



## DIAMOND IN THE ROUGH - PEER TO PEER INITIATIVE - PRISON PROGRAM -

*Greetings and thank you for receiving this packet and program. On behalf of the whole Deep Heart Team I'd like to thank you for the work you do, as we acknowledge that people like you are the true difference makers in the prison environment. I believe this program will be very easy for you to implement and will have a positive impact for everyone in your facility. -Abraham Paul, CEO*

**Diamond In The Rough: Peer Recognition Initiative** - is a program designed to motivate incarcerated individuals to build an atmosphere of brotherhood among themselves by recognizing each other for acts of service, kindness, and positive behavior.

**Concept:** Posters are to be placed around the facility and a limited number of "Diamond in the Rough" cards (included in your packets) are passed to a few incarcerated individuals. They then pass the card to someone else to recognize them for an act of noble conduct in the prison environment. That individual keeps the card for a while, then passes it to another individual and the card circulates through the group - like a written complement and method of recognition.

The concept is designed to be simple (like the card game "Old Maid" but reversed) to make it easy to implement. However, it can be expanded upon depending on the abilities of each facility. Details on the reverse of this page.

**Materials:** Included in each packet are the needed materials for the implementation of the program.

- 20 Large Color Posters explaining the program that are to be posted around the prison.
- 200 Cards for both initial implementation and a reserve to keep the program going for an extended time. For appropriate allotment numbers see the reverse of this page.
- DVD Video explaining the program and helping incarcerated individuals understand the necessity and benefits of fostering an inclusive atmosphere of brotherhood among all those in the facility. Video is also available on our website.

SEE REVERSE FOR MORE DETAILS,



Deep Heart is a public charity that has worked in more than 500 prisons around the world for the past 16 years transforming the lives of those incarcerated through innovative and creative events, content, activities and programs.

FOR MORE CONTENT & EXPANSIONS TO THIS INITIATIVE, VISIT:  
[DEEPHEARTEVENTS.COM/DITR](http://DEEPHEARTEVENTS.COM/DITR)

### EASY INITIATION





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**Diamond In The Rough:** Prison by nature is designed around punishment for negative behavior. This program recognizes positive behavior and motivates individuals to support one another during incarceration through acts of valor, character, and service, building an inclusive brotherhood.



**Identifying Initial Recipients:** In most cases, Unit Managers already know the men who consistently stand out—those who seek to make a positive impact. We encourage you to begin by recognizing these individuals first, allowing them to serve as examples and the first ones to receive the cards to be passed around.



**Card Circulation:** The two hundred (200) cards included are intended as a reserve, not for immediate mass distribution. The recommended ratio is approximately 1 card for every 20 men, so the card stays special and meaningful. As cards become worn, damaged, or lost, you may draw from your reserve to replenish the cards in circulation.

### OPTIONAL EXPANSIONS:



**Optional Council:** It can be beneficial to designate/elect a board of approximately 5 motivated members to initiate, promote, set guidelines, resolve any concerns, keep track, and expand the initiative. It is pivotal that this board includes members of various groups, races, religions, sectors, etc. If that is not possible, it might be better not to have any board or council.



**Optional Record Keeper:** It would be ideal to have a volunteer Record Keeper keep track of who gets a card, for what, and how many times. This would add significant legitimacy to the initiative.



**Optional Certificates:** A certificate is included and can be copied. It can also be printed off our website. This can be awarded to individuals, and signed and dated by their peers as they advance through the levels. A record keeper, council, and meetings would be best for this option.



**Optional Incentives:** If there is an incentive program already in place in the facility, The Diamond In The Rough card could be integrated into that and incentivized to increase efforts.



**Optional Meetings:** It may be beneficial for a Staff Member or the council of incarcerated individuals to hold a monthly meeting to discuss the initiative, how to expand, improve any issues, and award/sign certificates. The discussion should always be positive and gracious as the idea is to promote positivity. (For meeting discussion topic suggestions and curriculum visit our website.)

*Thank you again for your commitment to fostering environments where real change can take place. We have witnessed firsthand, in hundreds of prisons around the world, that when men are recognized for choosing unity over division and service over self, culture begins to change from the inside out. If you have any questions or need assistance getting started, please do not hesitate to reach out. Everything you do matters. - Sincerely, Abraham Paul*



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