

# EDIFY-EDU Curriculum Outline

## WP n.3 – Del 3.1

Altheo Valentini, Elisabetta Mei, Giorgia Marcato – EGIInA Srl

## Introduction

During the first year of the EDIFY-EDU project, partners have carried out an intensive and multidimensional research on training needs with the main aim of creating new knowledge and understanding of the current situation and practices in EDI business management education across different European partner countries.

Higher Education institutions and Business representative organizations have cooperated at the national level for the desk analysis of available training offer in the undergraduate Business Management education and continuous vocational training, as well as for the social impact assessment of existing and emerging labour market laws and policies. These preliminary findings have been brought to the attention of external stakeholders, including both students and practitioners, to be furtherly discussed during dedicated focus groups, coaching circles and individual in-depth interviews.

As a result of the research on training needs (WP2), separate national reports and a final compared report at the EU level have been published and they are available online on the project website: <https://www.edifyeduproject.eu/outputs/eu-report/>

The EU report, which integrates also the results of the International Seminar on “Skills for Equality, Diversity and Inclusion” organized by the EDIFY-EDU project last 13<sup>th</sup> of September 2023 in Espoo-Finland at the premises of the Aalto University, has greatly contributed to the identification of the competences that are needed in order to close the skills gaps and, therefore, to the design of the first outline of the EDIFY-EDU Curriculum.

## Course Description (Table A1)

Following the methodology and the tables designed and developed by the DAISSy research group of the Hellenic Open University, as well as considering the technical description of the EDIFY-EDU project, the partnership agreed on this description of the course on “Enhancing Equity<sup>1</sup>, Diversity and Inclusion”.

1	Course title	<i>Enhancing Equity, Diversity and Inclusion in the workplace</i>
2	Course description	<i>The course enables participants to pursue entrepreneurial initiatives based on EDI competencies. The training programme is delivered through an introductory MOOC that introduces participants to the most relevant and basic concepts of applying EDI in the workplace and a Specialization Course addressed to business management undergraduate students with a strong project and work-based component.</i>
3	Knowledge domain	<i>EDI, Business &amp; Management education, transversal and digital skills</i>
4	Educational problem	<i>The course responds to:</i> <ul style="list-style-type: none"> <li>- <i>training needs, competency gaps and identified competencies coming from the research phase of the</i></li> </ul>

<sup>1</sup> According to the position of the majority of the external stakeholders who took part in the International Seminar held in Finland at the Aalto University on the 13th of September 2023, and in particular thanks to the contribution of Greta Andersson – Corporate Responsibility Specialist at FIBS (Finnish Business & Society), the project partners agreed on adopting a new terminology for describing EDI, which substitutes “Equality” with “Equity” as this second term recognizes that each person has different circumstances and exact and different resources and opportunities must be allocated in order to reach an equal outcome, instead of giving the same resources and opportunities to everyone (Equality).

		<p><i>EDIFY-EDU project (Ref. <a href="#">EU Report: Business Management Education and Training Provision on Equality, Diversity and Inclusion</a>);</i></p> <ul style="list-style-type: none"> <li>- <i>need of fostering the modernisation of HE and VET Management education by enhancing their capacity to develop social skills of future forward-looking managers, who will be equipped with the necessary competences for the future, also taking into consideration the societal and economical changes brought by the pandemic and post-pandemic period;</i></li> <li>- <i>need to test a learning-outcomes-oriented European Management Education curriculum that aims at challenging orthodox management theory and its approach to workplace equality diversity and inclusion, targeting both HE students and professionals;</i></li> <li>- <i>need to help actual managers and professionals to have a better approach toward Equity, Diversity and Inclusion and thus have better outcomes;</i></li> <li>- <i>need for students to attend trainings that can effectively and rapidly introduce them into the labour market.</i></li> </ul>
5	Course type	<p><i>Mooc: EQF5</i></p> <p><i>Specialization course: EQF6</i></p>
6	Learning goals	<p><i>The course aims at addressing the skills gap in the sector of Business Management education with regards to competencies on Equity, Diversity and Inclusion (EDI)</i></p>
7	Basic learning objectives	<p><i>The course will contribute to:</i></p> <ul style="list-style-type: none"> <li>- <i>fostering upskilling and reskilling of the labour market force and professions, by offering a modular course which will help actual managers and professionals to have a better approach toward Equity, Diversity and Inclusion and thus have better outcomes;</i></li> <li>- <i>developing and piloting a new modular training curriculum based on micro-credentials and learning outcomes, aimed at making EDI competencies a core knowledge for Business &amp; Management training programmes as well as an opportunity to upskill actual labour force;</i></li> <li>- <i>facilitating the acquisition of EDI competencies, transversal and digital skills for management students and managers in business, mapped to European competence frameworks (e.g. EntreComp, LifeCom, DigComp);</i></li> <li>- <i>responding to the societal transformation by setting up a system for skill assessment, learning offer and validation and recognition.</i></li> </ul>
8	Course length	<p><i>MOOC: between 60-80 hours</i></p> <p><i>Specialisation Course: about 80 hours + WBL (30 days)</i></p>
9	Learners' profile	<p><i>The course will be offered to:</i></p>

		<ul style="list-style-type: none"> <li>- <i>actual managers, SME owners and start uppers eager to have a better approach toward Equality, Diversity and Inclusion and thus have better outcomes; (MOOC)</i></li> <li>- <i>undergraduate HE students willing to attend trainings that can effectively and rapidly introduce them into the labour market. (MOOC and Specialization Course)</i></li> </ul>
10	Learners' background knowledge	<i>Learners' background knowledge will be detailed in the Assessment Framework</i>
11	Participation prerequisites	<i>Prerequisites to participate in the course will be detailed in the Assessment Framework</i>
12	Technical requirements	<i>No technical requirements are requested</i>

## Curriculum Outline

The course curriculum provides 40 modules grouped into three main competence areas (EDI, Transversal and Digital) and it represents the final output of an internal evaluation process carried out by all HE partners expected to be involved in the following instructional design phase. During the evaluation, partners were asked to:

- express their level of competence in each module
- provide comments and suggestions for the revision/adaption/integration of the proposed curriculum
- assign each module to either the MOOC and/or the Specialization Course.

## Modules by competence area

COMPETENCE AREA	N.	TITLE OF THE MODULE
EDI MODULES	1	Introduction to EDI in Business Management
	2	Integration of EDI into the roots of Business
	3	Managing Diversity and Inclusion in Human Resources (HR)
	4	Inclusive Leadership and Managerial Practices
	5	Fostering Diversity in Teams and Organizations
	6	Gender Equality and Inclusion Strategies
	7	Disability Inclusion and Accessibility in Business
	8	LGBTQ+ Inclusion and Supportive Policies
	9	European legal framework on EDI in Employment
	10	Comparative national legal frameworks on EDI in Employment
	11	Educating Employees and Employers on Employee Rights and Protections
	12	Ethical Aspects on EDI in Employment
	13	Cultural Competencies - National, World, and Business
	14	Effective Conflict Resolution for EDI Advocates
	15	Implementing EDI Policies and Driving Organizational Change
	16	Inclusive Business Language and Communication Strategies
	17	EDI Metrics and Data Analysis for Organizations
	18	Integrating LifeComp, EntreComp and DigComp in EDI
	19	Equality VS Equity in social policy making
	20	Intercultural Communication
TRANSVERSAL MODULES	21	Conflict Management
	22	Emotional Competence (EI) Basics
	23	Upskilling in Emotional Competence
	24	Unconscious Bias Awareness
	25	Critical Self-Reflection and Objectivity
	26	Active Listening and Empathy
	27	Self-Compassion and Self-Awareness
	28	Interpersonal Communication
	29	Intrapersonal Communication
	30	LifeComp basics
DIGITAL MODULES	31	DigComp basics
	32	Digital Equity and Digital Inclusion
	33	Digital Inclusive Collaboration Tools and Platforms
	34	Using Digital Content to increase EDI
	35	Digital Literacy and GDPR
	36	Copyright legislation and licenses
	37	Netiquette
	38	EDI in the design of Digital Services
	39	Digital Wellbeing and Self-Regulation
	40	Digital Competence in Business Management

## Modules by training phase

A training course will be designed and piloted by the partners of the EDIFY-EDU project, consisting of two main phases: a MOOC and a Specialization Course.

The MOOC will be designed as a 6- to 8-week on-line course that will provide interested learners with a set of core modules, focused also on practical applications and case studies (that can be highly useful for actual managers and professionals participating), as well as the essential digital and transversal skills required for the new managers. The modules selected for the MOOC are:

COMPETENCE AREA	N.	TITLE OF THE MODULE
EDI MODULES	1	Introduction to EDI in Business Management
	3	Managing Diversity and Inclusion in Human Resources (HR)
	6	Gender Equality and Inclusion Strategies
	7	Disability Inclusion and Accessibility in Business
	8	LGBTQ+ Inclusion and Supportive Policies
	9	European legal framework on EDI in Employment
	10	Comparative national legal frameworks on EDI in Employment
	11	Educating Employees and Employers on Employee Rights and Protections
	12	Ethical Aspects on EDI in Employment
	18	Integrating LifeComp, EntreComp and DigComp in EDI
TRANSVERSAL MODULES	21	Conflict Management
	22	Emotional Competence (EI) Basics
	24	Unconscious Bias Awareness
	30	LifeComp basics
DIGITAL MODULES	31	DigComp basics
	32	Digital Equity and Digital Inclusion
	33	Digital Inclusive Collaboration Tools and Platforms
	35	Digital Literacy and GDPR
	36	Copyright legislation and licenses
	37	Netiquette

The MOOC will consist entirely of online lessons (synchronic) and self-study with tutoring and peer help and collaboration through the platform sections above mentioned. A weekly commitment of at least 10 hours is foreseen. Resources and materials will be at disposal of the participants.

The rest of the modules will be designed at EQF level 6 and offered to bachelor university students who have preferably attended the MOOC and want to specialize on EDI topics, taking also the opportunity to put their competence into practice through 30 days' work-based learning experience at national or international level. Differently from the MOOC, which will be delivered in English and in collaboration among the project partners, the Specialization Course will be piloted at the national level and in national language, also taking advantage of the modular approach and the opportunities/requirements of partners. The modules selected for the specialization course are:

COMPETENCE AREA	N.	TITLE OF THE MODULE
EDI MODULES	2	Integration of EDI into the roots of Business
	4	Inclusive Leadership and Managerial Practices
	5	Fostering Diversity in Teams and Organizations
	13	Cultural Competencies - National, World, and Business
	14	Effective Conflict Resolution for EDI Advocates
	15	Implementing EDI Policies and Driving Organizational Change
	16	Inclusive Business Language and Communication Strategies
	17	EDI Metrics and Data Analysis for Organizations
	19	Equality VS Equity in social policy making
	20	Intercultural Communication
TRANSVERSAL MODULES	23	Upskilling in Emotional Competence
	25	Critical Self-Reflection and Objectivity
	26	Active Listening and Empathy
	27	Self-Compassion and Self-Awareness
	28	Interpersonal Communication
	29	Intrapersonal Communication
DIGITAL MODULES	34	Using Digital Content to increase EDI
	38	EDI in the design of Digital Services
	39	Digital Wellbeing and Self-Regulation
	40	Digital Competence in Business Management