

2.9 Cultural Competence and Diversity Awareness

LEARNING OUTCOMES	Upon completion of this module, learners will be able to:		
	<ul style="list-style-type: none">- Explain the principles of diversity management and their application within correctional facilities		
	<ul style="list-style-type: none">- Identify the benefits and challenges of diversity in prisons, including its impact on staff-inmate relationships and institutional policies		
	<ul style="list-style-type: none">- Analyze gender stereotypes and their influence on the experiences of both inmates and prison staff		
	<ul style="list-style-type: none">- Examine the challenges faced by LGBTQIA+ individuals in prisons and propose strategies for fostering an inclusive environment		
	<ul style="list-style-type: none">- Describe the concept of neurodiversity and assess the impact of ADHD and other neurodivergent conditions in prison settings		
	<ul style="list-style-type: none">- Recognize cultural and religious differences in prisons and apply strategies for conflict resolution and inclusion		
	<ul style="list-style-type: none">- Design practical approaches to address discrimination, implicit bias, and structural barriers within the prison system		
LEARNING ACTIVITIES	Introduction to the course	Lecture on diversity awareness in correctional settings, covering key concepts such as inclusion, equity, and discrimination	5 minutes
	Diversity and Diversity Management	Discussion on diversity management strategies in prisons, analyzing case studies and exploring institutional approaches to inclusion.	15 minutes

	Benefits of Diversity in Prison	<i>Exploration of how diversity improves staff-inmate relationships, prison environments, and institutional policies through case study analysis.</i>	<i>15 minutes</i>	
	Challenges and Strategies in Prison	<i>Activity to identify barriers to diversity and inclusion in correctional facilities, with brainstorming on strategic solutions.</i>	<i>25 minutes</i>	
	Introduction to Gender and Sexual Orientation	<i>Lecture on gender identity, stereotypes, and roles in prison environments, highlighting their impact on both inmates and staff.</i>	<i>90 minutes</i>	
	Gender Stereotypes and their Impact in Prison	<i>Case study analysis of how gender stereotypes shape prison culture, with discussions on strategies to reduce bias.</i>	<i>120 minutes</i>	
	LGBTQIA+ Identities in Prison	<i>Exploration of the challenges faced by LGBTQ+ inmates, including discrimination and exclusion, with a focus on policy solutions.</i>	<i>120 minutes</i>	
	Gender Mainstreaming & Inclusive Policies	<i>How to implement gender-sensitive policies in prisons, assessing current practices, and proposing improvements.</i>	<i>120 minutes</i>	
	Final Reflections	<i>Guided reflection on gender and inclusion, discussing lessons learned and personal</i>	<i>30 minutes</i>	

		<i>commitments to fostering equity in prisons.</i>		
	<i>Introduction to Neurodiversity</i>	<i>Lecture on neurodivergent conditions such as ADHD, dyslexia, and autism in prisons, exploring their impact on inmate behavior.</i>	<i>150 minutes</i>	
	<i>ADHD and its Impact in Prisons</i>	<i>Examine the challenges inmates with ADHD face, with case study analysis and development of policy recommendations</i>	<i>150 minutes</i>	
	<i>Key Points of the Relationship Between Prisoners with ADHD and Prison Workers</i>	<i>Analysis of staff-inmate interactions involving ADHD, identifying common misunderstandings and their effects on prison dynamics.</i>	<i>120 minutes</i>	
	<i>Key Strategies for Improving Relationships Between Staff and Prisoners Regarding ADHD</i>	<i>Communication and behavioral strategies for supporting inmates with ADHD, including role-playing exercises.</i>	<i>60 minutes</i>	
	<i>Introduction to Cultural and Religious Diversity in Prison</i>	<i>Lecture on cultural and religious diversity in correctional settings, with discussions on challenges and benefits of inclusion.</i>	<i>90 minutes</i>	
	<i>Understanding Cultural Competence</i>	<i>Interactive session on cultural competence in prisons, exploring implicit biases and</i>	<i>120 minutes</i>	

		<i>strategies for improving cross-cultural communication.</i>		
	Cultural Differences in Prison Interactions	<i>Analysis of cultural misunderstandings in prisons, focusing on conflict resolution and strategies for better interactions.</i>	<i>120 minutes</i>	
	Strategies for Managing Cultural and Religious Differences	<i>Handle cultural and religious conflicts in prisons, using real-world scenarios to develop resolution strategies.</i>	<i>120 minutes</i>	
	Final Reflections	<i>Closing reflection on cultural differences</i>	<i>30 minutes</i>	
<p>Activity 1: Introduction to the Course</p> <p>Description: <i>A lecture-based introduction providing an overview of diversity awareness in correctional settings. Learners explore key concepts such as inclusion, equity, and discrimination.</i></p> <p>Instructor's Actions:</p> <ul style="list-style-type: none"> - <i>Present course objectives and key themes related to diversity management.</i> - <i>Explain the significance of diversity in correctional institutions.</i> - <i>Facilitate an open discussion about learners' expectations and prior knowledge.</i> <p>Learners' Actions:</p> <ul style="list-style-type: none"> - <i>Engage in discussions about the role of diversity in the prison system.</i> - <i>Reflect on personal biases and expectations.</i> - <i>Ask questions and share insights.</i> <p>Connections:</p> <ul style="list-style-type: none"> - <i>Learning Outcomes: LO1, LO2</i> 				

- Educational Content: Text based resources
- Assessment: Participation in discussions and reflections

Activity 2: Diversity and Diversity Management

Description: A structured reflection on how diversity management influences correctional environments, focusing on identity groups and institutional strategies.

Instructor's Actions:

- Define diversity and diversity management in prison settings.
- Explain how diversity affects organizational culture.
- Facilitate a case study analysis on diversity strategies.

Learners' Actions:

- Participate in group discussions on diversity management.
- Analyze real-world case studies.
- Propose ways to improve diversity practices in prisons.

Connections:

- Learning Outcomes: LO1, LO7
- Educational Content: text based resources and PDF
- Assessment: Case study reflection and group discussion

Activity 3: Benefits of Diversity in Prison

Description: An exploration of how diversity impacts prison environments, staff-inmate relationships, and institutional policies.

Instructor's Actions:

- Present key research findings on diversity's benefits in prisons.
- Explain how inclusion strengthens rehabilitation efforts.
- Guide a case study discussion.

Learners' Actions:

- Engage in discussions on diversity's impact.
- Analyze case studies.
- Reflect on how diversity fosters innovation.

Connections:

- *Learning Outcomes: LO2, LO7*
- *Educational Content: Text based resources*
- *Assessment: Group discussion and case study reflection*

Activity 4: Challenges and Strategies in Prison

Description: *The focus of the unit is on the barriers to diversity and inclusion in correctional settings.*

Instructor's Actions:

- *Discuss challenges such as cultural resistance and hierarchical structures.*
- *Present strategies for overcoming these barriers.*
- *Facilitate a brainstorming session.*

Learners' Actions:

- *Identify common obstacles to diversity implementation.*
- *Develop strategic solutions and present them.*
- *Evaluate feasibility of proposed strategies.*

Connections:

- *Learning Outcomes: LO2, LO7*
- *Educational Content: Text based resources*
- *Assessment: Group presentation of strategies*

Activity 5: Introduction to Gender and Sexual Orientation

Description: *A foundational session on gender identity, stereotypes, and their impact in prison environments.*

Instructor's Actions:

- *Introduce key gender concepts.*
- *Explain gender roles in correctional facilities.*
- *Facilitate an interactive discussion.*

Learners' Actions:

- *Participate in discussions on gender identity in prison contexts.*
- *Analyze personal and institutional biases.*

- Engage in a gender role exercise.

Connections:

- Learning Outcomes: LO3
- Educational Content: Text based resources and Gender studies literature
- Assessment: Questions to reflect

Activity 6: Gender Stereotypes and Their Impact in Prison

Description: A deep review into the consequences of gender stereotypes in correctional environments.

Instructor's Actions:

- Present research on gender norms.
- Guide learners through case studies.
- Lead a discussion on gender-sensitive policies.

Learners' Actions:

- Identify gender stereotypes affecting staff and inmates.
- Participate in case study analysis.
- Propose ways to challenge gender bias.

Connections:

- Learning Outcomes: LO3, LO7
- Educational Content: Gender reports, case studies and PDF
- Assessment: Case study reflection and written activities

Activity 7: LGBTQIA+ Identities in Prison

Description: Starting from the terminology, the unit examines the experiences of LGBTQ+ inmates in correctional settings.

Instructor's Actions:

- Explain challenges faced by LGBTQ+ inmates.
- Provide legal frameworks supporting LGBTQ+ rights.
- Facilitate a discussion on inclusion strategies.

Learners' Actions:

- Analyze discrimination cases.

- Discuss strategies for fostering inclusivity.
- Present findings.

Connections:

- Learning Outcomes: LO4
- Educational Content: Glossary, text based resources, LGBTQ+ rights documents & case reports
- Assessment: Group presentation on LGBTQ+ policies

Activity 8: Gender Mainstreaming & Inclusive Policies

Description: How to integrate gender-sensitive policies into correctional institutions.

Instructor's Actions:

- Explain gender mainstreaming and inclusive policy frameworks.
- Present examples of best practices in prisons.

Learners' Actions:

- Work in groups to evaluate current prison policies.
- Propose policy improvements for gender inclusivity.

Connections:

- Learning Outcomes: LO3, LO7
- Educational Content: Text based resources, PDF, Policy documents & case studies
- Assessment: Development of an Action Plan and questions to reflect

Activity 9: Final Reflections

Description: A guided reflection session on gender and inclusion.

Instructor's Actions:

- Facilitate discussions on lessons learned.
- Encourage learners to consider their future roles in fostering gender equality.

Learners' Actions:

- Share key takeaways and personal reflections.

Connections:

- *Learning Outcomes: LO3, LO4, LO7*
- *Assessment: Personal reflection, quizzes and exercises*

Activity 10: Introduction to Neurodiversity

Description: *A session introducing neurodivergent conditions and their relevance in correctional settings.*

Instructor's Actions:

- *Explain the concept of neurodiversity.*
- *Use videos and simulations.*
- *Facilitate discussion on sensitive topics.*

Learners' Actions:

- *Participate in a neurodiversity simulation.*
- *Reflect on the impact of neurodiversity in prisons.*

Connections:

- *Learning Outcomes: LO5*
- *Educational Content: Text based resources, research and videos*
- *Assessment: Reflection after the simulations, exercises*

Activity 11: ADHD and Its Impact in Prisons

Description: *An exploration of ADHD's effects on inmates and their interactions.*

Instructor's Actions:

- *Present symptoms and challenges of ADHD.*
- *Guide learners through case studies.*

Learners' Actions:

- *Participate in discussions on ADHD's effects in prisons.*
- *Develop recommendations for policy adjustments.*

Connections:

- *Learning Outcomes: LO5*
- *Educational Content: Text based resources, ADHD research and video*
- *Assessment: Reflection*

Activity 12: Key Points of the Relationship Between Prisoners with ADHD and Prison Workers

Description: A session focusing on how ADHD affects interactions between inmates and correctional staff, highlighting common challenges and misunderstandings.

Instructor's Actions:

- Explain the behavioral characteristics of ADHD that impact prison life.
- Present case studies of staff-inmate conflicts related to ADHD.
- Facilitate a discussion on staff perceptions of ADHD and common misconceptions.

Learners' Actions:

- Analyze case studies and discuss how ADHD symptoms may be misinterpreted.
- Reflect on personal biases and how they impact interactions with neurodivergent inmates.
- Identify key challenges that prison staff face when working with ADHD inmates.

Connections:

- Learning Outcomes: LO5, LO7
- Educational Content: Questions to reflect, text based resources and research on ADHD in prison settings
- Assessment: Group discussion, exercise and case study reflection

Activity 13: Key Strategies for Improving Relationships Between Staff and Prisoners Regarding ADHD

Description: Necessary and practical strategies for fostering positive interactions between prison staff and inmates with ADHD.

Instructor's Actions:

- Introduce communication techniques and behavioral management strategies tailored for ADHD inmates.
- Provide examples of successful interventions in correctional settings.

- Facilitate role-playing exercises where learners apply de-escalation strategies.

Learners' Actions:

- Participate in role-play scenarios to practice ADHD-informed communication.
- Develop recommendations for staff training programs on ADHD awareness.
- Reflect on how changes in prison policies could support neurodivergent inmates.

Connections:

- Learning Outcomes: LO5, LO7
- Educational Content: Text as guidelines on ADHD-sensitive correctional approaches
- Assessment: Role-play performance, questions to reflect and exercises

Activity 14: Introduction to Cultural and Religious Diversity in Prison

Description: A discussion-based lesson on cultural and religious diversity's role in prison life.

Instructor's Actions:

- Provide an overview of cultural and religious diversity in prisons.
- Explain how cultural misunderstandings escalate conflicts.

Learners' Actions:

- Participate in discussions on cultural competence.
- Reflect on personal experiences with diversity.

Connections:

- Learning Outcomes: LO6
- Educational Content: PDF, text based resources, case studies
- Assessment: Group discussion and questions to reflect

Activity 15: Understanding Cultural Competence Description:

Defining cultural competence and its role in creating inclusive correctional environments.

Instructor's Actions:

- *Explain cultural competence and why it is essential in diverse prison settings.*
- *Present real-life examples of cultural misunderstandings in prisons.*
- *Facilitate discussions on implicit bias and cultural awareness.*

Learners' Actions:

- *Identify aspects of cultural competence relevant to their professional roles.*
- *Reflect on personal experiences with cultural diversity in correctional settings.*
- *Discuss strategies for improving cultural awareness among prison staff.*

Connections:

- *Learning Outcomes: LO6, LO7*
- *Educational Content: Text based resources and PDF*
- *Assessment: Group discussion and self-reflection*

Activity 16: Cultural Differences in Prison Interactions

Description: Unit on how cultural differences impact communication and behavior in prisons.

Instructor's Actions:

- *Provide case studies of cultural conflicts in correctional settings.*
- *Explain how cultural background influences inmate behavior and staff interactions.*
- *Facilitate group discussions on conflict resolution techniques.*

Learners' Actions:

- *Analyze case studies and propose culturally sensitive solutions.*
- *Share experiences of cultural misunderstandings in their work environments.*
- *Develop strategies for managing cultural differences effectively.*

Connections:

- *Learning Outcomes: LO6, LO7*
- *Educational Content: Text based resources end group reflection*
- *Assessment: Case study analysis and proposed conflict-resolution strategies*

Activity 17: Strategies for Managing Cultural and Religious Differences

Description: Unit on conflict resolution in diverse prison environments together with strategies to manage cultural differences

Instructor's Actions:

- *Provide best practices for handling cultural and religious conflicts.*
- *Facilitate a scenario-based workshop.*

Learners' Actions:

- *Analyze scenarios of cultural conflict.*
- *Propose resolution strategies.*

Connections:

- *Learning Outcomes: LO6, LO7*
- *Educational Content: text based resources*
- *Assessment: Group presentation*

Activity 18: Final Reflections

Description: A final debriefing on the unit

Instructor's Actions:

- *Facilitate an open-ended discussion on diversity awareness.*
- *Encourage learners to apply course concepts in their professional lives.*

Learners' Actions:

- *Reflect on their learning journey.*
- *Share action plans for promoting inclusion.*

Connections:

- *Learning Outcomes: LO7*

	<ul style="list-style-type: none"> - <i>Assessment: Self-reflection report, quizzes and exercises</i>
EDUCATIONAL CONTENT/ RESOURCES	<ul style="list-style-type: none"> • <i>Core material: Educational content developed with RISE software for interactivity, PDF, video and additional sources.</i> • <i>Supplemental readings: Case studies on real-world t in correctional settings, research and articles</i> • <i>Multimedia resources: Videos</i> • <i>Practical tools: Gender Action Plan</i>
UTILIZATION OF ICT	<ul style="list-style-type: none"> • <i>LMS Integration: All materials and activities will be hosted on the PICTURES Learning Management System (e.g., Moodle).</i>
INSTRUCTIONAL METHODS <i>(find details in unit 1.2.3.1)</i>	<ul style="list-style-type: none"> • <i>Lectures & Presentations: Introduction to Diversity concepts.</i> • <i>Role-Playing & Simulations: Hands-on practice in the penitentiary sector.</i> • <i>Case Study Analysis: Exploration of real cases in correctional settings.</i> • <i>Group Projects: Diversity and Inclusion plan development.</i> • <i>Reflective Exercises: Self-assessment and discussion of learning experiences.</i>
DELIVERY MODE	<ul style="list-style-type: none"> • <i>Online/Self-Directed: Theoretical content and case studies.</i> • <i>Face-to-Face: Interactive exercises and simulations.</i>
ASSESSMENT METHODS <i>(formative and/or other assessments for each unit/ module, if applicable)</i>	<p><i>Formative Assessments: Multiple choices quizzes</i></p> <p><i>Summative Assessments: Evaluation of the units based on exercises and involvement of the learners in simulations.</i></p> <p><i>Peer & Self-Assessment: Reflection exercises and feedback from the peers.</i></p>

