

## Glynco Study Guide BOP Midterm Exam

Diversity - Answer- Responding to the needs of different cultures and occupational groups,maximizing retention and productivity

Managing Diversity - Answer- Maintain diverse workforce that works together in harmony

The benefits of a diverse workforce - Answer- Attract highly qualified candidates, retains develop and advances the best talent in the organization, increases productivity and efficiency, creates an environment that works for everyone, makes Bureau of Prison and employee of choice, Support BOP mission statement

3 Diversity influences our impressions - Answer- Make observation, Draw conclusion based on observations, stereotype,meaning you see a person based upon past experiences, values and attitude

6 strategies for dealing with diversity - Answer- Realize the impact of decision and actions, Examine assumption before actions, Treat people as individuals, Approach diversity as a Win-Win opportunity, No racial profiling, BOP policy-Non discrimination and standards and of employee conduct

10 qualities of culturally skilled correctional officers - Answer- Listening  
Communication  
Comprehension  
Avoid confrontation  
Avoid stereotyping  
Avoid rash judgement  
Willingness to learn about other cultures  
Looks for WIN-WIN  
Able to be oneself  
Respect other and their opinions

Critical thinking - Answer- Intellectually disciplined process of actively applying,analyzing, and evaluating information gathered by observation,experience, reflection

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**Xiaolong Qi**

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