



**JINDAL INSTITUTE OF  
BEHAVIOURAL SCIENCES**

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**Course Name –**  
Diversity, Equity, Inclusion and  
Belonging

**Course Code** –BE-E-0142

**Credits:** 3

**Course Description:**

Diversity, Equity, Inclusion & Belonging or DEIB is an important aspect of leadership and organizational change. At the heart of this course is understanding identity and the complex ways in which it interacts with the macrocosm of diversity. We will talk about intersectionality of identity to understand the unique experience of exclusion and marginalization of individuals. Then, we will venture into the uncomfortable space of understanding inherent biases and prejudices. The course will also help you challenge your biases. We will also discuss concepts like micro aggressions, barriers women face at work and role biases play in leadership and policy making. From here we dive into concepts meant to create inclusion and belonging such as equality and equity and their purpose in bringing justice, fairness and access. Do the popular policy measures like affirmative action, representation and demographics ensure equity? If not, then what are we missing? This will lead us to an emerging concept of targeted universalism or equity 2.0. Further, we will discuss a Buddhist concept called 'dependent origination' and some others like allyship and bystander intervention, dialogue, the power of stories or storytelling. The course follows an interdisciplinary approach spanning across psychology, culture criticism, religion, gender, law and literature. The pedagogy will be diverse creating a classroom where it will be "safe to struggle". To capture the diversity of thought we will be engaging in discussions and group work. Besides, to connect theory to practice you will hear and learn from leaders in various fields. For this course to be of any value, authenticity of your thoughts and willingness to break from your comfort matters

Key takeaways:

1. Understanding ideas related to diversity, equity, inclusion and belonging Reflecting and connecting these ideas to your own experiences and practice of leadership in organizations.
2. Experiencing collaborative and transformational leadership
3. Take action to advance inclusion and belonging around you
4. Developing friendships and meaningful connections
5. Setting personal ethics