

# Responsive to Women

**With Bauman Consulting Group** 

| <b>Content Areas</b>  | Strengths   Wellness   Mental   Trauma<br>Relationships   Parenting   Work   Re-Entry |  |
|-----------------------|---|--|
| Audience              | Corrections   |  |
| # Modules             | 8   |  |
| Instructional<br>Time | :90 Minutes Each<br>12 Hours Total  |  |
| Format                | Video Lectures   Activities<br>  Discussion Questions                                 |  |
| Availability          | DVD   Online  |  |



#### **For Incarcerated Women**

## Video Topics



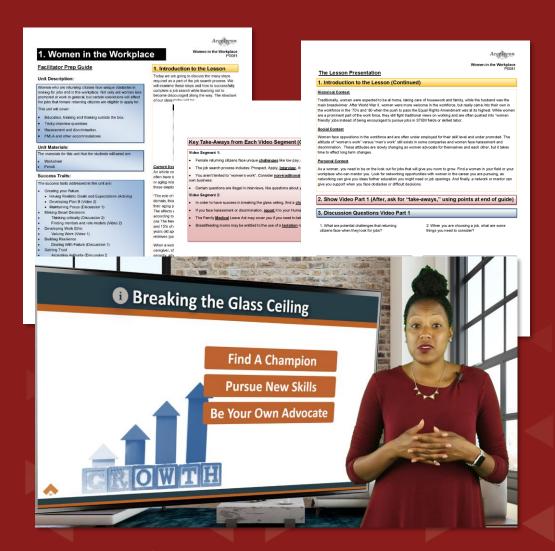
| Self<br>Reliance            | Inventory of personal strengths and assets, where to find community support, basics of continuing your education, & basics of budgeting and lending.                   |  |
|-----------------------------|--|--|
| Women's<br>Wellness         | Reproductive health, pregnancy and post-partum depression, self-care, managing emotions, substance use, & female-specific checkups by age.                             |  |
| Mental<br>Matters           | Key issues that incarcerated women face with regards to mental health, including: Depression, anxiety, self-harm, self-medicating, and post-release continuum of care. |  |
| Trauma<br>Recovery          | Understanding past trauma/abuse and typical responses. Where to go for help/care, identifying community resources, substance abuse impacts, and how to move forward.   |  |
| Supportive<br>Relationships | Identifying reliable social supporters, domestic violence issues, co-dependency, how to set boundaries, and definition of what positive relationships look like.       |  |
| Navigating<br>Motherhood    | Childcare, child support, parenting basics, custody, managing separation/reunification, and maintaining contact during incarceration.                                  |  |
| Women in the Workplace      | Non-traditional career fields, off-limits interview questions, harassment, maternity leave, workplace discrimination, & pre/post-natal care.                           |  |
| Re-Entry<br>Success         | Forms of ID, transportation, temporary income assistance, collateral consequences of conviction, safe housing, job search & keeping on track.                          |  |



### Step-by-Step

## 93

## **Class Sessions**

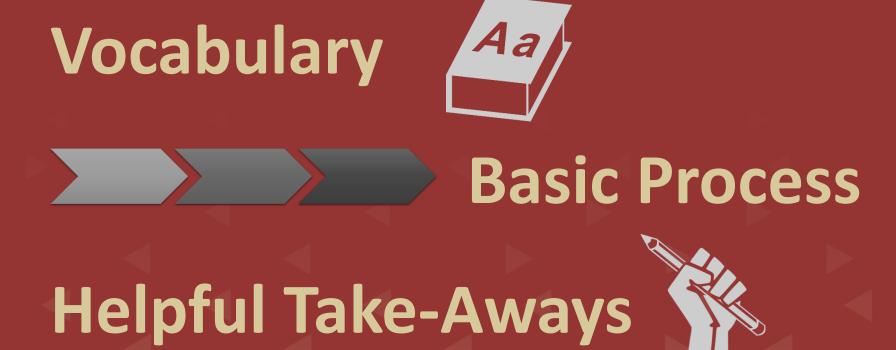


| 90- | Minute Class Flow    |                    |
|-----|----------------------|--------------------|
| :05 | Introduction         |                    |
| :10 | Video Segment 1      | Anyone             |
| :10 | Discussion Questions | Can                |
| :10 | Video Segment 2      | Facilitate         |
| :10 | Discussion Questions | OR                 |
| :10 | Quiz                 |                    |
| :30 | Activity             | Deliver Self-Paced |
| :05 | Transitions          | Sen-Paceo          |





### **Goals for Instruction**



#### Instructor, Peer, or Volunteer-Led



## Step-by-Step Facilitation

1. Women in the Workpla Accelero Facilitator Prep Guide The Lesson Presentation **Unit Description** 1. Introduction to the Lesson (Continued) Women who are returning citizens face unique obstacles in looking for jobs and in the workplace. Not only are women les Acceleror romoted at work in general, but certain convictions will affect Traditionally, women were expected to be at home, taking care What are some examples of non-traditional work main breadwinner. After World War II, women were more welco This unit will cover: that women are free to consider? 5. Discussion Questions Video Part 2 the workforce in the '70's and '80 when the push to pass the Eq are a prominent part of the work force, they still fight traditional . Education, training and thinking outside the box. Acceleron Tricky intension questions friendly jobs instead of being encouraged to pursue jobs in STE 1. In an interview, an employer asks you, "I see that Potential responses to question 3: (answers may vary) Harassment and discrimina 5. If you are employed and pregnant, what are some STEM jobs (science technology engineering and that?" What are some ways you could respond? FMLA and other accommodations rights that you may have? Acceleron Women face oppositions in the workforce and are often under e attitude of "women's work" versus "men's work" still exists in sor Construction Unit Materials: Women in the Workplace discrimination. These attitudes are slowly changing as women a Key Take-Aways from Each Video Segment Potential responses to question 1; (answers may vary Potential responses to question 5: (responses will **Activity Worksheet** The materials for this unit that the students will need are: Skilled labor (welding) time to effect long term changes HVAC "Yes. I was incarcerated there for 3 years. I Workshee Personal Context worked my way up to X job and gained a lot of rections: Review the following job offers and determine which one you would choose. Once you have made Pencil Starting a small busines Female returning citizens face unique challenges like low pa your choice, explain in the space provided. If you have time, discuss your reasons with a partner As a woman, you need to be on the look out for jobs that will gi Success Traits: 'Yes, I was there for 2 years, and now I am read The job search process includes: Prospect, Apply, Interview workplace who can mentor you. Look for networking opportuniti networking can give you ideas further education you might need The success traits addressed in this unit are: I can ask for reasonable accommodations if I have You aren't limited to "women's work". Consider non-tradition give you support when you face obstacles or difficult decisions. 'Yes, I was there, and while I was there, I a pregnancy related disability Creating your Future Work from home customer service representative On site customer service representative Hours: 8 am to 6 pm Monday- Friday pleted my GED and took several class Hours 6 am to 3 pm Saturday- Wednesda Certain questions are illegal in interviews, like questions abo Commute: 45 minutes Equipment needed: none Developing Plan B (Video 2) 2. Show Video Part 1 (After, ask for "take-a Video Segment 2: Equipment needed: Computer, internet access . Maintaining Focus (Discussion 1) In order to have success in breaking the glass ceiling, find a Education needed: Highschool diploma or GED 5. What are some ways you could respond if an 3. Discussion Questions Video Part 1 Pay: 9.50 an hour Overtime: no Pay: 11.00 an hour Overtime: no Thinking critically (Discussion 2) If you face harassment or discrimination, report it to your Hu interviewer asks you this question: "You seem pretty Finding mentors and role models (Video 2) young, I guess that means you'll want to settle down, Opportunities to advance: no Opportunities to advance: yes The Family Medical Leave Act may cover you if you need to 6. Quiz (Grade during activity, then review/r 1. What are notential challenges that returning get married and have habies soon? Valuing Work (Video 1) Breastfeeding moms may be entitled to the use of a lactation Job C: Job D: Building Resilience 3. If you face workplace harassment or discrimination Potential responses to guestion 5: (responses will what are some ways you can respond to try and bring Bank Teller Hours: 8 am to 5 pm Tuesday- Saturday Commute: 25 minutes Equipment needed: none Experience needed: none Hours: 7 am to 4 pm Monday—Friday
Commute: 15 minutes
Equipment needed: welding torch, mask, protec-Description of the activity: Students will review Accepting Authority (Discussion 2 I am confident that I fulfill all the requirements for several potential job offers and choose the one that would best fit their needs. Students will then explain Equipment needed: welding toron, mask, prote tive clothing. Experience needed: 1-2 years apprenticeship Education needed: Welders Certification Pay: 19.35 an hour Overtime: no Opportunities to advance; yes Potential responses to question 1: (responses will vary) Finding Purpose (Discussion 2) their choice in the space provided and if time permits Education needed: Bachelors Degree Pay: 15.50 an hour Lack of education Potential responses to question 3: (responses will great job in this position artime: no contunities to advance: yer Jobs don't want to hire people with records Opportunities to advance: no I believe that women can do a good job in their Confront the person and say, 'I don't appreciate If I can't find a job. I might get desperate and you speaking to me like that. Work from home customer service representati Hours 6 am to 3 pm Saturday-Wednesday Commute 0 mins Equipmerk needed: Computer, internet access Equipmerk needed: Highschool diploma or GED Pay: 9.50 an hour Overtimer. Let's talk about how I'm qualified for this job Say "You're making me uncomfortable, please Returning citizens often receive less in salary Returning citizens are more at risk for homeless Report the actions to your HR department Seek legal counsel if it doesn't stop Stand up for others if you see them being 4. Show Video Part 2 (After, ask for "take-a 8. Gaining Traction Worksheet To run the course, you'll also need...

- TV or projector/speakers
- Internet or DVD player
- Access to a photocopier
- Pencils or pens
- Tables and chairs



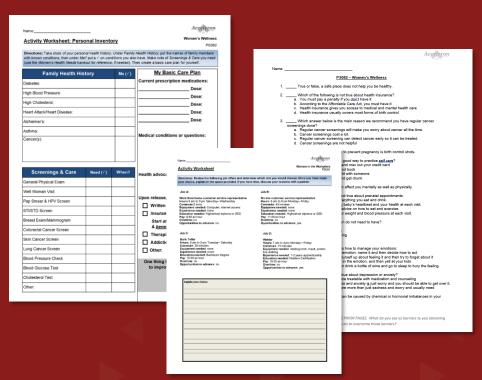




## Resources & Tools

- Coping Skill Exercises
- Topic Setup & Context
- Discussion Questions
- Activities & Handouts
- Quizzes & Keys
- Slides & Transcripts
- Marketing Flyers
- Certificate Templates





### **Self-Contained Training**

Instructor Led
Peer Educator Led
Volunteer Led







Optional Certification

