

## Aim

To provide learners with an understanding of Equality and Diversity, the equality duties on Race, Gender and disability and their relevance to the work of a housing organisation

## Objectives

By the end of the programme participants should:

- Understand the meaning of the terms Diversity & Equal Opportunities;
- Understand and be aware of the organisation's approach to equality and diversity, including it's RES, DES and overarching Diversity strategy;
- Understand how exclusion operates on both a personal and institutional level and how this relates to the general duties of the RR(A)A, DDA (2005) and the Gender Equality Duty;
- Understand their personal and the organisation's legal obligations in this area;
- Be able to relate the equality duties both the specific work of the organisation and to their own role and have considered personal Diversity related actions.

## Module Structure

### *Module 1: How Aware are you?*

Multiple choice quiz utilising questions and answers that highlight issues around equality that are relevant to the work of the organisation and the geographic area that it operates within. Information will be used from the census, and the organisation's BME housing needs research to ensure local relevance.

### *Module 2: What is Diversity?*

Questioning learners as to their understanding of Equal Opportunities and diversity and relating their responses to accepted understandings and the 3 equality duties. Introducing the idea of the organisation's Diversity strategy and RES / DES.

### *Module 3: Exclusion*

Examining exclusion on an institutional level and this concept as a driver for the equality duties, and reasons for collecting monitoring statistics Also examining exclusion on a personal level and discussing the importance of understanding underlying unconscious drivers in behaviour.

### *Module 4: Legislation Review*

Review of anti discrimination legislation, and related definitions utilising case studies.

### *Module 5: Case Studies*

Case study situations relevant to the housing area

### Module 6: The Equality Duties and You

- Relating the equality duties to the work of the organisation and individuals;
- Getting individuals to consider who their customers are and what they want;
- Developing individual diversity actions;