



NUI CERTIFICATE IN EQUALITY STUDIES IN TRAINING AND DEVELOPMENT (ONLINE) Level 7

The NUI Certificate in Equality Studies focuses on delivering a high-quality relevant qualification using a unique blend of a face-to-face workshop at the start, self-directed distance learning throughout, and facilitated online discussions for each of the four modules. This course will equip students with the knowledge and understanding needed to deal effectively and sensitively with the different equality and diversity issues within Irish society, the community, and the workplace. Using a sociological lens, course participants will develop an understanding of the nature and causes of contemporary inequalities, including those based on class, gender, ethnicity, sexual orientation, and disability. The course explores theoretical frameworks for analysing inequalities in contemporary society.

WHO IS THIS QUALIFICATION FOR?

This course is relevant to all who espouse the values of equality and diversity. It has particular resonance to private sector companies and businesses and staff of community and voluntary organisations who seek to create workplaces where equality and diversity is prized as an asset for generating new ideas and new ways of working. The course will facilitate the development of individuals, team leaders and managers in having a real appreciation of the importance of equality, diversity and their impact on the organisation contributing to a supportive learning and development culture.

Members of the general public will also find this course invaluable in understanding the political, cultural and sociological forces that are encountered in the everyday world.

OVERVIEW

Module 1: Reflecting on Equality and Diversity: Reflective Practice; Concepts, and ideologies; Sources of prejudice and discrimination; Conducting research.

Module 2: The Shape of Irish Society: Using a sociological lens, we consider the stratification systems that are based on social class, race/ethnicity, and gender, and explore the impact that these structural inequalities have on a variety of subordinate groups and how they can be challenged by service workers and policy makers in Ireland.

Module 3: Equality and Diversity in the Workplace: Using the equality framework, and from a sociological perspective, we examine how structural inequalities based on class, race/ethnic and gender as well as the politics of difference based on disability, religion and age may be tackled in the workplace and how subordinate groups as part of a broader equality movement are advocating for the elimination of inequality.

Module 4: Delivering Equality: We are introduced to the management of equality at an organisational level. We consider the influence of diversity and resiliency, delivering equality across the employment cycle, and diversity management. An overview of coaching and mentoring concludes the module.

DATE, VENUES AND FEES

This course will commence Saturday 30th September 2023 2-5pm with an introductory workshop on campus and then will be online from Thursday 5th October 7-9pm. The rest of the course will be self-directed learning. Distance learning will be supplemented with three online facilitated discussions for each of the four modules. These online sessions aim to provide a community of support, a safe place to exchange ideas.

The course fee is €1400 per student. An easy payment plan is available with the Fees Office once registration is complete.

Part time students may be eligible to for the Student Assistance Fund (SAF) to help with the associated costs of attending a university course such as Travel, Childcare, Utilities, Materials etc. You should first consult: [SAF Guidelines](#) to see if you qualify and then e-mail student.budget@mu.ie

To find out more about this and our other CPD courses please contact Kay Loughlin kay.loughlin@mu.ie ;

Or visit our website: <https://www.maynoothuniversity.ie/adult-and-community-education/our-courses>
Apply Online: [HERE](#)