



MASTER'S
PROGRAMME AND
EXECUTIVE SEMINARS

Diversity and
Inclusion -

DIVERSITY & INCLUSION

The MIND Master's Programme and Executive Seminars are unique because of their positioning on the national academic scene. The goal is to produce professionals able to manage diversity (whether in the workplace or in the community at large) through the lens of inclusion, sustainability, and generating value for the economy and society.

The Master's Programme provides 360° training; the Executive Seminars, on the other hand, are designed for those wanting to take a tailored approach to their continuing education. One can attend individual seminars and create an *ad-hoc* study programme, based on one's own individual needs.

EDUCATIONAL OBJECTIVES

The Master's Programme and Executive Seminars allow one to:

gain an understanding of institutionalised exclusion, complex organisations, and the role of communication;

cultivate skills in promoting diversity and inclusion with a view toward generating a paradigm shift, especially with respect to the workplace, to HR management, and to corporate and social sustainability;

design and implement corporate and community inclusivity policies to respond to challenges in a global society.

With both the private and public spheres in constant evolution, continuing education is more critical than ever. One must take a holistic approach to developing the skill set needed to tackle the challenges of today and tomorrow.

OPEN YOUR MIND

SEMINARS AND PROGRAMME CONTENT

SEMINAR 1 - FROM PREJUDICE TO ADJUDICATION: CONFLICT MANAGEMENT AND RESOLUTION IN INTER-PERSONAL INTERACTIONS 80

The rules of inclusion in inter-personal relationships and individual diversity 48

Individual safeguards and the right of self-determination; Rules in the distribution of goods and services; Affirmative action; Legal protection against discrimination.

(De)construction of stereotypes and biases 32

Psychological profiles of discrimination; Valuing the person; Self-perception and self-esteem; Conflict management: empathy.

SEMINAR 2 - DIVERSITY MANAGEMENT AND THE WORKPLACE 96

The rules of inclusion in the workplace and individual diversity 48

The rules in private-sector employment; The rules in public-sector employment; Protections against disenfranchisement and ostracism; Affirmative action in the workplace; Work-life balance policies; Smart working.

Personnel management 48

Flex-working, celebrating differences and soft skills; Teamwork and creative problem-solving; Leadership-development programmes.

SEMINAR 3 - COMPLEX SYSTEMS AND DIVERSITY & INCLUSION 64

Institutional rules and supra-national rules on inclusion and individual diversity 32

Equality under the Constitution; Garrisons against discrimination; Resources to combat discrimination available under international and European law; Legal challenges relating to multiculturalism;

Complex systems in the private and public sectors 32

Private-sector complex-system dynamics and organisation; Public-sector complex-system dynamics and organisation.

SEMINAR 4 - SOCIAL INNOVATION THEORIES AND PRACTICE: TOOLS AND SUCCESS STORIES 72

The rules for individual inclusion in economic relationships and individual diversity 24

Rules of advertising and social communication; Antitrust; IAP.

Institutional and corporate social communication 32

Language as difference and as an inclusion factor; Image as a vehicle for exclusion and an opportunity for inclusion; The role of storytelling, social communication, and business communication; Communication in the workplace; Political communication

Social policies 16

Affirmative-action policies; The legal/institutional side to inclusion; Group, relationships, and cooperative work

FINAL EXAM - PROJECT WORK

DURATION AND ORGANISATION

The Master's Programme takes place over 18 months, from January 2020 to June 2021; students earn 60 CFU (Credit Hours). The programme contemplates 240 in-class educational hours, and 72 remote-learning hours. Executive Seminars vary in length and are modular, so students can choose the ones that meet their interests.

The programme includes lectures, labs, discussion sections, individual project work, group work, internships/stages, and a final Master's Thesis.

In-class lectures are held over 12 weekends as follows:

- Fridays, 4-8 p.m.
- Saturdays, 8:30 a.m. - 6:30 p.m.
- Sundays, 8:30 a.m. - 4:30 p.m.

COURSE CALENDAR

1. Friday 17 - Sunday 19 January 2020
2. Friday 28 February - Sunday 1 March 2020
3. Friday 27 March - Sunday 29 March 2020
4. Friday 17 - Sunday 19 April 2020
5. Friday 29 - Sunday 31 May 2020
6. Friday 9 - Sunday 11 October 2020
7. Friday 20 - Sunday 22 November 2020
8. Friday 15 - Sunday 17 January 2021
9. Friday 26 - Sunday 28 February 2021
10. Friday 16 - Sunday 18 April 2021
11. Friday 28 - Sunday 30 May 2021
12. Friday 25 - Sunday 27 June 2021

COURSE MATERIALS

These are available online at:
<https://elearning.uniud.it>

COURSE LOCATION AND ACCOMODATIONS

University of Udine, Udine Campus Locations. Special rates are available through local hotels.

ADMISSION INTO THE MASTER'S PROGRAMME

Graduates of any three-year (or longer) are eligible for the **Master's Programme**. Candidates must submit a personal statement, and their academic and professional CV. A minimum of 15 and a maximum of 35 students may enrol. The University reserves the right to cancel the Master's Programme due to lack of or under-enrolment.

Anyone with a Level II Secondary School Degree is eligible for the **Executive Seminars**. Applications to the Master's Programme must be submitted online **by 11:30 on 12 December 2019** at www.uniud.it/mastermind

The application for the individual Seminars, available at www.uniud.it/mastermind must be received by the Educational Programming Office **by 10 January 2020**

COURSE FACULTY

Prof Marina Brollo

Department of Legal Sciences

Course Instructor Francesco Bilotta

Department of Legal Sciences

Course Instructor Anna Zilli

Department of Legal Sciences

Prof Fabiana Fusco

Department of Languages and Literature, Communication, Education, and Society

Prof Francesca Visintin

Department of Economics and Statistics

Prof Marco Sartor

Engineering and Architecture Polytechnic Department

TUITION AND FEES

Tuition and fees for the **Master's Programme** total € 3,900.00 (which includes the required tax-revenue stamps), payable as a down payment and final payment. Tuition and fees are tax-deductible on one's tax return; professionals may apply a tax credit in the same amount, as permitted by applicable law.

Executive Seminar tuition is € 1,200.00 per seminar.

ACADEMIC CERTIFICATES AVAILABLE

University Master's Degree Level I - Diversity & Inclusion - "MIND".
Course Certificate, Diversity & Inclusion – MIND, for the Executive Seminars.

STATE ATTORNEYS' PROGRAMME CREDITS

For those enrolled in the Superior School for State Attorneys, the **Master** will be transferred in as 33 academic credits.

SCHOLARSHIPS

One € 1,000 scholarship funded by the Bar of Udine.

One € 1,000 scholarship funded by AUTOSERVIZI F.V.G. Spa SAF.

For more information, please visit:
www.uniud.it/mastermind

FINANCIAL AID

Some tuition rebate (20% - 40%) vouchers are available for those who qualify for the ESF [European Social Fund] "Post-Baccalaureate Master's Programme at FVG [Friuli Venezia Giulia] Regional Universities Voucher"; the funding is currently under review and awaiting approval from the FVG Region. Check back soon for more information.



UNIVERSITY OF
UDINE
hic sunt futura

DEPARTMENT
OF LEGAL SCIENCES

This course is made possible through a grant from the European Social Fund, in implementation of the ROP [Regional Operating Plan]



UN INVESTIMENTO PER IL TUO FUTURO

SPONSORS

A list of our corporate sponsors is available on the Master's Programme website:
www.uniud.it/mastermind

FOR MORE INFORMATION

www.uniud.it/mastermind

Services Area for the Educational Programming Office Via Palladio 8, Udine

ph 0432 556706/08,
master@uniud.it business hours:
Monday-Thursday 9:30–11:30

Giacomo Meula
g.meula.fare@uniud.it
ph 0432 556580