Module 1
What is discrimination and why should we care?

Explore the sources and facets of discrimination, and understand how reducing it can benefit individuals, businesses, and society.

- Identify how discrimination has impacted individuals and groups over time, and how it manifests today

- Describe the differences between direct, indirect, and institutional discrimination

- Determine the different sources of discrimination

- Investigate the direct benefits of reducing discrimination, and the need to take a holistic approach to its reduction

- Reflect on incidents and experiences of discrimination from your context

Module 2
Measuring discrimination

Discover different tools to measure discrimination and investigate their advantages and flaws.

- Outline the official tools and methods used by governmental and international organisations to measure discrimination

- Discuss why using various measures in isolation may result in flaws

- Articulate the benefits and limitations of using audit surveys to measure discrimination

- Investigate the use of correspondence surveys as a means of accurately measuring discrimination

- Recommend approaches to measuring discrimination in your context

Module 3
Interventions to fight discrimination

Explore policy interventions to fight discrimination, removing discrimination at the hiring stage and improving outcomes within the firm.

- Identify the unintended consequences and behavioural adaptations that occur through the implementation of discrimination interventions

- Determine some common policy interventions used to fight discrimination

- Explore the benefits and pitfalls of anonymising job applications

- Investigate the benefits and potential challenges of using quotas as a policy to reduce discrimination

- Justify the value of using various inclusive practices to foster diversity in organisations

- Propose policies and measures to create a more inclusive and diverse workforce

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