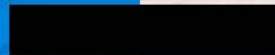




Cultural Diversity

"We have become not a melting pot
but a beautiful mosaic.
Different people, different beliefs, different yearnings,
different hopes, different dreams."

Jimmy Carter



Instructional Goals

- Be able to identify the 3 major elements of Penal code section 13519.4 concerning cultural diversity and cultural groups.
- Be able to identify 5 characteristics of culture.
- Be able to recognize what Cultural Diversity is.
- Be able to identify 3 benefits of Cultural Diversity Appreciation both within our law enforcement organization & within the community it serves.
- Be able to identify 4 barriers to Cultural Diversity Appreciation.

Brainstorming Session



Agreements

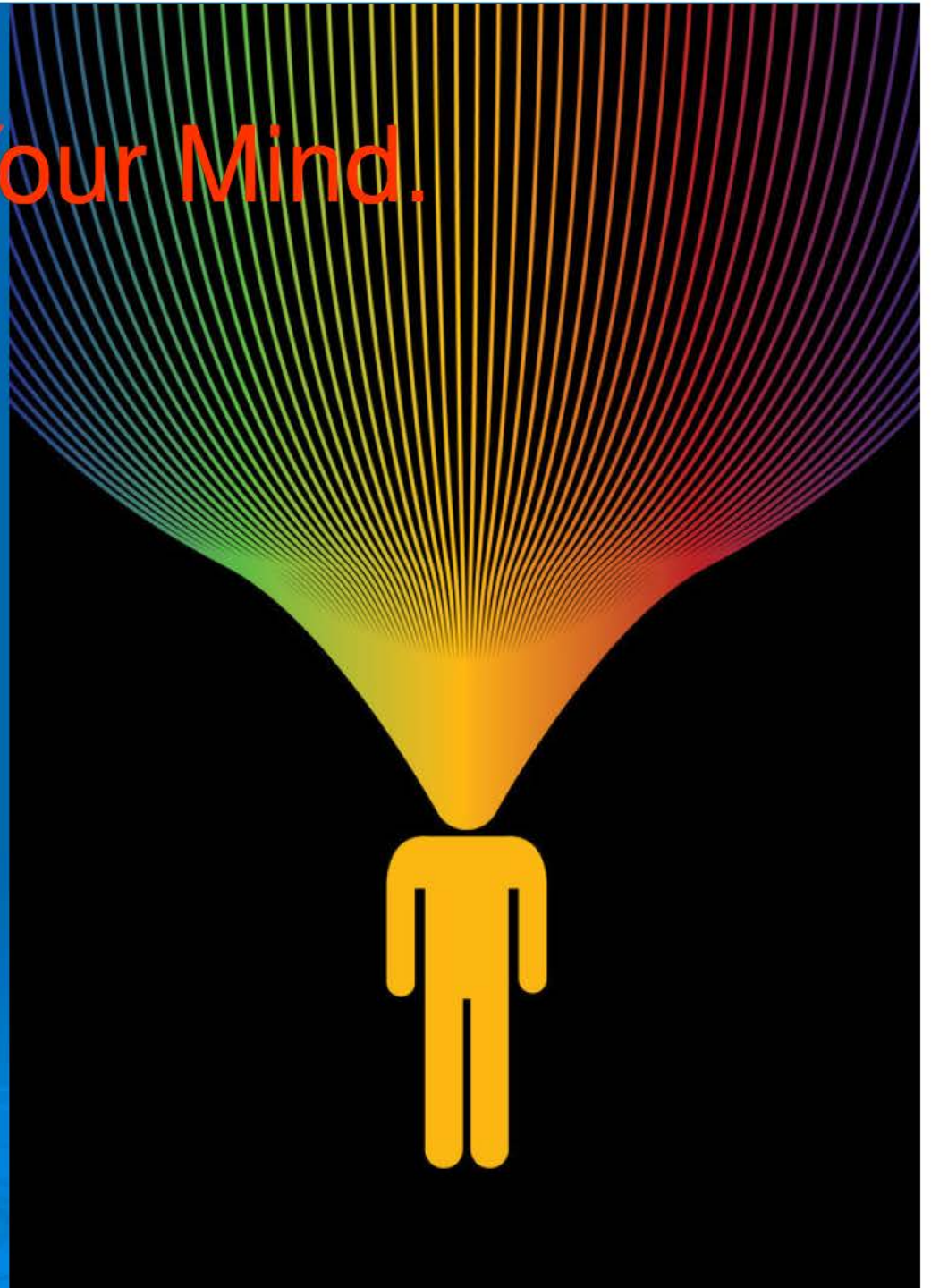
- Each member has something to contribute to the group & will be provided a fair opportunity to do so from the participants & from the facilitator.
- Any participant has the right to not verbally participate at any point in the session.
- To create a safe, open, honest and respectful environment in which to address diversity issues, we must also agree to the following:

Agreements

- Listen with respect
- “I” Statements
- No cross talk
- Right to pass
- No put downs or zaps
- Risks/emotions OK
- Interactive vs Persuasive
- Laughing with vs laughing at
- Amnesty
- Confidentiality

Free Your Mind.

“The mind is like
a parachute, it only
works when it
is open.”



Getting To Know You

*Diversity is the
one true thing
we have in common.*

Celebrate it everyday.

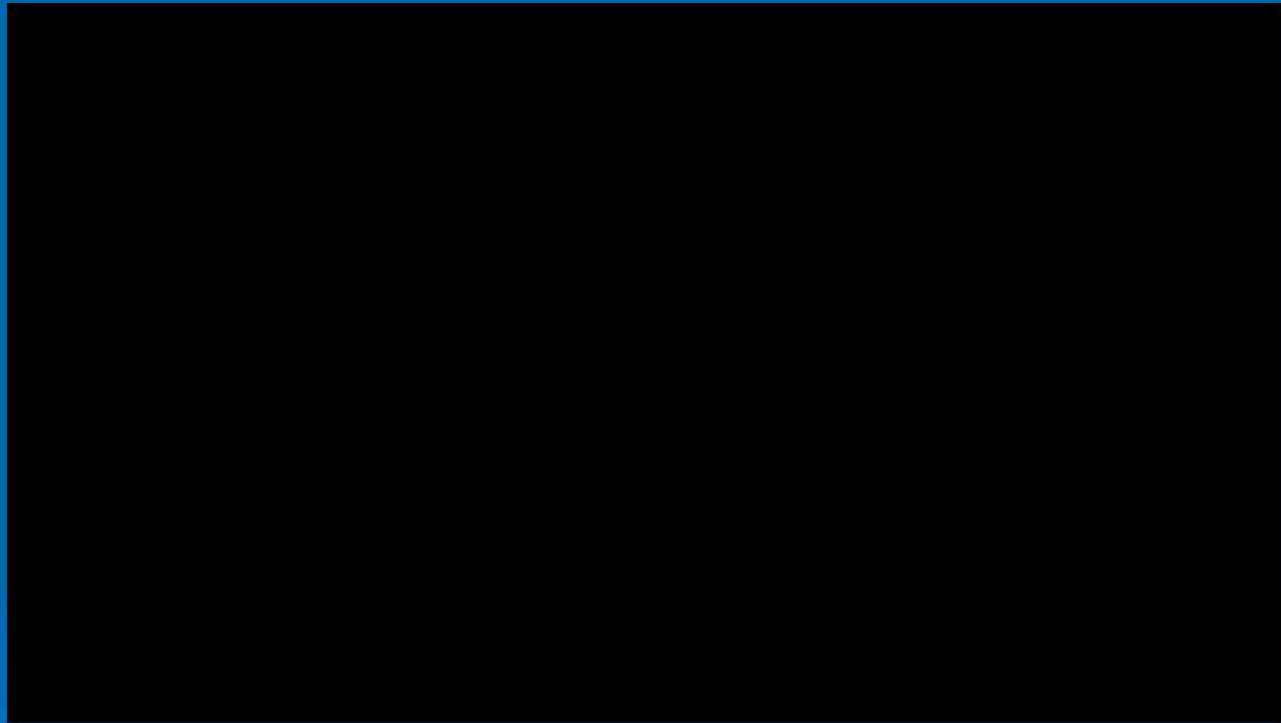


Stereotype

- A preconceived generalization involving negative or positive beliefs about another group.
- Based solely on the individual apparent membership in a certain group.



Are words that are offensive to
some, okay for others?



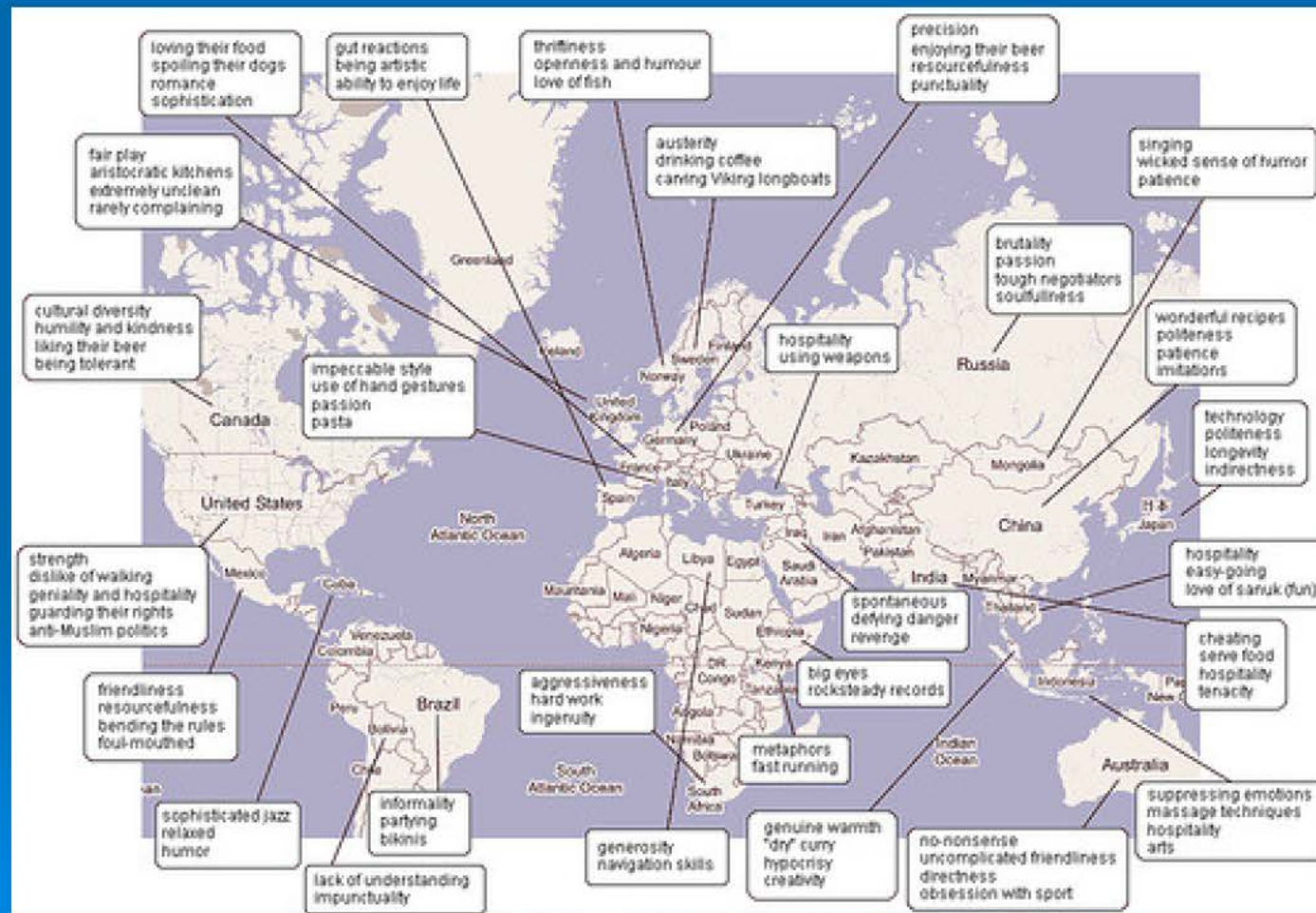
Group Sessions

- What cultural differences within our community might be difficult to relate to?
 - Negative stereotypes / terms / phrases
 - Why Does Racism Exist
- 
- The bottom right corner of the slide features a decorative graphic of several concentric circles, resembling ripples on water, rendered in a lighter shade of blue against the main background.

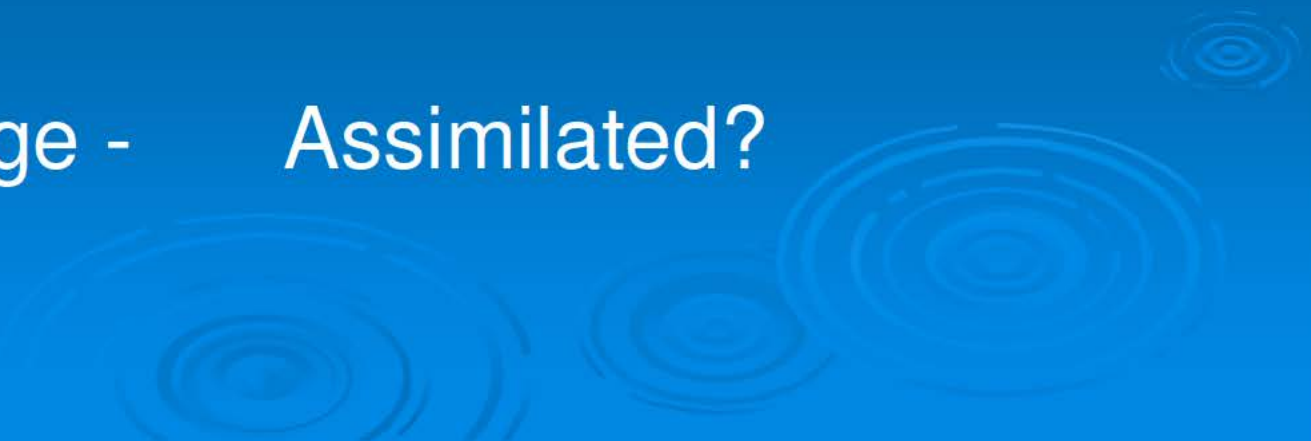
What are the dangers of relying on stereotypes to form judgments?

- False Assumption
- Info Falsely Weighted
- Sexism
- Homophobia
- Racism
- Separatism

Prejudice vs. Discrimination



Stages of Assimilation

- First Stage - Survival
 - Second Stage - Adjustment
 - Third Stage - Mature
 - Fourth Stage - Assimilated?
- 
- The bottom right corner of the slide features a decorative graphic of several concentric circles, resembling ripples on water, rendered in a lighter shade of blue against the main background.

Cultural Diversity Appreciation

Cultural Diversity Appreciation
VS.

Race Relations, Human Relations



Penal Code section 13519.4

1. The course shall stress understanding & respect for racial & cultural differences.
2. Include adequate instruction on racial & cultural diversity in order to foster mutual respect & cooperation between law enforcement & members of all racial & cultural groups.
3. For the purpose of this section, “culturally diverse” & “cultural diversity” include, but are not limited to, gender & sexual orientation issues.

What is American Culture



Cultural Diversity

- Cultural Diversity means differences in culture. Cultural differences in all the varied cultural that we have just discussed.
 - Identify 5 Characteristics of Culture.

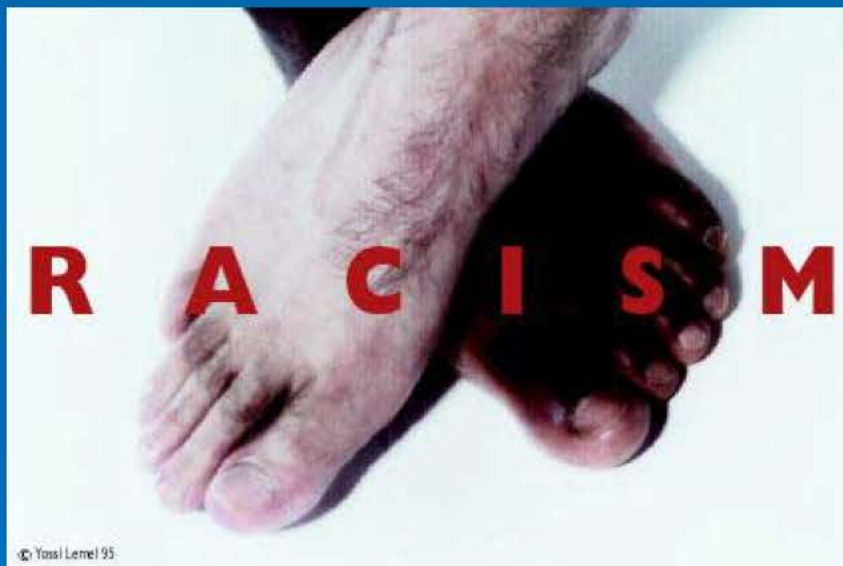


Mutual Understanding and Respect
is the key to harmony.

When one culture imposes
their own culture on others,
there will be conflict.

Accepting the different cultures
like spice of food is the key.

The 1st Barrier to Diversity Appreciation



RACISM
WRONG

Popularis

The 2nd Barrier to Diversity Appreciation

Tradition and Resistance to Change.



The 3rd Barrier to Diversity Appreciation

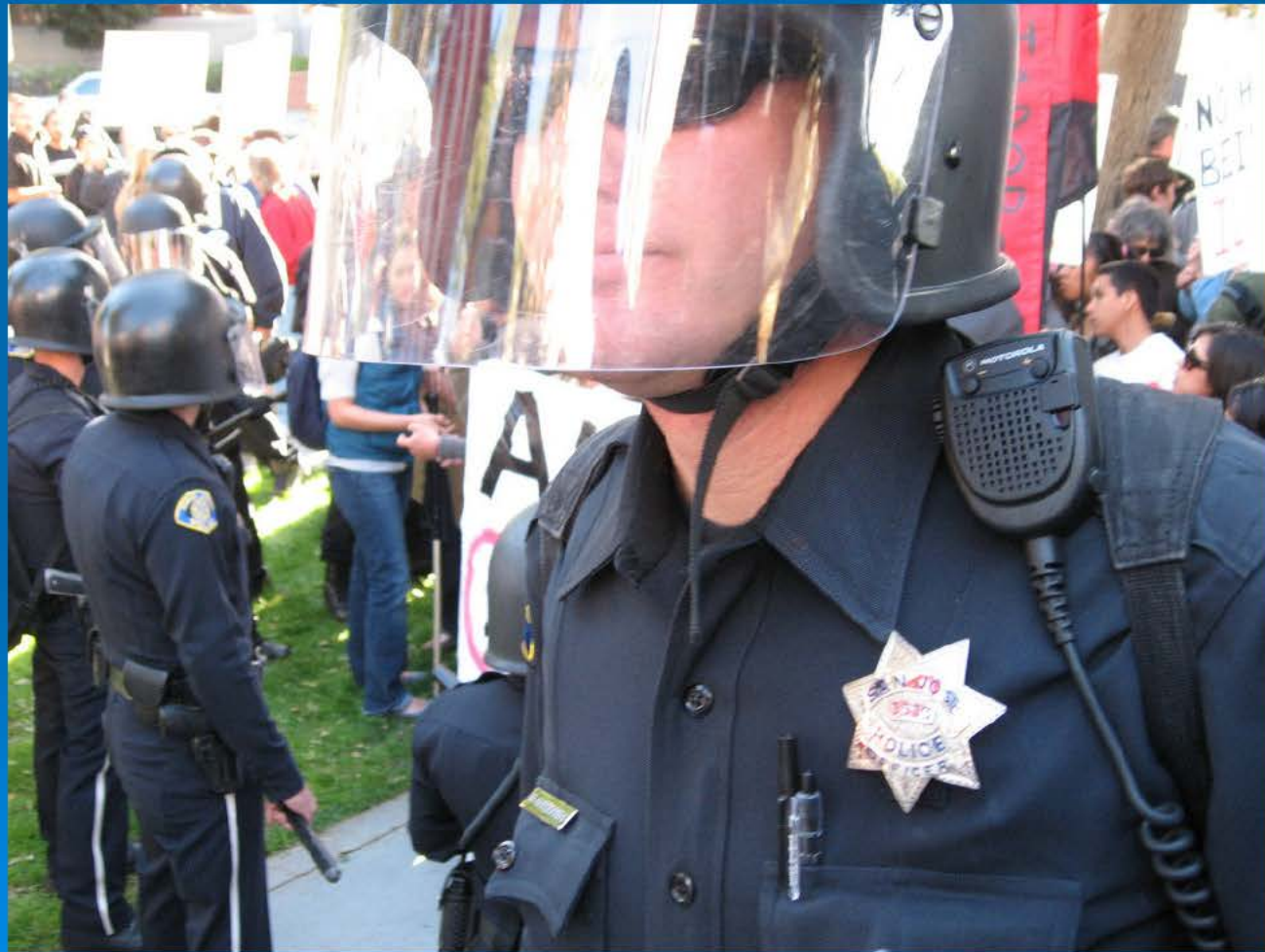
The lack of a common
understanding of what
Diversity Appreciation is.



The 4th Barrier to Diversity Appreciation

The lack of commitment
On the part of many people
To work towards teaching,
And promoting
Diversity Appreciation for all.

Barriers to Cross Cultural Communications



Telephone Contacts



- What are some cross-cultural issues we must consider during telephone contacts?

Effective Communication

- Identify strategies for effective communications within a diverse community.
 - Verbal Communication
 - Active Listening
 - Non-Verbal Communication

Teach by Example.

Example is NOT the best way to teach,
it is the only way.

Cultural Diversity Appreciation can only be
achieved by making an individual
commitment to give emphasis to the
similarities of our diverse community as
one values or appreciates the differences.





What are 3 benefits of Cultural Diversity Appreciation both within our Law Enforcement Organization and within the community it serves?



I Have A Dream.

