to introduce students to the leading concepts and current discussions in gender, diversity, and inclusion research with a particular focus on those that are shaped by and relevant to the contemporary societal changes, developments, and global challenges. The course is structured in two blocks. In the first block (in June, online) students will be introduced to relevant concepts, theories, management practices, and ongoing debates in this field of study. Based on this and students' preparation during the summer months, students will present their insights and (if applicable) their research ideas in the second block (in September, in person in Berlin).

Upon successful completion of the course, students will:

- Acquire knowledge of past and current issues addressed in gender, diversity, and inclusion (GDI) studies from varying research paradigms;
- Develop an understanding of how GDI research can address societal changes, developments, and challenges;
- Be familiar with the latest evidence-based knowledge on how individuals, teams/groups, structure/context, and organizational policies/practices influence individual inclusion-exclusion experiences and behaviors in organizations;
- Advance their reflective and critical thinking skills in analyzing the role of organizational practices for GDI at the workplace;

- Develop the ability to discuss and utilize current theories and research in the field of GDI in order to (further) develop their own innovative and relevant research projects.
- Be able to develop cutting-edge research questions and appropriate research designs for (their own) research projects in the field of GDI studies.

5.2 Content / Kursinhalt

The following topics will be covered:

- Basic concepts
 - Token women/minorities
 - Doing gender/race/age/class
 - Intersectionality
 - Gender performativity
 - Inequality regimes
 - Diversity
 - Inclusion
- Research perspectives on GDI
 - Functionalist perspectives
 - Critical perspectives
 - Post-structuralist perspectives
- Multi-level perspectives in GDI research
 - Context-sensitive perspectives
 - Organizational perspectives
 - Individual-level perspectives
 - Approaches to study interrelations between multiple levels of analysis
- International research perspectives in the study of GDI
 - Comparative perspectives
 - Cross-cultural perspectives
 - International business perspectives

5.3 Schedule (including start and end time / Zeitplan (inkl. Start- und Endzeit))

Block 1 (online)		Block 2 (Berlin)	
June 12, 2023 10am – 5pm	June 13, 2023 10am – 5pm	September 25, 2023 10am – 5pm	September 26, 2023 10am – 5pm
<ul style="list-style-type: none"> • Introduction • Basic concepts • Research perspectives on GDI 	<ul style="list-style-type: none"> • Multi-level perspectives in GDI research • International research perspectives in the study of GDI 	<ul style="list-style-type: none"> • Presentations + discussions focused on gender, age, ethnicity/nationality • Publishing on GDI 	<ul style="list-style-type: none"> • Presentations + discussions focused on sexuality, religion, dis-/ability • Course wrap-up
		<ul style="list-style-type: none"> • Starting at 7pm: Evening social (optional) 	

5.4 Course format / Kursformat

Interactive lectures and student presentations: The lectures are interactive in that they include space for discussions and reflections. The student presentation sessions will be moderated by the instructors, who will also provide comprehensive expert input on the students’ own research ideas in the field of GDI studies (if applicable).

6. Preparation and Literature / Vorbereitung und Literaturhinweise

6.1 Prerequisites / Voraussetzungen

Master in Business Administration, Economics, Psychology, or Sociology.

6.2 Essential Reading Material / Pflichtlektüre

The reading list will be made available in early May.

6.3 Additional Reading Material / zusätzliche Lektüre

The reading list will be made available in early May.

6.4 To prepare / Vorarbeiten

Students are expected to read the given literature before the first block of the course in June.

7. Administration

7.1 Max. number of participants / Maximiale Teilnehmerzahl

The number of participants is limited to 20.

7.2 Assignments / Aufgaben

Students will submit written reflections (of 800 to 1000 words each) on three of the texts covered in the first block of the course (in June) by September 11, 2023. In addition, they will give a presentation (of 20 minutes) in the second block of the course (in September).

7.3 Exam / Prüfungsleistung

Three written reflections: 30%

Presentation: 30%

Active participation in class: 40%

7.4 Credits / Punkte

The course corresponds to 6 ECTS.

8. Arbeitszeitaufwand / Working Hours

Aufteilung der Arbeitsstunden / Working Hours <i>(z. B. Vorarbeiten / preparations: 30 h, aktive Mitarbeit / active participation: 100 h, Prüfungsvorbereitung / preparation for exam: 30 h, Prüfung / exam: 20 h ...)</i>	Stunden
<ul style="list-style-type: none"> • Preparation of the first block of the course (reading) • Writing of reflections • Preparation of the presentation for the second block of the course • Class participation 	102 20 30 28
SUMME	180 h
ECTS: 6	