



Office of Student Life & Cultural Centers
Cross Cultural Retreat Learning Assessment
Assessment Report

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Choose One: Learning Outcome Assessment

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Purpose of Assessment

The Cross Cultural Retreat is an opportunity for students, faculty and staff to experience thought provoking workshops and small group discussions about cross cultural issues while striving towards building community. This assessment serves to identify the impact on the Cross Cultural Retreat on its participants in regards to intercultural competence.

Division Learning Outcome Diversity & Global Consciousness

Targeted Learning Outcome

L01: Participants will be able to understand their multiple identities and how intersectionality impacts their lived experience

L02: Participants will be able to understand worldview, power, and privilege dynamics

L03: Participants will be able to discuss their understanding of worldview in regards to power and privilege

L04: Participants will be able to use dialogue to increase intergroup communication

L05: Participants will be able to learn about the importance of ally-building

Assessment Methodology

All Cross Cultural Retreat participants were invited to participate in pre & post assessment surveys. A total of 47 participants completed the pre-assessment survey.

Results

Thirty (30) participants completed the post-assessment survey. Of the 30 responders, the CPP affiliation included 93% (28) students and 6% (2) staff. The gender breakdown of our study was 60% (18) female, 40% (12) male, and 0% identified as intersex or transgender. There were multiple ethnicities present in our participants, 43% (13) identified as Chicano(a)/Latino(a), 23% (7) Asian/Pacific Islander, 13% (4) Biracial/Multiracial and 10% (3) Black/African and 10% (3) White European.

The majors represented in the student post-assessment were all across the spectrum, from humanities, STEM, business, and hospitality with the largest group at 30% (9) from Letters, Arts, and Social Sciences.

100% of participants were Cross Cultural Retreat participants in the 2017 year.

Five questions were selected that are directly relevant to the learning outcomes:

Please indicate your level of agreement with the following statements:

L01: Participants will be able to understand their multiple identities and how intersectionality impacts their lived experience

I feel secure and confident in my own identities.

Pre-Count	Percent		Post - Count	Percent	Variance
17	36.17%	Strongly agree	20	66.67%	+30.5%
23	48.94%	Agree	8	26.67%	-22.27%
4	8.51%	Neutral	1	3.33%	-5.18%
2	4.26%	Disagree	1	3.33%	-.93%
1	2.13%	Strongly disagree	0	0.00%	-2.13%

Results indicate that of the participants surveyed, the majority of students, 30.5% indicated an increase in their security and confidence in their own identities. Within that increase, the significant number moved from “agree” to “strongly agree”.

I feel confident in my beliefs about diversity and social justice.

Pre-Count	Percent		Post - Count	Percent	Variance
17	36.17%	Strongly agree	20	66.67%	+30.5%
25	53.19%	Agree	10	33.33%	-19.86%
5	10.64%	Neutral	0	0.00%	-10.64%
0	0.00%	Disagree	0	0.00%	0.00%
0	0.00%	Strongly disagree	0	0.00%	0.00%

And in terms of confidence in their beliefs about diversity and social justice, 30.5% progressed to “strongly agree” from “agree” and “neutral”.

L02: Participants will be able to understand worldview, power, and privilege dynamics

Racism, sexism, and other forms of oppression were problems of the past, and do not really affect much today.

Pre-Count	Percent		Post - Count	Percent	Variance
1	2.13%	Strongly agree	1	3.33%	+1.2%
3	6.38%	Agree	0	0.00%	-6.38%
1	2.13%	Neutral	0	0.00%	-2.13%
12	25.53%	Disagree	8	26.67%	+1.14%
30	63.83%	Strongly disagree	21	70.00%	+6.17%

In terms of considering racism, sexism, and other forms of oppression as problems of the past that do not really affect much today, there was only an increase of 6.1% which progressed from “agree” to “strongly disagree”.

L03: Participants will be able to discuss their understanding of worldview in regards to power and privilege

I am part of a group that holds power and oppresses others.

Pre-Count	Percent		Post - Count	Percent	Variance
7	14.89%	Strongly agree	8	26.67%	+11.78%
8	17.02%	Agree	11	36.67%	+19.65%
7	14.89%	Neutral	4	13.33%	-1.56%
11	23.40%	Disagree	5	16.67%	-6.73%
14	29.79%	Strongly disagree	2	6.67%	-23.12%

I want to change how oppressed groups experience this world.

Pre-Count	Percent		Post - Count	Percent	Variance
23	48.94%	Strongly agree	20	66.67%	+17.73%
23	48.94%	Agree	10	33.33%	-15.61%
1	2.13%	Neutral	0	0.00%	-2.13%
0	0.00%	Disagree	0	0.00%	0.00%
0	0.00%	Strongly disagree	0	0.00%	0.00%

L04: Participants will be able to use dialogue to increase intergroup communication

The post-assessment survey did not include a specific question that got directly at L04, however one of the participants comment that eludes to this point.

"My experience at the Cross Cultural Retreat was an eye-opening one. For a long time, I noticed behaviors and "isms" that I could not put into words. I really appreciated learning new terminology, how they present in real situations, and how people feel about it. I wish that we had the opportunity to be in different groups rather than just one throughout the retreat."

L05: Participants will be able to learn about the importance of ally-building.

The post-assessment survey did not include a specific question that got directly at L05, however one of the participants comment that eludes to this point.

"It was cathartic. Eye-opening. Awakening. Great review and reinforcement. By the end I was ready to share my knowledge with others. And I am still having epiphanies. Thank you for creating this event and space."

Conclusion

Overall participants did show an increase in multicultural competence. Not all Learning Outcomes were captured by the quantitative assessment questions.

Implications for Practice

Based on the results, there is strong evidence to suggest that participation in the Cross Cultural Retreat is beneficial at increasing the participant's confidence in issues around their own identity development and how their intersectionality impacts their lived experience. Their sense of power and privilege dynamics were demonstrated throughout their interactions during the retreat and the assessment indicates that progress. Participants appreciated the opportunity to participate in this intensive weekend and gained a much deeper understanding of many topics that they were familiar with already, but had not previously explored. Additionally, the participants saw the value in the safe zone that was created and the need for the home group time which allowed them to delve deeper into the concepts within a smaller and more intimate group.

Furthermore, this assessment yielded a sample size that can be grown in the coming year but still demonstrates an acceptable allowance to provide an authentic sample of the participant experience.

More detailed questions should be added to the assessment that demonstrates pre and post assessment for learning outcome 4 & 5.