

**24<sup>th</sup> International Project Week 2022**  
**09<sup>th</sup> – 13<sup>th</sup> May 2022**

**Lecturer:** Adriana Mustelin

**University/Company:** Metropolia Ammattikorkeakoulu

**Country:** Finland

---

**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 of interest to other students as well.

**Methods:**

9th May: Icebreaker and presentation of learning outcomes and evaluation criteria.

Students will be asked to comment on the LOs and evaluation, and their feedback will result in possible changes, which will foster their responsibility for their contributions and goals.

Mind maps presentation and discussion (prerequisite).

Lecture 1: Attribution Theory and Associated Attribution biases.

Independent work: In groups (4-5 students), students will research the topic further with the presentation in mind. Students will start a collaborative board, which will be developed further during the week (e.g. Padlet, Miro, etc.).

10th of May: Short presentation of the previous day's independent work.

Lecture 2: Stigmatization, Stereotyping and Non-Conscious Discrimination.

Independent work: in groups, students will research the topic further and summarize relevant information collaboratively.

11th of May: Short presentation of the previous day's independent work.

Lecture 3: Organizational Justice and Impact on Work Attitudes.

Independent work: in groups, students will research the topic further and summarize relevant information collaboratively.

12th of May: Case discussion.

Independent work: course participants will finalize and plan the delivery of their poster presentation. Write a reflection paper (max. 1 page).

13th of May: Final preparations for the presentation.

Poster presentation: Making the Hidden Visible: possible strategies short feedback session (15 minutes before or after the presentations).

**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 impact employee voicing and help-seeking
- achieve common goals through collaborative learning

**Prerequisites:** Students will (collaboratively if possible) design a mind map of their initial thoughts based on the case and provided literature.

**Language of instruction:**

English