

Brief Course Outline

Course Title: Equity, Diversity, and Inclusion in Organizations

Course Number and Section:

MOS

2182F 550

Instructor Name(s): Nicole Kaniki

Instructor Email(s): nkaniki@uwo.ca

Disclaimer: Information in the brief course outline is subject to change. The syllabus posted on OWL is the official and authoritative source of information for the course.

Course Description:

This course offers an interdisciplinary exploration of the theory, practice, and transformative impact of equity, diversity, and inclusion (EDI) in contemporary organizations. Drawing from fields such as sociology, psychology, organizational studies, law, and human resources management, students will critically examine the historical and structural factors that shape inequities in workplace and institutional contexts. The course will address foundational concepts of EDI, including power, privilege, bias, and intersectionality, while also engaging with current research, legislation, and global best practices.

Through case studies, experiential learning activities, and collaborative projects, students will analyze real-world EDI challenges and develop practical strategies for fostering inclusive environments. Emphasis will be placed on the organizational benefits of EDI—such as innovation, employee well-being, and enhanced performance—alongside the ethical and social imperatives for creating equitable spaces. By the end of the course, students will be equipped to apply EDI principles in policy development, leadership, team dynamics, and community engagement across diverse sectors.

Learning Outcomes:

1. Define and explain key concepts in equity, diversity, and inclusion (EDI), including bias, privilege, intersectionality, and systemic barriers.
2. Analyze the historical, social, and legal contexts that shape inequities within organizations and institutions.
3. Evaluate the benefits and challenges of implementing EDI initiatives from both ethical and organizational performance perspectives.
4. Apply interdisciplinary theories and frameworks to assess EDI issues in real-world organizational case studies.
5. Design evidence-based strategies and policies that promote inclusive, equitable, and diverse workplace cultures.
6. Demonstrate skills in critical reflection, empathy, and intercultural communication when addressing EDI-related challenges.

7. Collaborate effectively in diverse teams to develop and present EDI-informed solutions to complex organizational problems.
8. Integrate EDI principles into leadership, decision-making, and community engagement practices.

Textbooks and Course Materials:

Required textbook: Hays-Thomas, Rosemary (2023). Managing Workplace Diversity, Equity, and Inclusion: A Psychological Perspective. Second Edition. Routledge. ISBN 9780367407490

Paperback textbook cost: \$66.99. Can be purchased from Western Bookstore or the publisher directly https://www.routledge.com/Managing-Workplace-Diversity-Equity-and-Inclusion-A-Psychological-Perspective/Hays-Thomas/p/book/9780367407490?srsId=AfmBOorh8aq8_MdeOaqfyu4rXMv8sqj00EyH7t-OPLk8ljxN0cpWIKtC

Ebook cost from publisher website: \$60.29; 6 month rental: \$36.85

Additional Recommended Text:

Zheng, Lily. 2023. DEI Deconstructed: Your No-Nonsense Guide to Doing the Work and Doing It Right. First edition. Oakland, CA: Berrett-Koehler Publishers, Inc.

Note: Students are welcome to purchase second-hand editions of this textbook if available.

Methods Of Evaluation:

Assignment	Due Date mm/dd/yy	Weight - %
Class participation	12/10/2025	20
Mid term exam	10/20/2025	25%
Final Exam	12/11/2025	30%
Research paper	12/09/2025	25%
Bonus marks - EDI events attendance	12/10/2025	5%

In solidarity with the Anishinaabe, Haudenosaunee, Lūnaapéewak, and Chonnonton peoples on whose traditional treaty and unceded territories this course is shared.

Thursday, August 14, 2025