I. RATIONALE:

Criminal justice practitioners must function in a diverse society and be equipped to manage the many issues of diversity that occur both internally and externally to the agency. The successful manager will have a background in the theory of these issues.

II. MAJOR INSTRUCTIONAL GOALS:

GOAL A: Students will apply the principles associated with a pluralistic society to increase respect for our multicultural society in the administration of justice.

Learning Outcomes: The student will:
A-1 Define diversity.
A-2 Analyze and discuss the concept of prejudice, scapegoating, stereotyping, and racism in the criminal justice context.
A-3 Analyze and discuss the role of the police in multicultural communities.
A-4 Evaluate the responses of the court system, corrections, and probation and parole agencies to multicultural issues and settings.
A-5 Assess and discuss cultural changes in the various criminal justice agencies.

GOAL B: Recognize how personal choices, attitudes, behaviors, and the ability to work in teams affect self and others in a professional environment.

Learning Outcomes: The student will:
B-1 Evaluate the 21st century image of the police officer with perceptions held by diverse groups.
B-2 List the positive images of the criminal justice system held by diverse groups.
B-3 Identify the current positive trends in the criminal justice agencies for dealing with diversity issues.
B-4 Summarize and critique the modern strategies currently being employed for the recruiting, promotion, and retention of practitioners away the diverse population.
GOAL C: Students will develop an awareness of the issues involved in cultural understanding for law enforcement.

**Learning Outcomes:** The student will:
C-1 Review designs of cultural training.
C-2 Review the role of external consultants and trainers.
C-3 Practice cross-cultural communication skills.
C-4 Identify and evaluate the language barriers to effective communication.
C-5 Analyze and discuss the impact of nonverbal communication in criminal justice setting.

GOAL D: Students will develop a knowledge and understanding of the controversial diversity management issues.

**Learning Outcomes:** The student will:
D-1 Identify and analyze the effect of the racial profiling controversy.
D-2 Define the types of sexual harassment that occur in the workplace.
D-3 Identify and evaluate the arguments made pro and con on the issue of affirmative action.
D-4 Review the elements of Title VII and the individual protection guaranteed by the federal law.
D-5 List the exceptions to full and equal treatment under the law in the workplace.

GOAL E: Students will learn how to develop strategies that respond to the concerns of ethnic and minority citizens in their relationships with the various components of the criminal justice system.

**Learning Outcomes:** The student will:
E-1 Conduct research on the African American experience with the criminal justice system.
E-2 Conduct research on the Asian American experience with the criminal justice system.
E-3 Conduct research on the Latino/Hispanic American experience with the criminal justice system.
E-4 Conduct research on the Arab American experience with the criminal justice system.
E-5 Conduct research on the Native American experience with the criminal justice system.
E-6 Conduct research on the Lesbian, Gay, Bi-Sexual and Transgender population experience with the criminal justice system.
GOAL F: Students will demonstrate advanced written and oral communication, and research skills.

**Learning Outcomes:** The student will:
F-1 Utilize professional writing skills to analyze and cite appropriate sources (e.g. APA format) to express and convey empirical research
F-2 Research, construct, and deliver professional presentations using a variety of communication tools and techniques.
F-3 Engage in class discussion in a manner that enhances the group’s learning experience on the subject at hand.