



## **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 face-to-face workshops and online distance learning with full tutor support. This course will equip students with the knowledge and understanding needed to deal effectively and sensitively with the different equality and diversity issues at all levels of 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?**

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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 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

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**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:** Development of equality and diversity policies; Managing equality and diversity issues; Recruitment and selection, Training and development; Facilitation and mentoring.

## DATES, VENUES AND FEES

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This course will commence 8th October 2022 with an introductory workshop on campus<sup>1</sup> and then will be online from Thursday 13th October 2022.

The course fee is €1250 per student. An easy payment plan is available with the Fees Office once registration is complete.

Part time students who are on courses at levels 6 to 10 on the framework of qualifications 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](mailto:student.budget@mu.ie) to make further enquiries.

## CPD & PROGRESSION

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The NUI Certificate in Equality Studies in Training and Development (Online) is a standalone qualification however it is also a core component of the Diploma in Training and Development for Socially Inclusive Workplaces. When combined with the NUI Certificate in Training and Continuing Education (Train the Trainer Level 7) plus another of our certificate courses such as the Certificate in Communication and Group Skills for Managers, Certificate in Disability Studies etc., it forms part of the Diploma in Arts for Socially Inclusive Workplaces. This suite of CPD courses provide a comprehensive educational/training package in core skills such as managing issues of equality and cultural diversity in the workplace for team leaders, managers and learning and development specialists.

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<sup>1</sup> COVID 19 Changes. As this is predominantly an Online distance learning course, disruption to delivery should be minimal however, please be aware that face to face workshop dates might change at short notice in response to Government Covid 19 lockdown guidelines. Applicants will need access to a PC or Laptop to complete the course.

## **CONTACT US**

To find out more about this and our other CPD courses please contact Kay Loughlin [kay.loughlin@mu.ie](mailto:kay.loughlin@mu.ie) ;

Or visit our website:

<https://www.maynoothuniversity.ie/adult-and-community-education/our-courses>

Apply Online: [HERE](#)