

Brief Course Outline

Course Title: **Equity, Diversity, and Inclusion in Organizations**

Course Number and Section

MOS

2182G 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 Brightspace 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 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: one outcome per entry

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?rsrltid=AfmBOorh8aq8_MdeOaqfyu4rXMv8sqj00EyH7t-OPLk8ljxN0cpWIKtC

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

https://www.routledge.com/Managing-Workplace-Diversity-Equity-and-Inclusion-A-Psychological-Perspective/Hays-Thomas/p/book/9780367407490?rsrltid=AfmBOorh8aq8_MdeOaqfyu4rXMv8sqj00EyH7t-OPLk8ljxN0cpWIKtC

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

Methods of Evaluation: one assignment per entry

Assignment	Due Date mm/dd/yy	Weight - %
Class Participation	04/09/2026	20
Midterm Exam	02/10/2026	25
Research Paper	04/09/2026	25
Final Exam	04/12/2026	

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

Thursday, December 18, 2025

Huron Brief Course Outline

In-course Costs	\$066.99
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For Textbooks and Course Materials (below), you are required to include the cost of each textbook or other learning material.

Note whether there are any restrictions that would prevent a student from using a second-hand copy. Here is some suggested text:

- Required textbook: [author, title, edition, publisher, date]. Cost: [insert amount].
 - Or include the weblink of the textbook's publisher site that includes the cost information.
- Students need to purchase this edition. Second-hand or older editions will not be sufficient.
- OR Students are welcome to purchase second-hand or earlier editions of this textbook.
- This course has an optional field trip that costs [insert amount].
- This course has a required field component that costs [insert amount].