



MNPD Training Division

Lesson Plan Approval

Submitted By: In-Service Trainee Operations

Other: _____
(specify)

Course Title: Diversity Awareness

Instructor: Dr. Sharon Felton

Date Submitted: 3/7/2011

Review/Approval


 Approved Disapproved Date: 3 / 10 / 11
Submitting Section/Unit Supervisor

 Approved Disapproved Date: 3 / 10 / 11
POST Coordinator
 Trainee Operations In-service Training

 Approved Disapproved Date: 3 / 10 / 11
Section Commander
 Operations Confrontation Management

Approved Disapproved

Date: 6 / 27 / 11


Capt. Harmon Hunsicker
Director of Training

**Tennessee
Peace Officer Standards and Training Commission
Lesson Plan Cover Sheet**

Unit Title: Human Relations		Unit Code:
Course: Diversity Awareness	Hours: 2	Date Prepared: August 2006
Prepared by: Dr. Sharon Felton	Approved by: HR Director	Date Revised: January 2011
Primary Instructor: Dr. Sharon Felton	Alternate Instructor:	

Scope:

This two-hour class introduces students to Metro's compliance with Title VI/VII guidelines (1964 Civil Rights Act) that prohibits discrimination against employees in the seven (7) protected classes of race, color, national origin, gender, age, religion, and disability. We also explain that this class is mandatory due to Mayor Karl Dean's Executive Order # 9, and attendance is validated by the signing of an acknowledgement form.

Training Objectives:

- As a result of this instruction, the student will be able to:

Recognize that it is inappropriate – and indeed illegal — to judge individuals by any of the characteristics of the seven (7) protected classes. We explore stereotypes, the origins of personal values, and the need for education for individuals to overcome personally-held biases.

Instructor References:	Student References:
Training Aids: PowerPoint & Projector	Student Handouts:

Course Title: Diversity Awareness training

Date: 03/07/2011

INSTRUCTIONAL OBJECTIVES:

- I. How will the four guiding principles be met: *Ethics, Law, Fitness & Community Policing?*

Federal Title VI/VII laws (1964 Civil Rights Act) are explained, giving instruction on each of the seven (7) protected classes: race, color, national origin, gender, age, religion, and disability. Examples are given of each protected class. We discuss the importance of creating and maintaining an inclusive work environment free from the effects of discrimination.

- II. What will the student have learned at the conclusion of this block of instruction?

Students will learn the importance of not judging someone by any of the characteristics identified among the seven (7) protected classes. They should recognize that such actions are not only harmful to the workplace environment, but are also illegal.

COURSE TITLE: Diversity Awareness training

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COURSE OUTLINE:

I. INTRODUCTION (Overview of the Topic)

We explain history of Title VI/VII laws. Then we identify that Metro complies with these laws.

II. KEY ISSUES:

Identify seven (7) protected classes and explain each one, providing extensive examples.

III. TOPIC PRESENTATION/NOTES:

We discuss stereotyping, origin of personal values, dimensions of diversity, and the need for both self-awareness and education to address one's own personally-held biases.

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CONCLUSION:

I. SUMMARY / REVIEW:

We offer cultural awareness examples, and we provide a simple interactive stereotyping exercise to help students identify that many of us hold personal biases.

II. CLOSING STATEMENT:

Will answer any questions or requests for clarification.

COURSE TITLE: Diversity Awareness training

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BIBLIOGRAPHY:

This course was developed from a variety of national and local resources. Powerpoint produced by Dr. Sharon Felton of Metro Human Resources

COURSE TESTING:

No test is given.

METHOD OF INSTUCTION:

X Interactive Lecture Film/Video Demonstration/Practicum Role Play Work Shop
X Power Point Other _____

INSTRUCTIONAL ITEMS & MATERIALS:

White Board Video X Lap Top/Power Point Overhead Projection
 Slide Projector Flip Chart X Hand Outs Personal Computer
 Other _____ Simunitions guns and safety gear