



Indraprastha College for Women University of Delhi

Work Plan for ODD SEMESTER – 2025

Course Name:	B.A (P) PSYCHOLOGY
Paper Title:	DIVERSITY AND INCLUSION IN INSTITUTIONS
Unique Paper Code:	DSE-2
Semester:	V
Faculty(s):	MS PAVANI TYAGI
Year:	2025-26

Work Plan			
Unit No.	Learning Objective	Lecture No.	Topics to be Covered
NA	To develop an understanding and appreciation of diversity, equity, and inclusion (DEI) by engaging in collaborative projects, reflective practices, and cross-institutional activities that promote empathy, critical thinking, and inclusive peer interactions.	1	Peer Mentorship Circles
	To develop an understanding and appreciation of diversity, equity, and inclusion (DEI) by engaging in collaborative projects, reflective practices, and cross-institutional activities that promote empathy, critical thinking, and inclusive peer interactions.	2	"My Identity, My Story" Presentations
	To develop an understanding and appreciation of diversity, equity, and inclusion (DEI) by engaging in collaborative projects, reflective practices, and cross-institutional activities that promote empathy, critical thinking, and inclusive peer interactions.	3	Diversity Walk Activity
	To develop an understanding and appreciation of diversity, equity, and inclusion (DEI) by engaging in collaborative projects, reflective practices, and cross-institutional	4	Virtual Book Club on Inclusion

	activities that promote empathy, critical thinking, and inclusive peer interactions.		
	To develop an understanding and appreciation of diversity, equity, and inclusion (DEI) by engaging in collaborative projects, reflective practices, and cross-institutional activities that promote empathy, critical thinking, and inclusive peer interactions.	5	Unconscious Bias Workshops
	To develop an understanding and appreciation of diversity, equity, and inclusion (DEI) by engaging in collaborative projects, reflective practices, and cross-institutional activities that promote empathy, critical thinking, and inclusive peer interactions.	6	Film and Documentary Screenings
	To develop an understanding and appreciation of diversity, equity, and inclusion (DEI) by engaging in collaborative projects, reflective practices, and cross-institutional activities that promote empathy, critical thinking, and inclusive peer interactions.	7	Community Mapping Project
	To develop an understanding and appreciation of diversity, equity, and inclusion (DEI) by engaging in collaborative projects, reflective practices, and cross-institutional activities that promote empathy, critical thinking, and inclusive peer interactions.	8	"Diversity FOLIO" Installation
	To develop an understanding and appreciation of diversity, equity, and inclusion (DEI) by engaging in collaborative projects, reflective practices, and cross-institutional activities that promote empathy, critical thinking, and inclusive peer interactions.	9	Journal Writing on Privilege and Perspective
	To develop an understanding and appreciation of diversity, equity, and inclusion (DEI) by engaging in collaborative projects, reflective practices, and cross-institutional activities that promote empathy, critical thinking, and inclusive peer interactions.	10	Journal Writing on Privilege and Perspective
	To develop an understanding and appreciation of diversity, equity, and inclusion (DEI) by engaging in collaborative projects, reflective practices, and cross-institutional activities that promote empathy, critical thinking, and inclusive peer interactions.	11	Journal Writing on Privilege and Perspective

Unit	Contents/Syllabus
I	Introduction: Understanding diversity, equity, and inclusion; Paradigms of Diversity Management
II	Differences between EEO, Affirmative Action, and Diversity; Opportunities and challenges of working with diversity
III	Types of diversity: Disability, Sexual orientation, Caste
IV	Creating an inclusive environment- Case studies.
S. No.	Name of Authors/Books/Publishers
1.	Barak, M. (2017). Managing Diversity toward a Globally Inclusive Workplace (4th ed.). London: SAGE Publications Ltd.
2.	Hubbard, E. E. (2004). The Manager's Pocket Guide to Diversity Management. Human Resource Development.
3.	Noronha, E. (2021). Caste and workplace bullying: A persistent and pervasive phenomenon. Dignity and Inclusion at Work, 489-512.
4.	Thomas, D. A., & Ely, R. J. (1996). Making differences matter. Harvard Business Review, 74(5), 79-90.

Paper Components			
Credits	Lecture (L)	Tutorial (T)	Practical (P)

4	3	1	0
Assessment Scheme			
S.No.	Component	Marking Scheme	Total Marks
1	Internal Assessment <ul style="list-style-type: none"> ● Assignment/Quiz/Project/Presentation ● Class Test ● Attendance 		30
		12	
		12	
		6	
2.	Continuous Assessment (Tutorial) <ul style="list-style-type: none"> ● Activity 1 ● Activity 2 ● Attendance 		40
		20	
		15	
		5	
3.	Practical <ul style="list-style-type: none"> ● Continuous Assessment ● End Term Written/Practical Exam ● Viva 	NA	
4.	End Semester Examination		90