EDIFY EDU

Equality, Diversity, Inclusion for Improving the quality of Management EDUcation

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Context: Foundation of Business Management Education

- Adam Smith, Scientific Management, Hawthorne Studies, Theory X,Y,

- Mayo, Parker Follett, Barnard, Weber, McGregor, Argyris, Drucker etc

- Ontological and Epistemological assumptions

- Unconscious bias

From Classroom to Boardroom

Despite over 50 years of EU employment equality directives and national legislation

• Gender discrimination persists in the Labour market

➢ Gender pay gap
➢ Imbalance in Gender participation in labour market
➢ Sectors and occupations
➢ Part time and full time
➢ Leadership roles
➢ Board membership

EDIFY EDU

EDIFY_EDU: Aims

- To identify the Equality, Diversity and Inclusion (EDI) skills gap in business management education

- To develop a suite of micro credential modules to address gaps

- To develop new knowledge and improve EDI skills in business management education.

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Approach

- Critical review of literature
- Analysis of EU and national labour markets

➢Employment legislation and policies
➢Gender participation
➢Pay

- Analysis of business management education to identify EDI skills gap
- Alignment EU Competency framework (LifeComp, EntreComp; DigiComp;)

EDIFY_EDU: Making a difference

- To improve EDI skills in business management education

- Making a difference in the workplace

- NEXT: EDIFY_EDU Project findings on EDI Competencies (Aalto and IADT)

- THANK YOU.

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