



Office of Student Life and Cultural Centers
“Assessing the Impact of the Diversity Ambassador Program”
Assessment Report

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Type of Assessment: Qualitative

Date of Assessment Implementation: March/2011

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Purpose of Assessment

The Diversity Ambassador program is an academic program that supports Cal Poly Pomona’s mission to advance learning and knowledge by linking theory and practice by teaching students about important events in African American history and then sending them to visit historic sites across the country connected to that history. The Diversity Ambassador Program strives to prepare students for lifelong learning, leadership, and careers in a changing multicultural world and to cultivate student leaders who are focused on the issues of social injustice and bettering their community through involvement. The Diversity Ambassador Program was assessed on several levels to evaluate student learning, impact and program satisfaction.

Targeted Learning Outcome

Students who participate in the Diversity Ambassador program will be able to connect this experience to at least two of the University’s learning outcomes which are communication skills, interpersonal skill, disciplinary learning, critical thinking, problem solving, information literacy, integrating and transferring learning, ethical understanding, liberal learning, global citizenship, intentional learning and lifelong learning. Students who participate in the Diversity Ambassador program will be able to connect the impact of this experience to their academic and other life experiences.

Assessment Methodology

Program participants created capstone presentations tying the Diversity Ambassador program to the University Outcomes and submitted statements of impact.

Results

All 9 program participants completed and submitted a statement of impact. Below is selection of responses collected.

“The Diversity Ambassador program has highlighted the fact that ordinary people carried these movements to ensure our equal rights. I am encouraged and inspired to use my college education to continue the fight for justice and to influence change. I am grateful to have been given this opportunity to participate in the journey. I feel that I have been equipped with the stepping stones in order to be a change agent.” ~ Senior

“I was so inspired by the Diversity Ambassador program, it made me feel like I can fight for my beliefs and what I know is right. Visiting the historical sites and landmarks was so empowering to me. With the knowledge I have gained I hope to empower others to keep fighting.” ~ Senior

“I must say the Diversity Ambassador program was the most inspirational, breath taking, eye opening experience. I had no idea what to expect and was truly blown away by the experience. I will never forget this experience. Everything I have learned on this journey I will apply to my everyday life.” ~ Junior

"The Diversity Ambassador Trip has helped me find my activist voice. I learned that ordinary people don't have to do extraordinary things...they just have to get up and do something...anything. One cannot idly sit by and expect the injustices of the world to fix them. Nor can one wait for the next Martin Luther King Jr. or Rosa Parks to come by and inspire one to take action. Movements are a collective effort, they are highly strategic, and begin long before iconic leaders come about. Without a doubt in my mind, this trip has inspired me to take action and truly realize the power of ordinary people." ~ Senior

"I learned to value my existence and my history, especially dating back before slavery. I have learned to appreciate those who came before me and the opportunities that they fought for that I often take for granted. Through this experience I have found my voice no longer will I be silent. Being a part of the Diversity Ambassador program is a privilege that I will not waste, an experience I never forget."~ Sophomore

"The Diversity Ambassador program taught me that we all have pieces of the puzzle to contribute. Even though Martin and Rosa's contributions were great, they were only small pieces of the whole puzzle. There is a piece of the puzzle with my name on it. I have work to do, the puzzle is not complete. I have been inspired to get busy doing my part." ~ Senior

All 9 program participants were able to connect this experience to at least two of the University's learning outcomes.

Below are some of the most commonly selected University's learning outcomes:

75% of the Diversity Ambassadors selected Critical Thinking
75% of the Diversity Ambassadors selected Problem Solving
100% of the Diversity Ambassadors selected Global Citizenship
100% of the Diversity Ambassadors selected Lifelong Learning

Conclusion

When comparing the targeted learning outcome to the results, it is visible that 100% of the students who attended the Diversity Ambassador Program were able to connect to at least two of the University's learning outcomes and were able to identify a way they will become involved in their community.

Implications for Practice

Continue the program as is and look for more opportunities to add sites to increase the students' learning.