

## A/ ASSIGNMENT RECAP

- **Analyze discrimination/bias** against **marginalized groups** (*women, LGBTQ+, minorities, disabled, impoverished*) in a **real organization** (*large/small, non-profit/for-profit*).
- In a **10-minute group presentation**:
  - **Problem:** Describe **how discrimination manifests** with a focus on explaining how it takes place. **Provide evidence.**
  - **Solution:** Propose **2 practical solutions** to address the problem using course concepts.
  - Use **4 course concepts** to support analysis and solutions.
  - Include **500-700 word detailed footnotes** explaining key ideas.

### Suggested Structure:

#### I. Introduction

1. Title of the presentation
2. Names of group members
3. A brief overview of the organization chosen
4. Objectives of the Presentation

#### II. Body

1. Raising the Problem
  5. Explain the Problem
  6. Calling for Help
  7. Identifying Root Causes
  8. Code of Conduct Gaps
2. Raising the Solution
  9. Proposing Solutions
  - 10->14. Detailed Solution 1
  - 15->19. Detailed Solution 2

## B/ KEYWORD EXPLANATIONS

### Essential keywords relating to Organisations

- **Course concepts** that you have learned during Week 6 – Week 11
- 1. **Reflexivity** - The practice of critical self-examination to understand how personal experiences shape perspectives and actions. Example: Reflecting on how family background influenced work preferences.
- 2. **Tacit Knowledge** - Knowledge gained from direct experience that is difficult to articulate. Example: A craftsperson's expertise developed over years of practice.

- 3. Explicit Knowledge** - Knowledge that is codified and transmittable through language and symbols. Example: A chemistry textbook explanation of molecular structures.
- 4. Thought Diversity** - Variations in thinking patterns and perspectives, often driven by different cultures and experiences. Example: Innovative strategies incorporating international and marginalized viewpoints.
- 5. Psychological Economies** - Shared mindsets and assumptions that enable quick sensemaking but limit divergent thinking. Example: Organizational culture norms.
- 6. Six Thinking Hats** - Using six metaphorical hats to approach problems from emotional, positive, negative, creative, and critical angles.
- 7. Groupthink** - A tendency for group consensus and desire for harmony to override rational decision-making and appraisal of alternatives.
- 8. Learning Organization** - An organization skilled at knowledge creation, acquisition, transfer, with culture open to learning and critical reflection.
- 9. Explicit Knowledge** - Knowledge that can be codified and transmitted in formal systematic language.
- 10. Tacit Knowledge** - Personal, experience-based knowledge that is more difficult to formally articulate and communicate.
- 11. Knowledge and Ignorance** - Recognizing that gaps in knowledge (ignorance) can provide opportunities for learning and growth.
- 12. Epistemic Vices** - Prejudices or thinking flaws that can lead to poor judgment, like groupthink and arrogance.

- **Other essential keywords:**

- 13. Transformative Learning** - Constructing new meaning and consciousness through reflection on experiences that challenge ingrained mindsets. Example: Workplace training exposing harmful biases.
- 14. Bias:** A tendency to favor or against one group over another, often unconsciously. Example: Preferring male candidates over female ones for a technical job role without valid reasons.
- 15. Discrimination:** Unjust treatment of different categories of people, especially on the grounds of race, age, or sex. Example: Not promoting a qualified employee because of their race.
- 16. Code of Conduct:** A set of rules outlining the norms, rules, and responsibilities of individuals within an organization. Example: A company's code of conduct might include rules against workplace harassment.
- 17. Reporting Mechanism:** A system for reporting issues or incidents within an organization. Example: A hotline for employees to report incidents of discrimination anonymously.
- 18. Investigation Process:** The procedure followed to examine a reported issue or allegation. Example: An HR department investigating a complaint about workplace bullying.

- 19. Stakeholder:** Any individual or group affected by the organization's actions, objectives, and policies. Example: Employees, management, and shareholders are stakeholders in a company.
- 20. Inclusive Workplace:** An environment where diverse individuals are valued, respected, and have equal access to opportunities. Example: A company with employees of various ethnic backgrounds, genders, and abilities, all participating equally in projects.
- 21. Typifications** - Mental shortcuts for quickly categorizing people, things or situations based on societal conventions. Example: Assumptions based on age or appearance.