DIVERSITY MANAGEMENT

DESCRIPTION	UNIT STANDARD	UNIT STANDARD TITLE	LEARNING OUTCOMES	DURATION (DAYS)	NQF LEVEL	CREDIT
DIVERSITY MANAGEMENT	116928	Manage diversity in the workplace	Recognise diversity, stereotyping and phobias relating to diversity Understand in which ways various individuals and groups are, or have been, negatively disadvantaged due to discrimination Discuss how society and communities react to diversity Promote equality among different people by embracing differences Comprehend cultural and other differences among people Relate diversity directly to the South African context Refer to the South African Constitution and Bill of Human Rights in relation to diversity and discrimination Discuss diversity in terms of the history of the country Relate Employment Equity (EE) to diversity Explain various concepts and principles relating to Organisational Transformation and Change Management (OT&CM	3	5	14

BASICS OF DIVERSITY	15233	Harness diversity and build on strengths of a diverse working environment	Identify the nature of diversity in the working environment.			
			Identify the positive consequences of diversity in the working environment.			
			Identify and utilise commonality in diversity in the workplace to make the group more effective.			
			Deal with disagreements and conflict arising from diversity amongst individuals and groups.	1	5	3