

Deputy Probation Officer Core Training

Topic 10.0: Cultural Awareness

Class 10.1: Cultural Diversity and Ethnic Disparity

Instructional time – 2 hours

1. Welcome and Introductions
2. Objectives
 - a. Define implicit bias.
 - b. Identify how implicit bias affects decision points that are applicable to the job (e.g., housing, detention and release, communication and report writing, etc.).
 - c. Define reducing racial and ethnic disparity.
 - d. Identify how cultural awareness can reduce racial and ethnic disparity.
 - e. Identify how targeted interventions can reduce racial and ethnic disparity.
 - f. Identify how officers can reduce racial and ethnic disparity.
 - g. Identify societal benefits of reducing racial and ethnic disparity.
3. What is Implicit Bias?
4. Video: Implicit Bias and Susan Boyle
5. An Introduction to Implicit Bias
6. Activity: The Part of My Identity
7. Video: Unconscious Bias Test
8. Identity Iceberg
9. What is Culture?
10. Reducing Racial and Ethnic Disparity
11. Targeted Interventions
12. Societal Benefits and Maintaining Awareness
13. Decisions on the Job
14. Activity: Whom to Leave Behind
15. Review / Evaluations

