

| Course                |                                                     |
|-----------------------|-----------------------------------------------------|
| Name                  | The Management of Diversity                         |
| Degree                | Official Master's Degree in International Migration |
| Year                  | 2024-2025                                           |
| Duration              | Annual                                              |
| ECTS credits          | 2,0                                                 |
| Character             | Obligatory                                          |
| University            | Comillas Pontifical University                      |
| Professor/Responsible | Laura María Zanón Bayón-Torres                      |

## COURSE SPECIFICS

| Context of the course                                                       |
|-----------------------------------------------------------------------------|
| Summary                                                                     |
| The keys to diversity management: Coexistence in intercultural environments |

| Competences – Goals |                                                                                                                                                                                                                                             |
|---------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Competences         |                                                                                                                                                                                                                                             |
| GENERAL             |                                                                                                                                                                                                                                             |
| CB-06               | To understand and value the perspective of other cultures and customs, recognizing the cultural and human diversity, appreciating its value and breadth, and to be able to manage this cultural diversity in different professional fields. |
| SPECIFIC            |                                                                                                                                                                                                                                             |
| CE-14               | Analyze immigration policies in the different contexts and models presented by the welfare state or the social benefit system.                                                                                                              |
| LEARNING OUTCOMES   |                                                                                                                                                                                                                                             |
| RA-01               | Understands the processes of satisfying human needs, rights and the principle of equality of human beings.                                                                                                                                  |
| RA-02               | Knows the models of organization and social functioning and the debates among them.                                                                                                                                                         |
| RA-03               | Learn about European social policy models in relation to social protection systems.                                                                                                                                                         |
| RA-04               | It takes into account the importance of demographics in the design and planning of well-being policies. Get to know the problems of those immigrant groups in a situation of maximum vulnerability.                                         |

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|-------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| RA-05 | Learn and know how to apply the intervention strategies with groups of maximum vulnerability. Knows and analyzes the relationship and biunivocal influence between migration policies and governance.                                                        |
| RA-06 | Situate transnational movements and the structure and influence of diasporas in this context.                                                                                                                                                                |
| RA-07 | Get to know the basic aspects referred to the illicit traffic of persons. Get to know the topics emerging issues in the context of international migration: climate change; exclusion extreme; countries of emigration that become countries of immigration. |

### CONTENTS AND MODULES

Cultural, religious or linguistic diversity. Multiculturalism, interculturalism and coexistence

### METHODOLOGY ASPECTS

| HOURS OF WORK                                                                                                                                                                             |                                                                                                                                                                                                                                                                     |                                                                                                                                                                |                                                                                                                              |
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| ON-SITE HOURS                                                                                                                                                                             |                                                                                                                                                                                                                                                                     |                                                                                                                                                                |                                                                                                                              |
| ONLINE HOURS                                                                                                                                                                              |                                                                                                                                                                                                                                                                     |                                                                                                                                                                |                                                                                                                              |
| Online tutorials: brief theoretical presentation by the teacher of the contents of the program and reflection on the more complex sections, providing relevant information to the student | Personal study of the student who will work on the concepts dealt with in the study document or in the master classes, reviewing the work done and taking multiple-choice tests where students identify the correct answer within a limited series of alternatives. | Completion of a practical case study in which the student's competences will be assessed. The case will be carried out on a real issue related to the subject. | Individual final work, carrying out the main evaluation exercise where the knowledge acquired in the subject must be applied |
| 2.40                                                                                                                                                                                      | 30.00                                                                                                                                                                                                                                                               | 5.00                                                                                                                                                           | 12.60                                                                                                                        |
| CRÉDITOS ECTS: 2,0 (50,00 horas)                                                                                                                                                          |                                                                                                                                                                                                                                                                     |                                                                                                                                                                |                                                                                                                              |
| EVALUATION AND SYSTEM OF EVALUATION                                                                                                                                                       |                                                                                                                                                                                                                                                                     |                                                                                                                                                                |                                                                                                                              |
| Evaluation system of signature                                                                                                                                                            | Minimun weights                                                                                                                                                                                                                                                     | Maximun weights                                                                                                                                                |                                                                                                                              |

|                                                                |                             |     |
|----------------------------------------------------------------|-----------------------------|-----|
| Individual case studies related to the contents of the subject | As indicated by the teacher | 70% |
| Active participation in the subject's forum                    | As indicated by the teacher | 30% |

#### BASIC REFERENCES

¿Llegas tarde? Cuidado, el tiempo también comunica. (2016, 23 septiembre). 20minutos Blog. Recuperado 4 de octubre de 2022, de <https://blogs.20minutos.es/comunicacion-no-verbal-lo-que-no-nos-cuentan/2016/09/23/llegas-tarde-cuidado-el-tiempo-tambiencomunica/>

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