

1 MAY 2025

NATIONAL LAW UNIVERSITY, JODHPUR

End Term Examination April-May, 2025

Semester: UG VIII Semester (Optional)

Subject: Diversity, Equity and Inclusion: Insights from Organizational Behavior and Law

Time: Three Hours

Total Marks: 100

Instructions:

1. All questions carry equal marks.
2. Attempt any five questions.
3. Read the questions completely and carefully before answering.

Q.1). Evaluate the impact of each wave of the women's movement in India on the socio-legal status of women.

(Marks 20)

Q.2). Analyse how the single-axis framework in antidiscrimination law, as critiqued by Kimberlé Crenshaw in her seminal article "*Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics*", fails to address the intersectional experiences of individuals affected by both racial and gender-based discrimination.

(Marks 20)

Q.3). The Indian government's decision to launch Free Antiretroviral Therapy (ART) in 2004 for persons living with HIV (PLHIV), along with the subsequent enactment of the HIV and AIDS (Prevention and Control) Act, 2017, represents a landmark dual intervention in the domains of public health and law.

Analyse and discuss how this integrated approach, initiated in 2004, has collectively shaped India's HIV/AIDS response by addressing both the medical needs and the socio-legal vulnerabilities of PLHIV. Furthermore, enumerate the key challenges that continue to undermine the effectiveness and sustainability of HIV/AIDS treatment in India.

(Marks 20)

Q.4). A prestigious law firm is in the final stage of hiring for a senior leadership position. The two shortlisted candidates are:

Candidate A: A woman with 15 years of relevant experience, including a career break of three years due to family caregiving responsibilities.

Candidate B: A man with 10 years of continuous experience in the same field, but fewer leadership roles.

Critically analyse this scenario in light of the following:

- i. How might different forms of privilege influence the selection decision?
- ii. In what ways can the social construction of leadership contribute to implicit bias in evaluating the candidates?
- iii. What types of attribution errors might the hiring panel make while assessing each candidate's suitability?
- iv. Propose a fair and inclusive selection process that addresses these concerns and ensures an equitable evaluation of both candidates.

(5+5+5+5 = Marks 20)

Q.5). You have recently taken charge as a mid-level leader in a law firm with a diverse workforce. During your initial weeks, the following issues come to light:

- i. Employees are unable to express themselves freely and share dissenting opinions.
- ii. The dress code policy excludes styles commonly worn by certain cultural groups.
- iii. Despite women receiving performance ratings equal to those of their male colleagues, the majority of promotion candidates are men.
- iv. First-generation lawyers from underrepresented backgrounds face greater challenges compared to their non-first-generation peers.
- v. Team members push back when a new diversity mentoring scheme is announced.

For each scenario, suggest specific inclusive leadership behaviours that could effectively address the issue.

(4+4+4+4+4 = Marks 20)

Q.6). Write notes on the following:

- i. Stereotype, Prejudice, and Discrimination
- ii. Chrobot-Mason's Multicultural Competencies Framework

(15+5= Marks 20)