



Office of Student Life and Cultural Centers  
**“How the Cross Cultural Retreat Contributed to Developing Social  
Justice Allies – A Pre- and Post-Test Analysis”**  
Assessment Report

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**Choose One:** Learning Outcome Assessment

**Date of Assessment Implementation:** January 2012

**Date of Report:** July 2012

### **Purpose of Assessment**

The Cross Cultural Retreat was a 3-day retreat of students and staff with the goal of experiencing intergroup activities to increase understanding about identity, power and privilege dynamics, and ally building. The theme for this year was “I am...”: Claiming Identity & Moving Beyond Tolerance. This assessment sought to measure the degree to which students’ perspectives on social justice topics changed before and after the retreat.

**Division Learning Outcome** Diversity & Global Consciousness

### **Targeted Learning Outcome**

Participants will increase their understanding of their multiple social identities.  
Participants will increase their understanding of social oppression and their relation to it.  
Participants will be more likely to take action as an ally as a result of participating in Cross Cultural Retreat.

### **Assessment Methodology**

Campus Labs was utilized to generate an online pre-test and post-test with open & closed-ended questions to measure perspectives on social justice topics. All participants were asked to complete the pre-test prior to the start of the Cross Cultural Retreat, and then to complete the post-test within a specified time after the Cross Cultural Retreat ended.

### **Results**

47 students and 27 staff (74 total people) attended the Cross Cultural Retreat. 10 of these staff represented the facilitation and resource team, and are not counted in the response rates below. 47 students and 3 staff filled out the pre-test (50 total respondents, out of 64 possible) for a 78% return rate. 45 of the respondents had never attended CCR before, 4 had attended once before, while 1 person had attended four or more times. For the post-test, 31 students and 1 staff completed the assessment (50% response rate). From this group, 27 were first-time participants, 3 had attended once before, and 1 person had attended four or more times.

*Learning Outcome 1: Participants will increase their understanding of their multiple social identities*

- 62.5% agreed that their “views of my own identity and/or culture have changed through my participation at the Cross Cultural Retreat.”
- In the pre-test, 86% agreed that they felt secure and confident in their own identities. In the post-test, the number decreased with 78% agreeing with the statement.

*Learning Outcome 2: Participants will increase their understanding of social oppression and their relation to it.*

Questions were asked to see how much knowledge participants had about power, privilege and systems of oppression.

- There was a decrease in students reporting that they “do not see color, sex, etc.” after CCR. 52% agreed or strongly agreed on the pre-test, while only 40% agreed or strongly agreed on the post-test.
- Respondents increased their level of disagreement post CCR with the following statement, “Racism, sexism, and other like oppressions, were problems of the past but do not really affect much today.” On the pre-test only 84% disagreed or strongly disagreed, while 100% disagreed or strongly disagreed on the post-test.
- Respondent’s acknowledgement of their dominant group membership also went up. There was 10% of students agreeing that they are” part of a group that holds power and oppresses others” (36% pre-test, 46% post-test).
- 75% agreed that their “views of others’ culture and/or diversity have changed through my participation at the Cross Cultural Retreat.”

*Learning Outcome 3: Participants will be more likely to take action as an ally as a result of participating in Cross Cultural Retreat.*

- Participants were more likely to agree with the following statement after CCR. “Engaging in matters regarding social justice and diversity helped me find meaning in the world.” 80% agreed on the pre-test. 87% agreed on the post-test.
- 84% of the respondents agreed or strongly agreed that CCR had motivated them to be more active in social justice matters.
- 72% agreed or strongly agreed that CCR had provided them with the tools and resources to be more active in social justice matters.

## **Conclusion**

Participants clearly had some learning that happened following Cross Cultural Retreat. Their understanding of their own identities went up, even though their confidence went down. This phenomenon is not completely shocking, given the intensity of the Cross Cultural Retreat. There was a great increase in participants learning about identity as it relates to oppression and privilege. In addition, CCR attendees showed strong desire and ability to take action as allies in social justice work.

## **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 in 2011 and 2012 had a big impact on students and staff. The 2012 retreat looked similar to 2011 in terms of structure and facilitation. The major difference between 2012 and 2011 was a focus on targeting students who had not participated in the past. It is strongly recommended to continue the Cross Cultural Retreat utilizing some of the changes that were made this year as this experience builds social justice allies across campus.