



African American Student Center, Office of Student Life & Cultural Centers

Diversity Ambassadors Program:

Increasing Consciousness and Awareness

Assessment Report

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Choose One: Learning Outcome Assessment

Date of Assessment Implementation: May 2016-June 2017

Date of Report: June 2017

Purpose of Assessment

The purpose of this assessment is to explore the experience of students who participated in the Diversity Ambassador Program.

The Diversity Ambassador program is a year-round academic program organized by the African American Student Center at California State Polytechnic University, Pomona (Cal Poly Pomona). The program takes a group of students from the Cal Poly Pomona to a spring break alternative experience in southern region of the United States to visit Civil Rights Movement sites. Founded in 1999, the Diversity Ambassador program was initially created as a retention program for African American students on the Cal Poly Pomona campus, but welcomes all students open to the experience. This culturally diverse group of students embarks on a learning experience that presents American history (history on Civil Rights Movement and the Underground Railroad) from various perspectives through literature and the use of counter narratives. Students apply Cal Poly Pomona's experiential philosophy "Learn by Doing" to their classroom instruction by visiting the historic sites in southern United States of America during their spring break. Students receive four units of academic credit for the spring break alternative trip and academic course through the Ethnic and Women's Studies Department. The program's mission is to enhance learning and knowledge by linking theory and practice by teaching students about important events in African American/Black history to prepare students for lifelong learning, leadership, and careers in a changing multicultural world (Cal Poly Pomona, 2017). The program's goal is to cultivate student leaders who are focused on social justice issues and the betterment of their community through service and involvement.

Division Learning Outcome Social & Civic Engagement

- **Social & Civic Engagement** - Students who participate in Student Affairs programs and activities will demonstrate a commitment to developing awareness and addressing the social issues and needs of their various communities, including the university, through meaningful involvement
- **Diversity & Global Consciousness** - Students who participate in Student Affairs programs and activities will develop a multicultural perspective through an understanding and appreciation of

individual similarities and differences, cultural diversity, and local as well as global issues of social justice and equity

Targeted Learning Outcome

Diversity Ambassadors Program Student Learning Outcomes

SLO 1: Students will be able to list and define historical events involving African Americans in American History during the Civil Rights Movement

SLO 2: Students will be able to discuss historical events from diverse perspectives.

SLO 3: Students will be able to relate historical events involving African Americans to current events and social justices

SLO 4: Students will be able to develop a capstone project and group presentation that synthesizes their overall experience and the program’s impact on their increased knowledge and future plans.

Outcomes		
Short (Learning)	Medium (Action)	Long (Impact)
<p>Students learn about African Americans in American history <i>SLO 1: Students will be able to list and define historical events involving African Americans in American History during the Civil Rights Movement</i></p> <p>Students develop a critical understanding of a history of African Americans in United States of America <i>SLO 2: Students will be able to discuss historical events from diverse perspectives.</i></p> <p>Students are aware of social injustices that perpetuate the oppression of African American and other marginalized populations in America</p>	<p><i>SLO 4: Students will be able to develop a capstone project and group presentation that synthesizes their overall experience and the program’s impact on their increased knowledge and future plans</i></p> <p>Students commit to social justice issues and advocate for underrepresented and marginalized communities through involvement or a form of activism</p> <p>Students takes on a leadership role on campus</p>	<p>Students develop a practice of change agency in their everyday life</p>

<i>SLO 3: Students will be able to relate historical events involving African Americans to current events and social justices</i>		
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Assessment Methodology

There were 18 Diversity Ambassador Participants for the 2016-2017, 1 Diversity Ambassador Intern (previous participant)

Evaluation Questions

1. What did the student learn from their participation in the Diversity Ambassador program?
 - How has the program increase the student’s knowledge about the Underground Railroad and Civil Rights Movement?
2. How did the Diversity Ambassador program raise the student’s cultural and/or social awareness?
3. Do program activities influence increased interest in leadership roles and student engagement on and off campus?
 - What leadership roles have the student got involved in since completing the program?

Evaluation Questions ->	Indicators ->	Data Sources ->	Methods
1. What did the student learn from their participation in the Diversity Ambassador program?	Diversity Ambassadors demonstrates learning through completion of various assignments and participation of the program.	<ul style="list-style-type: none"> • Diversity Ambassadors • AASC Coordinator (Observations) • Program Intern (Observations) • Pictorial Records • Course Exams 	<ul style="list-style-type: none"> • Pre & Post Assessment surveys • Interviews • Journal Entries • Testimonials • Capstone • Campus Presentation
2. How did the Diversity Ambassador program raise the student’s cultural and/or social awareness?	Increased participation in social justice and diversity dialogue and initiatives	<ul style="list-style-type: none"> • Diversity Ambassadors • AASC Coordinator (Observations) • Program Intern (Observations) • Pictorial Records 	<ul style="list-style-type: none"> • Pre & Post Assessment surveys • Interviews • Journal Entries • Testimonials • Capstone

			<ul style="list-style-type: none"> • Campus Presentation
3. Do program activities influence increased interest in leadership roles and student engagement on and off campus?	Increased roles in leadership on and off campus	<ul style="list-style-type: none"> • Diversity Ambassadors • AASC Coordinator (Observations) • OSLCC Student Organizations Coordinator • MyBAR Student Organization Directory 	<ul style="list-style-type: none"> • Pre & Post Assessment surveys • Interviews • Journal Entries

Results and Conclusion

Areas	Outcomes
<i>Social & Civic Engagement</i>	<p>83% of the participants said that they are engaged with the campus through involvement as a result of their participation in the Diversity Ambassador Program with the African American Student Center</p> <p>75% of participants join an executive board position in a student club and/or organization for the 2017-2018 and/or got involved as a student leader in a student affairs department on campus</p> <p>100% of the participants are interested in civic engagement with their surrounding communities outside of Cal Poly Pomona as a result of the Diversity Ambassador Program</p> <p>This is evident through intergroup dialogue participation, course observations, journal entries, interviews, and survey assessments.</p>
<i>Diversity & Global Consciousness</i>	<p>100% of participants demonstrated increased learning of historical events involving African Americans in American History during the Civil Rights Movement</p> <p>This is evident through course examinations, intergroup dialogue participation, course observations, journal entries, interviews, capstone presentations, and survey assessments.</p>

Academic Success	<p>72% of the participants completed the Diversity Ambassador Program with a course grade of A- or better</p> <p><i>Fun Fact:</i> All Diversity Ambassadors are required to maintain a 2.3 GPA throughout the program</p> <p>77% of the participants cumulative GPA increased throughout their participation in the program</p>
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Testimonials

Student Impact:

“Diversity Ambassadors has not only opened my eyes to experiences and history I’ve never learned before, but it truly helped me develop a sense of urgency and determination when it comes to learning about social justice. There are many events that happened in the Civil Rights era that mirror events happening right now, the issues and struggles remain present today and need to be addressed. DA has brought me closer to my peers and closer to a community that I hardly knew anything about. I am grateful and privileged to be welcomed into a space I did not identify with. My aim was to learn about different communities, and I feel that this trip exposed me to diverse viewpoints and opinions. This is an once-in-a-lifetime opportunity to learn about the Civil Rights movement, and I am thankful a program like this exists. This trip will forever be in my heart and memory.”

-2016-2017 Diversity Ambassador

“Being a Diversity Ambassador has impacted me by showing me I had the strength and courage to go out and make a difference in the world. I am an introvert by nature, and I had to step out of my comfort zone along this journey. But the growth that I experienced was well worth it. After becoming a Diversity Ambassador, I am encouraged to go out and start the sometimes-uncomfortable conversations about what diversity actually means and how it affects society. This program has given me a new family, a world- worth of knowledge that I will take with me forever, and an experience with history a part of me that I never knew I had”

-2016-2017 Diversity Ambassador

“Diversity Ambassadors has ultimately improved my world view; it has increased my self-awareness, and my love for my culture. I have learned more in Diversity Ambassadors this year than I have in my entire time spent in grade school history classes. There is so much underestimated value in this organization, and in this class, that cannot be duplicated, nor replaced. This experience has changed my entire life, and there is nothing I can do to discredit what I have been given.”

-2016-2017 Diversity Ambassador

“My history does not start nor end with slavery. Because I have learned my history, I can make an impact in the present to protect our future, so that the past will not repeat itself. There is no shame in being black. Behind the black skin there is love, unity, and power. I have just had to learn to love myself and black peers in a world where it is telling us to hate. When you learn to love and appreciate the life you have been given is when you have truly freed yourself.”

-2016-2017 Diversity Ambassador

Implications for Practice

- Increase participation in civil engagement programming beyond the borders of California to enhance student learning and global consciousness
- Encourage ongoing cross cultural dialogue among students on campus
- Be proactive about collaboration of academic colleges beyond social science to cultivate cultural identity and awareness among students in their classroom setting