

Introduction

- The 2012 Cross Cultural Retreat (CCR) was a 3-day retreat of students and staff with the goal of increasing understanding about identity, power and privilege dynamics, and ally building.
- The theme for the 2012 CCR was “I am...”: Claiming Identity & Moving Beyond Tolerance.
- Using 3 theoretical frameworks for Social Justice Ally Development, *Broido’s Model of College Student Ally Development* (1997, 2000), *Hardiman and Jackson Social Identity Development Theory* (1992), and *Diane Goodman’s Promoting Diversity and Social Justice* (2001), the assessment sought to measure participant’s progression as a Social Justice Ally.

Methodology

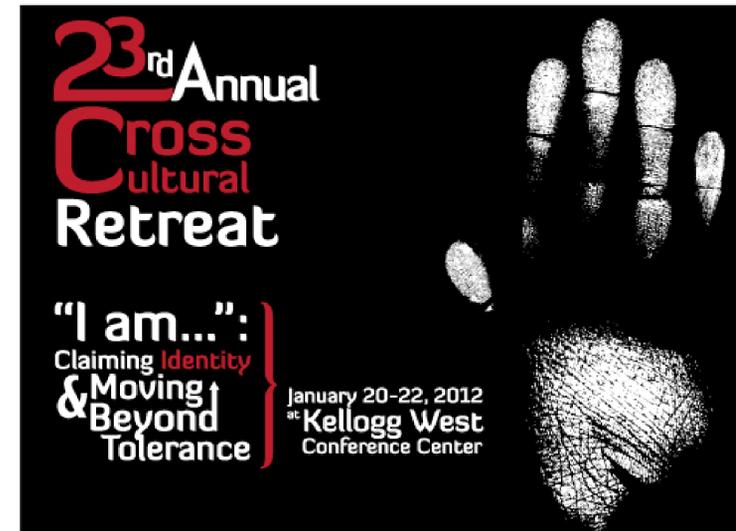
- Surveys were administered through Campus Labs prior to and upon completion of the retreat

Learning Outcomes

LO 1: Participants will increase their understanding of their multiple social identities.

LO 2: Participants will increase their understanding of social oppression and their relation to it.

LO 3: Participants will be more likely to take action as a Social Justice Ally as a result of participating in Cross Cultural Retreat.



Results

- 62.5% of retreat participants **agreed** that their “views of my own identity and/or culture have changed through my participation at the Cross Cultural Retreat.” (LO 1)
- There was a **decrease** in student participants reporting that they “do **not** see color, sex, etc.” after CCR. 52% **agreed** on the pre-test, while only 40% **agreed** on the post-test. (LO 2)
- Survey 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.” Only 84% **disagreed** pre-CCR, while 100% **disagreed** post CCR. (LO 2)
- 84% of survey respondents **agreed** that the CCR motivated them to be more active in social justice matters. (LO 3)
- 72% of survey respondents **agreed** that the CCR had provided them with the tools and resources to be more active in social justice matters. (LO 3)

Implications for Practice

- As a result from participating in CCR, participants demonstrated learning regarding Social Justice issues. OSLCC should find an appropriate way to utilize CCR participants to help educate non-retreat participants about Social Justice issues.
- All efforts should be made to continue the CCR annually, given the impact it has on student learning and its contribution to the university learning outcome of Global Citizenship.

