

Discipline: Management

1. Language

English

2. Title

Gender, Diversity, and Inclusion Research

3. Lecturers

- Univ.-Prof. Dr. Renate Ortlieb (University of Graz)
<https://personalpolitik.uni-graz.at/en/team/renate-ortlieb-head-of-department/>
- Univ.-Prof. Dr. Lena Knappert (WU Wien)
<https://www.wu.ac.at/diversity/team/lena-knappert>

4. Date and Location

June 15–16, 2026, 10am–5pm: online (Zoom)

September 7–8, 2026, 10am–5pm: Vienna
(Details about the venue will follow)

5. Course Description

5.1 Abstract and Learning Objectives

The course aims to introduce students to the leading concepts and current discussions in gender, diversity, and inclusion research with a particular focus on those that are shaped by and relevant to the contemporary societal changes, developments, and global challenges. The course is structured in two blocks. In the first block (in June, online) students will be introduced to relevant concepts, theories, management practices, and ongoing debates in this field of study. Based on this and students' preparation during the summer months, students will present their insights and (if applicable) their research ideas in the second block (in September, in person in Vienna).

Upon successful completion of the course, students will:

- Acquire knowledge of past and current issues addressed in gender, diversity, and inclusion (GDI) studies from varying research paradigms;
- Develop an understanding of how GDI research can address societal changes, developments, and challenges;
- Be familiar with the latest evidence-based knowledge on how individuals, teams/groups, structure/context, and organizational policies/practices influence individual inclusion-exclusion experiences and behaviors in organizations;

- Advance their reflective and critical thinking skills in analyzing the role of organizational practices for GDI at the workplace;
- Develop the ability to discuss and utilize current theories and research in the field of GDI in order to (further) develop their own innovative and relevant research projects.
- Be able to develop cutting-edge research questions and appropriate research designs for (their own) research projects in the field of GDI studies.

5.2 Content

The following topics will be covered:

- Basic concepts
 - Bias and stereotypes
 - Diversity
 - Token women/minorities
 - Doing gender/race/age/class
 - Intersectionality
 - Gender performativity
 - Inequality regimes
 - Inclusion
- Research perspectives on GDI
 - Functionalist perspectives
 - Critical perspectives
 - Post-structuralist perspectives
- Multi-level perspectives in GDI research
 - Context-sensitive perspectives
 - Organizational perspectives
 - Individual-level perspectives
 - Approaches to study interrelations between multiple levels of analysis
- Contemporary issues in GDI research
 - International research perspectives
 - Unintended consequences of GDI in organizations
 - Backlash and the anti-DEI agenda

5.3 Schedule (including start and end time)

Block 1 (online)		Block 2 (Vienna)	
June 15, 2026 10am – 5pm	June 16, 2026 10am – 5pm	September 7, 2026 10am – 5pm	September 8, 2026 10am – 5pm
• Introduction • Basic concepts • Research perspectives on GDI	• Multi-level perspectives in GDI research • Contemporary issues in GDI research	• Presentations + discussions focused on gender, age, ethnicity/nationality • Publishing on GDI	• Presentations + discussions focused on sexuality, religion, dis-/ability • Course wrap-up
		• Starting at 7pm: Evening social (optional)	

5.4 Course format

Interactive lectures and student presentations: The lectures are interactive in that they include space for discussions and reflections. The student presentation sessions will be moderated by the instructors, who will also provide comprehensive expert input on the students' own research ideas in the field of GDI studies (if applicable).

6. Preparation and Literature

6.1 Prerequisites

Master in Business Administration, Economics, Psychology, or Sociology.

6.2 Essential Reading Material

The reading list will be made available in early May.

6.3 Additional Reading Material

The reading list will be made available in early May.

6.4 To prepare

Students are expected to read the given literature before the first block of the course in June.

7. Administration

7.1 Max. number of participants

The number of participants is limited to 20.

7.2 Assignments

Students will submit written reflections (of 800 to 1000 words each) on three of the texts covered in the first block of the course (in June) by August 21, 2026. In addition, they will give a presentation (of 20 minutes) in the second block of the course (in September).

7.3 Exam

Three written reflections: 30%

Presentation: 30%

Active participation in class: 40%

7.4 Credits

The course corresponds to 6 ECTS.

8. Arbeitszeitaufwand / Working Hours

Aufteilung der Arbeitsstunden / Working Hours	
<i>(z. B. Vorarbeiten / preparations: 30 h, aktive Mitarbeit / active participation: 100 h, Prüfungsvorbereitung / preparation for exam: 30 h, Prüfung / exam: 20 h ...)</i>	Stunden
- Preparation of the first block of the course (reading) - Writing of reflections - Preparation of the presentation for the second block of the course - Class participation	102 20 30 28
SUMME	180 h
ECTS: 6	