



International Project Week  
HOCHSCHULE NORDHAUSEN

## 25<sup>th</sup> International Project Week 2023 08<sup>th</sup> – 13<sup>th</sup> May 2023

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**University/Company:** Metropolia Ammattikorkeakoulu

**Country:** Finland

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### **Making the Hidden Visible: Dealing with Disability in the Workplace. A case study**

#### **Content:**

- Attribution theory and associated attribution biases.
- Stigmatization, Stereotyping and non-conscious discrimination
- Organizational culture and impact on work attitudes
- Feedback session

The content is adapted to first-year students but can also be attractive to other students.

#### **Methods:**

Day 1: icebreaker and presentation of LO's and evaluation criteria; lecture and students' presentations of pre-assignment; discussion independent work (collaborative research and summary to be presented on day 2)

Day 2 and 3: follow a similar format

Day 4: follow a similar format except for the independent work, where the students start designing the poster to be presented.

Day 5: students and lecturer work on the final details of the presentation; presentation of the case.

#### **Competences and skills to be acquired:**

After the sessions, students will be able to:

- Assess the overt and subtle barriers to full workplace participation experienced by workers with disabilities, including the fear of experiencing stereotyping, ableism and associated inattention to diverse needs.
- Evaluate organizational cultures, policies and practices to assess inclusiveness.

- Develop emotional awareness of the impact of exclusion (empathy) • Explain how fear of stereotyping and associated fear of negative co-worker reactions affect employee voicing and help-seeking.
- Achieve common goals through collaborative learning

**Prerequisites:**

Students will design a concept map based on provided literature. During the IPW, students will introduce the concepts to their peers.

**Language of instruction:**

English