

# Unit Cultural Diversity

Unit value: 60hours

Unit level: BTEC National

Unit code: NQF level 3

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## Description of unit

This unit introduces learners to the concept of cultural diversity in society. Learners will look at the significance of cultural diversity within Irish/North Irish and UK society. They will examine how legislation promotes and defends diversity and human rights. Methods and contributions made by the individual, business organisations (public/private), other organisations to promote cultural diversity will also be examined. The unit offers clear opportunities to develop the higher-order transferable skills of analysis and evaluation applied to specific case studies.

## Summary of outcomes

To achieve this unit a student must:

1. Demonstrate an understanding of the significance of cultural diversity within Irish/Northern Irish and British Society.
2. Demonstrate an understanding of how legislation promotes and defends diversity and human rights.
3. Explore ways in which the individual can promote cultural diversity within society.
4. Identify ways in which public and private business can promote cultural diversity within society.
5. Investigate methods, which other organisations and societies could adopt to promote cultural diversity within society.

## Content

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### **1 The Significance of Cultural Diversity within Irish/Northern Irish and British Society**

Issues: The indigenous population, history, political and religious heritage, customs, traditions language and national identity, ethnic groups, race, gender, disabled, religious and socio-economic backgrounds. Key drivers- immigration, inter-marriage, integration, perceptions, values, attitudes and opinions.

### **2 Legislation**

- Relevant legislation for example
- Sex Discrimination Act 1975
- Race Relations Act 1976 as amended 2000
- Disability Discrimination Act 1995
- Human Rights Act 1998
- Codes of practice from Equality Commissions-Commission for Racial equality, Disability Rights Commission, Equal Opportunities Commission
- Special Educational Needs Act 2001 and the SEN Code of practice
- Amsterdam Treaty

### **3 Individual promotion of Cultural Diversity**

Education, communication, participation, travel, experience, exchange programmes, language and gesture development (avoiding use of provocative and offensive language and gestures)

### **4 Public sector and private business promotion of Cultural Diversity**

Orientation, Awareness events, Voluntary codes of practice, Mandatory legislation, promotion of equal opportunities, equality, good race relations and prevention of unlawful discrimination.

### **5 Other organisations and societies promotion of Cultural Diversity**

As in 4 with an emphasis on voluntary bodies, sporting organisations and entertainment establishments.

## Outcomes and assessment requirements

Outcomes	Assessment requirements <b>To achieve each outcome a student must demonstrate the ability to:</b>
1. Demonstrate an understanding of the significance of cultural diversity within Irish/Northern Irish and British Society	Explain the efforts made by the councils to promote an understanding of cultural diversity within their jurisdiction
2. Demonstrate an understanding of how legislation promotes and defends diversity and human rights	Describe the efforts made by the city authorities to implement national legislation that defends and promotes cultural diversity
3. Explore ways in which the individual can promote cultural diversity within society.	Give examples of the ways in which the individual citizens of the jurisdictions promote cultural diversity
4. Identify ways in which public and private business can promote cultural diversity within society.	Examine the efforts made by both private and public businesses promote cultural diversity
5 Investigate methods, which other organisations and societies could adopt to promote cultural diversity within society.	Discuss methods other organisations and societies could implement to promote cultural diversity

### Assessment Criteria

#### Pass

- Explain the efforts made by the councils to promote an understanding of cultural diversity within their jurisdiction
- Describe the efforts made by the city authorities to implement national legislation that defends and promotes cultural diversity
- Give examples of the ways in which the individual citizens of the jurisdictions promote cultural diversity
- Examine the efforts made by both private and public businesses promote cultural diversity
- Discuss methods other organisations and societies could implement to promote cultural diversity

#### Merit

In order to achieve the Merit Grade, the student must achieve the Pass grade outlined above and in addition

- Analyse and process information

- Apply and analyse information obtained
- Coherently present and communicate information using appropriate language

#### Distinction

In order to achieve a Distinction grade , the student must achieve the Pass and Merit criteria outlined above and

- Check the validity when analysing and processing information and use that which is most recent.
- Evaluate practices and proposals to justify valid conclusions
- Show an individual approach in the presentation of work.

### **Guidance**

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#### **Generating evidence**

#### **Primary and secondary research presented in the format of a formal report**

#### **Links**

#### **Stand alone unit**

#### **Resources**

**College library will have relevant text and journals.**

#### **Document resources:**

- [Raising Awareness - Diversity and Racism](#) (Extract)  
containing a list of useful websites and Glossary of Terms
- [Cultural Diversity websites](#)  
maintained by emmlac.org.uk

### Websites of interest:

- <http://www.equalityni.org>  
Equality Commission or Northern Ireland - Northern Ireland
- <http://homepage.eircom.net/~racismctee>  
National Consultative Committee on Racism and Interculturalism - Ireland
- [Race and Racism/Organisations](#)  
maintained by Yahoo.co.uk
- [Religious Calendars](#)  
maintained by Support4Learning.org.uk
- [www.DiversityExchange.com](http://www.DiversityExchange.com)  
European information resource for Equality & Diversity matters.
- <http://www.diversityinc.com>  
American site with resources and news

### Internet resources:

**There is a wealth of information regarding cultural diversity and racism issues on the web. Just type "cultural diversity", "racism issues" to view more information.**

### Delivery

This unit offers learners the opportunity to understand the significance of cultural diversity in Irish / Northern Irish and British Society and the legalisation associated with this. It also examines the methods that individuals and organisations can adapt to promote and defend cultural diversity in the work place and society in general.

This unit can be delivered in a variety of ways, depending on the programme and the level that the student is enrolled in September 2005. Flexible delivery can, for instance, take place in workshops, distance learning, on-line (a provisional Blackboard Site has been set up at NWIFHE), and in any combination depending on the student cohort.

Assessment will be through two researched based assignments, comparing and contrasting cultural diversity issues in Northern Ireland visa-a-vie Rep of Ireland