

Masters, Diploma & Certificate in Organisational Inclusivity

Course Brochure



Accredited by:



University of
HUDDERSFIELD

Masters, Diploma & Certificate in Organisational Inclusivity

Welcome to our graduate and post graduate programmes in Organisational Inclusivity.

In September 2022 Khal Marina will launch a unique and dedicated set of programmes specifically developed to enhance organisational understanding and efficacy of Diversity & Inclusion (D&I).

D&I remains a strategic priority for many organisations in both public and private sectors; it is also one of the most challenging. Our programmes in Organisational Inclusivity are thematically structured to immerse delegates in research, discussion and debate on some of the most emotive, contentious and controversial topics in contemporary society. Our programmes discuss in detail matters of Race, Faith, Gender, Social Mobility, Identity, Equality and Equity in the context of organisational D&I.

Khal Marina aims to create organisational self-sustainability regarding D&I through the development of contextual evidence-based research and critical self-reflective practice.

All module assessments and programme dissertations are set to specifically address your organisations D&I needs. Thus, the synergy between unique organisational awareness on part of the programme delegates combined with academic research and critical self-reflection will equip organisational practitioners to develop, implement and review D&I interventions with informed insight and greater nuance.

We will offer three accredited programmes in Organisational Inclusivity for management, leadership and senior leadership.

1. Certificate in Organisational Inclusivity
2. Diploma in Organisational Inclusivity
3. Masters in Organisational Inclusivity

We also provide options for Non-Accredited Provisions. These enable organisations to access specialist learning from specific subject areas and individual modules for the benefit of all staff. Our Non-Accredited Provisions enhance organisational L&D in D&I and support staff CPD. Delegates who enrol on to Non-Accredited provisions will be awarded Khal Marina Certificates of Attendance & Achievement.

Our programmes are accredited by the University of Huddersfield to Masters level.



University of
HUDDERSFIELD



Masters in Organisational Inclusivity

The Masters in Organisational Inclusivity is a 180-credit, two-year, part-time programme delivered through blended learning.

It consists of four pathways and six modules all of which are assessed and compulsory for the Masters award. A brief overview of each pathway and its associated module content is provided below:

Pathway: Identity

This pathway consists of two core modules:

- i. Organisational Identity, Culture & Ethics
 - ii. Social Constructivism, Identity & Belonging
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The overall learning outcome from this pathway is to provide delegates with a critical understanding of individual and organisational identity. It explores concepts like Individual, Intertwined, Intersectional and Global Identities and seeks to engage delegates in critical learning on how identities are formed, shaped and influenced. Fundamentally, learning from this module is positioned against the concept of organisational Diversity & Inclusion so delegates can better understand how individual actions and notions of equality, equity & justice can shape distinct personal and corporate identities. The broad principles discussed in this pathway will also be related to the protected characteristics as per the Equalities Act (2010).

Assessment:

One 4,000-word critical self-reflective assessment on an organisational D&I matter.

Pathway: Race, Faith & Gender

This pathway consists of three core modules:

- i. Segregation & Othering: Ethnicity & Race in Contemporary Britain
 - ii. Faith, Belief & Religion in a Secular Modern Society
 - iii. Gender
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The overall learning outcome from this pathway is to engage delegates in a critical understanding of Race, Faith & Gender in contemporary society. The modules in this pathway position the current social context against a broad historical understanding of Race, Faith & Gender. They engage delegates in critical discussions on subject areas like Race & Racism, Whiteness in Society, White Power, Secular Modernity, Organisational Secularism, Gendered Roles, Gender (in)Equality and Toxic Masculinity. Learning from these modules is positioned against the concept of Organisational Diversity & Inclusion as well as learning from the Identity pathway. Delegates will be able to relate how the concepts of Race, Faith & Gender

shape individual and organisational identities and better understand the challenges faced by organisational D&I strategies.

Assessment:

Two 2,500-word critical self-reflective assessments on an organisational D&I matter.

Pathway: Research Methods

This is a dedicated module and engages delegates in academic research methodologies.

It proposes to inform delegates of the different social science methodologies utilised in phenomenological and ethnographic studies. Some of the proposed subject areas in this module are Critical Reflection, Flirtation, Grounded Research Theory and Discourse Analysis.

The focus of the module is to enhance delegates critical research capabilities so programme delegates are able to critically engage, reflect and investigate the research problems they are presented as part of the programme assessments.

Assessment:

One 2,500-word critical self-reflective assessment on a presented need.

Pathway: Research Dissertation

This module engages delegates in a focused piece of academic research.

Delegates will be presented with a research problem based on their organisations D&I need. The focus of this module is to consolidate learning from the programme and enable delegates to develop critical self-sustainability as a (pr)academic researcher. Delegates will actively research and conceptualise solution(s) to an organisational D&I priority.

Assessment:

15,000-word supervised research dissertation on a specific organisational need.

Course Fee:

£13,500 per academic year.

Diploma in Organisational Inclusivity

The Diploma in Organisational Inclusivity is a 120-credit, two-year, part-time programme delivered through blended learning.

It consists of three pathways and six modules all of which are assessed and compulsory for the Diploma award. A brief overview of each pathway and its associated module content is provided below:

Pathway: Identity

This pathway consists of two core modules:

- i. Organisational Identity, Culture & Ethics
- ii. Social Constructivism, Identity & Belonging

The overall learning outcome from this pathway is to provide delegates with a critical understanding of individual and organisational identity. It explores concepts like Individual, Intertwined, Intersectional and Global Identities and seeks to engage delegates in critical learning on how identities are formed, shaped and influenced. Fundamentally, learning from this module is positioned against the concept of organisational Diversity & Inclusion so delegates can better understand how individual actions and notions of equality, equity & justice can shape distinct personal and corporate identities. The broad principles discussed in this pathway will also be related to the protected characteristics as per the Equalities Act (2010).

Assessment:

One 4,000-word critical self-reflective assessment on an organisational D&I matter.

Pathway: Race, Faith & Gender

This pathway consists of three core modules:

- i. Segregation & Othering: Ethnicity & Race in Contemporary Britain
- ii. Faith, Belief & Religion in a Secular Modern Society
- iii. Gender

The overall learning outcome from this pathway is to engage delegates in a critical understanding of Race, Faith & Gender in contemporary society. The modules in this pathway position the current social context against a broad historical understanding of Race, Faith & Gender. They engage delegates in critical discussions on subject areas like Race & Racism, Whiteness in Society, White Power, Secular Modernity, Organisational Secularism, Gendered Roles, Gender (in)Equality and Toxic Masculinity. Learning from these modules is positioned against the concept of Organisational Diversity & Inclusion as well as learning from the Identity pathway. Delegates will be able to relate how the concepts of Race, Faith & Gender shape individual and organisational identities and better understand the challenges faced by organisational D&I strategies.

Assessment:

Two 2,500-word critical self-reflective assessments on an organisational D&I matter.

Pathway: Research Methods

This is a dedicated module and engages delegates in academic research methodologies.

It proposes to inform delegates of the different social science methodologies utilised in phenomenological and ethnographic studies. Some of the proposed subject areas in this module are Critical Reflection, Flirtation, Grounded Research Theory and Discourse Analysis.

The focus of the module is to enhance delegates critical research capabilities so programme delegates are able to critically engage, reflect and investigate the research problems they are presented as part of the programme assessments.

Assessment:

One 2,500-word critical self-reflective assessment on a presented need. There is no research dissertation on this programme.

Course Fee:

£12,150 per academic year.



Certificate in Organisational Inclusivity

The Certificate in Organisational Inclusivity is a 100-credit, two-year, part-time programme delivered through blended learning.

Delegates on this programme can choose which modules from the accredited programme pathways they wish to enrol on.

Once selected, delegates will be required to complete the module learning and associated assessments to secure the Certificate award. The available modules for this programme are listed below. The content of each module is no different to that of the Masters & Diploma programmes.

There is no research dissertation on this programme.

Pathway: Identity

This pathway consists of two core modules:

- i. Organisational Identity, Culture & Ethics
- ii. Social Constructivism, Identity & Belonging

Assessment:

One 4,000-word critical self-reflective assessment on an organisational D&I matter.

Pathway: Race, Faith & Gender

This pathway consists of three core modules:

- i. Segregation & Othering: Ethnicity & Race in Contemporary Britain
- ii. Faith, Belief & Religion in a Secular Modern Society
- iii. Gender

Assessment:

Two 2,500-word critical self-reflective assessments on an organisational D&I matter.

Pathway: Research Methods

This is a dedicated module and engages delegates in academic research methodologies.

Assessment:

One 2,500-word critical self-reflective assessment on a presented need.

Course Fee:

£6,000 per academic year.



Non-Accredited Provisions

Khal Marina has also developed a number of flexible Non-Accredited Provisions to make content from the accredited programmes accessible to all staff.

Organisations have the flexibility to enrol their staff on to individual subject areas or specific modules. They also have the option to subscribe to our Live Programme Access which makes teaching & learning across the entire accredited programme accessible to all staff.

Delegates on the Non-Accredited Provision will be able to select and choose the lectures they wish to attend; based on individual, team or departmental need, personal preference, mandatory training or Continual Professional Development.

The Non-Accredited Provision does not carry any mandatory learning or assessments and is delivered entirely online. So staff are able to benefit from specialist programme content and interact with subject matter experts from the ease of their home or work stations. Delegates on the Non-Accredited Provision will be awarded a Khal Marina certificate of attendance for all individual lectures attended and those who successfully attend all lectures within a specific module will be awarded a Khal Marina certificate of achievement.



An indicative list of some of the individual subject areas accessible on the Non-Accredited Provision is provided below:

- Organisational Identity
- Organisational Culture
- Organisational Justice & Ethics
- Social Constructivism
- Intertwined and Intersectional Identities
- The Equalities Act
- Segregation & Othering
- Race & Racism
- Whiteness & Society
- White Power
- Major World Religions An Overview
- Secular Modernity
- Organisational Secularism: Risks & Opportunities
- Gender (in)equality
- Gender Presentation & Representation
- Toxic Masculinity
- Social Mobility

Organisational Benefits

Our accredited programmes in Organisational Inclusivity are unique.

They combine academic learning with focused problem solving through dedicated research and the conceptualisation of practical, functional solutions to organisational D&I challenges.

Our programmes also offer the following benefits:

- The accredited provisions for Management, Leadership & Senior Leadership provide focused learning to inform vision, strategic direction, organisational policy and operational culture.
- Our assessment framework, supervised by subject matter experts, acts as a critical third-party review of organisational policy & practice.

- Our flexible Non-Accredited Provisions enable organisations to enhance their L&D provisions and strengthen their commitment to Continued Professional Development in D&I at multiples levels throughout an organisation.

- The accessible structure of our programmes makes the sourcing, scheduling and delivery of training for all staff more efficient; embedding a culture of organisational D&I.

Our accredited and Non-Accredited Provisions in Organisational Inclusivity are ground-breaking programmes. For more information regarding them or to register your interest please contact us at info@khalmarina.com.





Programme Entry Requirements

The programme welcomes delegates from all academic backgrounds.

We take in to account prior learning and professional experience. The accredited programmes are assessed to Masters award so delegates will need to be able to demonstrate the ability to learn and engage with assessments at that level.

For more information about entry requirements please contact us at info@khalmarina.com

Proposed Course Timetable: September 2022

Our accredited programmes are delivered part-time over a two year period. The programme starts in September 2022 and the indicative delivery schedule is provided below.

First year				
Year	Term	Dates	Duration	Detail of Activity
2022	Autumn	Monday 19th September 2022 – Friday 16th December 2022	13-week term	Induction to programme. Synchronous & Asynchronous Teaching & Learning
		Monday 19th December 2022 – Friday 6th January 2023	2-weeks	Christmas Break
2023	Spring	Monday 9th January 2023 – Friday 24th March 2023	11-week term	Synchronous & Asynchronous Teaching & Learning
		Monday 27th March 2023 – Friday 07th April 2023	2-weeks	Easter Break
	Summer	Monday 10th April – Friday 21st July 2023	15-week term	Synchronous & Asynchronous Teaching & Learning

Second year				
Year	Term	Dates	Duration	Detail of Activity
2023	Autumn	Monday 18th September 2023 – Friday 15th December	12-week term	(Re)Induction to programme. Synchronous & Asynchronous Teaching & Learning
		Monday 18th December – Friday 05th January 2024	2-weeks	Christmas Break
2024	Spring	Monday 08th January 2024 – Friday 22nd March 2024	11-week term	Synchronous & Asynchronous Teaching & Learning
		Monday 25th March 2024 – Friday 05th April 2024	2-weeks	Easter Break
	Summer	Monday 08th April – Friday 19th July 2024	10-week term	Synchronous & Asynchronous Teaching & Learning



Contact Us

For more information about Khal Marina and the courses we offer, please get in touch using the details below.

info@khalmarina.com

www.khalmarina.com

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