

PART-TIME
Level 8
Online



Certificate in Equality, Diversity and Inclusion Origins and Context

Programme aim:

This module aims to equip candidates with a comprehensive understanding of the origins of equality, diversity and inclusion (EDI) policy in Ireland and internationally. Equality, diversity and inclusion are often used as generic terms, however there are a number of differing interpretations; this module will clarify the meaning of these terms in relation to social studies scholarship, business practice and Irish and international law.

This module will therefore equip candidates to assess EDI policy and its implementation in the workplace. It will consider change management in terms of legal, moral and ethical choices. The module invites candidates to reflect on the values that are implicit in Human Resource Management (HRM) and the business sector.



Indicative Content

This module will cover the following areas:

- **Introduction to Equality:**
Examination of international paradigms, theories and approaches.
- **Institutions and Policies:**
Exploration of how inequality is enacted and reproduced in society, government and inter-relating structures.
- **National and International Contexts:**
Consideration of the impact of global inequality on industry and business sectors and exploration of alternative models to effect change.
- **Diversity and Demographics:**
Exploration of issues of race, gender, age, religion, sexuality, ability and the effects of these on workforces, customer bases and business sectors.
- **Inclusion in Action:**
Identification of relevant contemporary theory and best practice in creating an inclusive workplace.



Successful completion should enable learners to:

- Demonstrate sound theoretical and conceptual knowledge of equality, diversity and inclusion in Ireland, including articulating the key areas of concern, developments and debates.
- Use informed judgements in designing HR strategies.
- Demonstrate a good knowledge of egalitarian practice, identifying good models for practice within the broad field of business.
- Evidence the ability to produce clearly defined and structured arguments in relation to EDI with respect to their own work.

How to apply?

Apply now by contacting Deirdre Geoghegan at training@familycarers.ie

Start Date

January 2025

Duration

12 weeks

Fees

FREE. Course is fully funded by the 'Supporting Family Carers Across Ireland' Project.

Entry Requirements

Level 8 degree with a minimum of Second Class Honours, Grade 2 in a related discipline or equivalent.

SETU Carlow Campus operates a Recognition of Prior Experiential Learning (RPL) scheme whereby applicants may be considered, based on relevant work and other experience, for exemptions from programme modules and advanced entry.

All applicants will be considered on a case-by-case basis. The Faculty of Lifelong Learning and CIRDAS reserve the right to require applicants to attend for an interview to determine their suitability for the programme.

Further information

setu.ie
lll.cw@setu.ie
059 917 5280

Project Coordinator:
Nicola McEntee
familycarers.cw@setu.ie
059 9175263