

2.9 Cultural Competence and Diversity Awareness

LEARNING OUTCOMES	<p><i>Upon completion of this module, learners will be able to:</i></p> <ul style="list-style-type: none">- Explain the principles of diversity management and their application within correctional facilities- Identify the benefits and challenges of diversity in prisons, including its impact on staff-inmate relationships and institutional policies- Analyze gender stereotypes and their influence on the experiences of both inmates and prison staff- Examine the challenges faced by LGBTQIA+ individuals in prisons and propose strategies for fostering an inclusive environment- Describe the concept of neurodiversity and assess the impact of ADHD and other neurodivergent conditions in prison settings- Recognize cultural and religious differences in prisons and apply strategies for conflict resolution and inclusion- Design practical approaches to address discrimination, implicit bias, and structural barriers within the prison system						
LEARNING ACTIVITIES	<table border="1"><tr><td data-bbox="404 1394 663 1657"><i>Introduction to the course</i></td><td data-bbox="663 1394 1076 1657"><i>Lecture on diversity awareness in correctional settings, covering key concepts such as inclusion, equity, and discrimination</i></td><td data-bbox="1076 1394 1359 1657"><i>5 minutes</i></td></tr><tr><td data-bbox="404 1657 663 1965"><i>Diversity and Diversity Management</i></td><td data-bbox="663 1657 1076 1965"><i>Discussion on diversity management strategies in prisons, analyzing case studies and exploring institutional approaches to inclusion.</i></td><td data-bbox="1076 1657 1359 1965"><i>15 minutes</i></td></tr></table>	<i>Introduction to the course</i>	<i>Lecture on diversity awareness in correctional settings, covering key concepts such as inclusion, equity, and discrimination</i>	<i>5 minutes</i>	<i>Diversity and Diversity Management</i>	<i>Discussion on diversity management strategies in prisons, analyzing case studies and exploring institutional approaches to inclusion.</i>	<i>15 minutes</i>
<i>Introduction to the course</i>	<i>Lecture on diversity awareness in correctional settings, covering key concepts such as inclusion, equity, and discrimination</i>	<i>5 minutes</i>					
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Module Overview: This module explores the intersection of gender and diversity in prison environments. It examines the benefits of diversity, challenges to inclusion, and strategies for mainstreaming gender-sensitive policies. The module also addresses the unique challenges faced by LGBTQIA+ inmates and provides a final reflection on the lessons learned.	<p>Benefits of Diversity in Prison</p> <p>Exploration of how diversity improves staff-inmate relationships, prison environments, and institutional policies through case study analysis.</p> <p>Challenges and Strategies in Prison</p> <p>Activity to identify barriers to diversity and inclusion in correctional facilities, with brainstorming on strategic solutions.</p> <p>Introduction to Gender and Sexual Orientation</p> <p>Lecture on gender identity, stereotypes, and roles in prison environments, highlighting their impact on both inmates and staff.</p> <p>Gender Stereotypes and their Impact in Prison</p> <p>Case study analysis of how gender stereotypes shape prison culture, with discussions on strategies to reduce bias.</p> <p>LGBTQIA+ Identities in Prison</p> <p>Exploration of the challenges faced by LGBTQ+ inmates, including discrimination and exclusion, with a focus on policy solutions.</p> <p>Gender Mainstreaming & Inclusive Policies</p> <p>How to implement gender-sensitive policies in prisons, assessing current practices, and proposing improvements.</p> <p>Final Reflections</p> <p>Guided reflection on gender and inclusion, discussing lessons learned and personal</p>	<p>15 minutes</p> <p>25 minutes</p> <p>90 minutes</p> <p>120 minutes</p> <p>120 minutes</p> <p>120 minutes</p> <p>30 minutes</p>
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		<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>	
	<i>Cultural Differences in Prison Interactions</i>	<i>Analysis of cultural misunderstandings in prisons, focusing on conflict resolution and strategies for better interactions.</i>	<i>120 minutes</i>
	<i>Strategies for Managing Cultural and Religious Differences</i>	<i>Handle cultural and religious conflicts in prisons, using real-world scenarios to develop resolution strategies.</i>	<i>120 minutes</i>
	<i>Final Reflections</i>	<i>Closing reflection on cultural differences</i>	<i>30 minutes</i>

Activity 1: Introduction to the Course

Description: A lecture-based introduction providing an overview of diversity awareness in correctional settings. Learners explore key concepts such as inclusion, equity, and discrimination.

Instructor's Actions:

- Present course objectives and key themes related to diversity management.
- Explain the significance of diversity in correctional institutions.
- Facilitate an open discussion about learners' expectations and prior knowledge.

Learners' Actions:

- Engage in discussions about the role of diversity in the prison system.
- Reflect on personal biases and expectations.
- Ask questions and share insights.

Connections:

- Learning Outcomes: LO1, LO2

- *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 and 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 topics 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 (find details in unit 1.2.3.1)	<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 (formative and/or other assessments for each unit/ module, if applicable)	<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>

