**FABLE – Training Faculties on Blended Learning**

Erasmus+ project

**Library of blended and online learning courses and teaching sessions:** Success stories, best practices and cautionary tales from the academia.

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| Name of the course | | | **Manager de la diversité (Diversity manager)** | | | | | |
| Amount of course credits in ECTS : 12 | | | | | | |  | |
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| **Select one:** Is this observation | **Positive**: A Success story or best practice? | X | | **Neutral**: General observation? |  | **Negative**: A Cautionary tale? | |  |
| Major the course is related to | | | Diversity & Inclusion management | | | | | |
| Please give a short description of the course structure (number of lectures, weeks, online events…) | | | This course has been designed in 13 lectures, articulated in five chapters:   * Penser la diversité (Thinking the divervity management) ; * Encadrer légalement la diversité (Acting in compliance with the law) ; * Concevoir une politique diversité (Designing a diversity policy) ; * Manager des équipes diverses (Managing diversity) ; * Evaluer une politique diversité (Evaluating a diversity policiy).   It represents an amount of 12 hoursof online courses hours. The learners have several opportunities to exchange, between these chapters, with teachers associated to this program. | | | | | |

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| Please give a short description of this case: |
| This program is built to train managers without any background in diversity management.  It sheds light on the issues of the major values and notions mobilised in this management field (equality, non-discrimination, diversity, inclusion) and accompanies the learners in the discovery of diversity management, from the conceptual to the operational level, before leading them back the strategical one, in order to enable the implementation of a continuous improvement approach.  Its give an overview of the common context of implementation of diversities policies and an overview of the legal issues associated with it. Thus, it makes it possible to the learners to find inspiration in different best practices (labels, certificates, return on experiences) and to impulse a change at different levels: policies, process, management.  This teaching also address more specific themes such as: gender equality, racism, religious and age issues, harassment, interculturality. |
| Which teaching tools, services, applications and software solutions were used? |
| This teaching mixes different approaches based on research findings, professional tools and returns on experience.  It gives a synthesis of how the diversity & inclusion issues are addressed in different country – but especially in France – and how companies design, implement and drive their own diversity policies.  It refers to laws, professional & institutional tools and practices, identified in different companies or professional networks.  All of the sequences are followed by a Q&A in order to make them conscious of their knowledges acquisitions and axes of progress. |
| What are the most important lesson learned from this course? (Both in negative or positive viewpoint, if there are any) |
| Based on research’ and practical’ findings, this course aim to make conscious of two main issues :   * Harassment, inequalities and discriminations lead to the degradation of the health and involvement of employees and of the performance of companies. * Well managed, diversity and inclusion are key success factors.   In practice, diversity management can lead to conflicts and difficulties (if it is badly and not managed) or to performance (if the companies culture sustains it and/or if it is well managed.  Diversity management is a long way process, which can be mutually beneficent if it is well driven. |
| If you have additional notes or comments, or want to provide a link to online materials, please put them here: |
| None |