



MNPD Training Division

Lesson Plan Approval

Submitted By: In-Service Trainee Operations

Other: _____
(specify)

Course Title: Diversity Awareness Training for Supervisors

Instructor: Malinda Gilbert

Date Submitted: 1/22/2010

Review/Approval

Dirk Essary Approved Disapproved Date: 1/22/10
Submitting Section/Unit Supervisor

Sgt Puckett Approved Disapproved Date: 1/22/10
POST Coordinator
 Trainee Operations In-service Training

W. B. [Signature] Approved Disapproved Date: 1/22/10
Section Commander
 Operations Confrontation Management

Approved Disapproved

Date: 2/18/10

[Signature]
Capt. Jason Reinbold
Director of Training

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

Unit Title: 2010 In-Service Training		Unit Code:
Course: Diversity Awareness	Hours: 1.5	Date Prepared: 04/10/2007
Prepared by: Sharon Felton	Approved by: Sharon Felton	Date Revised: 1/22/2010
Primary Instructor: Malinda Gilbert	Alternate Instructor: Sharon Felton	

Scope:

Student will learn that workplace discrimination is prohibited by Title VI of the Civil Rights Act of 1964. We learn common varieties of harassment (race/color/national origin, age, sex, religion, disability). We learn what to do if discriminatory harassment happens to you.

Training Objectives:

The training objectives are to give the student a better understanding of Title VI of the Civil Rights Act of 1964 in order for them to perform their job in an appropriate manner and to ensure that their subordinates are not acting accordingly.

Instructor References: Title VI of Civil Rights Act of 1964 G.O. 99-08 Harassment and Discrimination	Student References: Title VI of Civil Rights Act of 1964 G.O. 99-08 Harassment and Discrimination
Training Aids: Power Point	Student Handouts:

Course Title: Diversity Awareness training (for Supervisors)

Date: 1/22/2010

INSTRUCTIONAL OBJECTIVES:

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

Federal law (Title VI) is cited as reason that prohibits discrimination based on seven protected categories. We provide real-life examples by which students can see the ethics involved in workplace behaviors towards individuals of different age, race, sex, religion, etc. We offer behavioral techniques to deal with workplace differences. We remind students that the principles provided pertain not only to workplace behavior but also to their behavior as observed by the general public, and we recommend that each student determine his/her own areas on which he/she needs further education.

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

- Laws prohibiting discrimination on seven protected classes.
- Best practices dictate that diverse workplaces may offer opportunities for greater strength.

COURSE TITLE: Diversity Awareness training (for Supervisors)

COURSE OUTLINE:

I. INTRODUCTION (Overview of the Topic)

Laws prohibiting discrimination.

II. KEY ISSUES:

Diversity among the workplace on age, race/color/national origin, gender, religion, disability. What to do if you are confronted with discriminatory harassment yourself.

III. TOPIC PRESENTATION/NOTES:

Exercises.

COURSE TITLE: Diversity Awareness training (for Supervisors)

CONCLUSION:

I. SUMMARY / REVIEW:

Short video shown to document that the diverse communities can be highly functional.

II. CLOSING STATEMENT:

Encourage students to locate their own personal areas for which they need more information or education.

COURSE TITLE: Diversity Awareness training (for Supervisors)

BIBLIOGRAPHY:

COURSE TESTING:

N/A

METHOD OF INSTRUCTION:

X Interactive Lecture X 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