

3.17 DIVERSITY TRAINING

PURPOSE

- P1. To increase understanding among members of various ethnic, racial, and religious groups, genders, and students with disabilities represented at Job Corps centers.
- P2. To prepare students to live and work in a diverse society.
- P3. To promote behavior, both on and off center, that is respectful of differences between people.

REQUIREMENTS

R1. Center-wide Activities

Centers shall develop strategies to involve staff and students in center-wide diversity related activities.

R2. Introductory Phase

Centers shall introduce students to diversity-related issues as part of their Career Preparation Period. The introductory phase shall acquaint students with the diversity issues represented on center and in the local community (see Section 2.2, Introduction to Center Life).

R3. Cultural Awareness

Centers shall conduct interactive activities to teach students the following:

- a. Skills to understand, accept, and value diversity.
- b. Behavior that is respectful of differences and similarities, including gender, race, class, native language, place of birth, ethnicity, religion, sexual orientation, abilities, age, professional experience, personal preference, and work style.
- c. Awareness of workplace rights and responsibilities related to diversity.

QUALITY INDICATOR(S)

- Q1. Students interact respectfully with others both on and off center.
- Q2. Students can describe the benefits of diversity in the workplace.