



Office of Student Life & Cultural Centers
**“Identifying students’ intergroup learning as a result of
participating in Cross Cultural Retreat”**
Assessment Report

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Type of Assessment: Learning Outcome Assessment

Date of Assessment Implementation: January/2011

Date of Report: July/2011

Purpose of Assessment

Cross Cultural Retreat was a 3-day retreat of students and staff with the goal of creating intergroup activities to increase understanding about identity, power and privilege dynamics, and ally building. The theme for this year was “I See You: Making Visible the Complexities of Identity.” The assessment sought to glean the degree to which students agreed with statements of learning on these topics.

Targeted Learning Outcome

Participants will acknowledge their multiple identities.
Participants will get a basic understanding of worldview and power and privilege dynamics.
Participants will learn successful ways to increase intergroup communication.
Participants will understand the importance of ally building.

Assessment Methodology

Utilized StudentVoice to generate an online assessment with open & closed-ended questions to measure learning.

Results

54 students and 31 staff (85 total participants) attended the Cross Cultural Retreat. 44 students and 8 staff filled out the assessment (52 total respondents) for a 61% return rate. 47 of the respondents had never attended CCR before, while 5 had attended once or twice before.

Learning Outcome 1: Participants will acknowledge their multiple identities

84.6% of participants agreed or strongly agreed that “CCR helped me begin to explore different aspects of my identities.”

Learning Outcome 2: Participants will get a basic understanding of worldview and power and privilege dynamics.

90.4% agreed that CCR helped them understand how other people identify, while 82.7% agreed that CCR helped them explore how their identity impacts the way they see and treat others.

92.3% agreed with the statement, “CCR helped me understand how other people’s identity is experienced differently compared to my own.”

84.6% agreed or strongly agreed that CCR helped them understand the concepts of power and privilege, and 86% felt that CCR helped them understand their own privileges.

One individual offered this open-ended response about CCR. "The Cross Cultural Retreat gave more meaning to the social injustices and oppressions that are present in this world and it allowed me to understand some of the reasons behind them."

Learning Outcome 3: Participants will learn successful ways to increase intergroup communication.

92.3% of participants agreed or strongly agreed that "CCR provided me with opportunities to engage in intergroup dialogue." 90.4% had a greater appreciation of intergroup communication after CCR.

One participant offered these comments, "It allowed me to see what I need to work on such as listening without interrupting when speaking and it also taught me not to be afraid to speak up."

Learning Outcome 4: Participants will understand the importance of ally building.

82.7% agreed or strongly agreed that CCR helped them to understand what it means to be an ally, while 94.2% agreed with the statement, "I am likely to take action on the commitments I made on the last day of CCR."

Conclusion

Participants overwhelmingly agreed that CCR had an impact in their knowledge, awareness and understanding of diversity topics. Responses were consistently high around each learning outcome. Not only did they agree that their awareness went up, their commitment to take action around the topic was over 90 percent.

Implications for Practice

During the academic year 2009-2010 because of budget cuts, Cross Cultural Retreat did not occur. It is clear that bringing it back had a big impact on students and staff. The retreat looked fairly different than in years past, primarily because it was on campus for the first time. In addition, two staff from OSLCC served as facilitators alongside two outside facilitators. In past years, outside facilitators led the entire retreat. The change created more work for our office, but also allowed more control and tailoring of material for our students. Overall, the retreat accomplished our goal of bringing back the retreat and meeting our learning outcomes. We would recommend continuing this event utilizing some of the changes that were made this year.