



COMILLAS

UNIVERSIDAD PONTIFICIA

ICAI

ICADE

CIHS

Course	
Name	The Management of Diversity
Degree	Official Master's Degree in International Migration
Year	2021-2022
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-05	To develop sufficient autonomy to participate in research projects and scientific collaborations within international migration and human mobility, in interdisciplinary contexts and, where appropriate, with a high component of knowledge transfer.
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.
CE-15	Analyze the situation of particularly vulnerable people and situations of risk within the migration processes: unaccompanied minors, victims of trafficking, refugees and asylum seekers.
CE-16	Understanding the relationships between the globalization process and transnational movements (governance processes, diasporas, illicit organizations).

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.
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			
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	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.	Forum: development of discussion forums through the Internet, where students provide feedback on the topics of proposed discussion.	Individual final work, carrying out the main evaluation exercise where the knowledge acquired in the subject must be applied

relevant information to the student			
12.00	150.00	25.00	63.00
CRÉDITOS ECTS: 2,0 (250,00 horas)			
EVALUATION AND SYSTEM OF EVALUATION			
Evaluation system of signature	Minimum weights	Maximum weights	
SE-3/SE-4 Evaluation of the final work and case studies.	70%	70%	
SE-5. Evaluation of interactive tasks. Participation in forums and contacts with professor.	30%	30%	

BASIC REFERENCES

Díe, L. (2010), Crisis económica internacional e inmigración. En Documentación social, nº 158, pp. 131-146, Madrid, Cáritas Española.

Díe, L. (2011), Demografía e inmigración en España: una prospección desde la realidad y la sensatez.

En Moreno, G. y Aierdi, X. (2011), Anuario de la inmigración en el País Vasco 2010, Bilbao, Ed. Observatorio Vasco de la inmigración (Ikuspegi).

Díe, L. (2012), ¿Integración y crisis económica? Retos y propuestas políticas. Comunicación en el VII Congreso de Migraciones Internacionales en España sobre “Movilidad humana y diversidad social”, Bilbao.

Díe, L. (2014), Crisis económica, crisis política, crisis social. En Moreno, G. (2014), Inmigración e impacto de la crisis. Anuario de la inmigración en el País Vasco 2013, Bilbao, Ed. Servicio Editorial de la Universidad del País Vasco y el Observatorio Vasco de la inmigración (Ikuspegi)

Marí-Klose, P. (2009), Informe de la inclusión social en España 2009, Barcelona, Ed. Fundación Caixa Catalunya.

Max-Neef, M. (1994), Desarrollo a escala humana: concepto, aplicaciones y algunas reflexiones, Barcelona, Ed. Icaria.

Melero, L. (2010), La persona más allá de la migración. Manual de intervención psicosocial con personas migrantes, Valencia, Ed. Fundación Ceimigra.

GUÍA DOCENTE 2020 - 2021

Melero, L. y Díe, L. (2012), La responsabilidad de los y las investigadoras en la construcción social de las imágenes, percepciones y actitudes en torno a la inmigración. Comunicación en el VII Congreso de Migraciones Internacionales en España sobre “Movilidad humana y diversidad social”, Bilbao.

Moreno, F.J. y Bruquetas, M. (2011), Inmigración y Estado de Bienestar en España, Barcelona, Fundación La Caixa.

Putnam, R. (2007), E pluribus unum: diversity and community in the Twenty-first century, The 2006

Johan Skytte Prize Lecture, Ed. Nordic Political Science Association.

SiiSiäinen, M. (2000), Two concepts of social capital: Bourdieu vs. Putnam. En la IV Conferencia Internacional de la Sociedad Internacional para la investigación en el Tercer Sector.