



JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA

PGDM / PGDM (M) / PGDM (SM)

SIXTH TRIMESTER (BATCH 2022-24)

ENDTERM EXAMINATION, APRIL 2024

Course Name	Diversity and Inclusion at Workplace	Course Code	20333
Max. Time	2 Hours	Max. Marks	40 MM

INSTRUCTIONS:

- All the questions are compulsory.
- Be precise and objective in your answers.

- It is largely seen that most company policies focus on diversity and inclusion through the lens of gender. However, the policies must also strive to ensure myriad forms of diversity such as sexual orientation, ethnic background, physically challenged disabilities, racial background, demographics, cultural background, religion, geographical etc., as denial of an opportunity to a person without a valid ground may not be justifiable. Explain what factors you will consider to ensure authentic diversity and inclusion. **(10 marks)**
- Diversity and inclusion in employer policies essentially entail fostering non-discriminatory workplaces through various programmes, strategies, and practices. Analyze the diversity and inclusion initiatives taken by Microsign for managing physically challenged employees. **(10 marks)**
- Amazon decided to shut down its experimental artificial intelligence (AI) recruiting tool after discovering it discriminated against women. The company created the tool to trawl the web and spot potential candidates, rating them from one to five stars. However, the algorithm learned to systematically downgrade women's CV's for technical jobs such as software developer. Although Amazon is at the forefront of AI technology, the company couldn't find a way to make its algorithm gender-neutral. But the company's failure reminds us that AI develops bias from a variety of sources. While there's a common belief that algorithms are supposed to be built without any of the bias or prejudices that colour human decision making, the truth is that an algorithm can unintentionally learn bias from a variety of different sources. Explain what factors can contribute to AI bias. **(10 marks)**
- In today's rapidly changing global landscape, organisations are realizing that diversity is not just a buzzword but a critical factor for success. Inclusive leadership is the key to harnessing this diversity and turning it into a strategic advantage. Inclusive leadership goes beyond simply having a diverse workforce. It's about creating an environment where every individual feels valued, respected, and empowered, regardless of their background, gender, ethnicity, or any other characteristic. Identify practical strategies and challenges in implementing inclusive leadership. **(10 marks)**