Engaging a New Generation of Students in Discussions on Diversity

Presenters:

Lui Amador  
Multi Cultural Center, Coordinator, CSU Dominguez Hills

Dr. Rebecca Gutierrez Keeton  
AVP & Dean of Students, Cal Poly Pomona

Dora Lee  
Senior Coordinator of Student Life & Cultural Centers, Cal Poly Pomona

Randy Zarn  
AVP Student Life, CSU Dominguez Hills
Cross Cultural Retreat
History

CPP
First retreat in 1989. We have planned 21 Cross Cultural Retreats.
• Began with 88 participants in 1989, 174 in 2000 and 98 in 2008
• Held Winter Quarter (January) at Highland Springs

CSUDH
First retreat in 2002. We have planned 9 Cross Cultural Retreats
• Began with 27 participants, now up to 80 with a wait list.
• MCC’s Diversity In Action Internship grew out of the Cross Cultural Retreat
• Initially held in the Winter and rescheduled to early Fall in order to capitalize on the students’ experience.
## Demographics

<table>
<thead>
<tr>
<th>CSUDH</th>
<th>CPP</th>
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<tbody>
<tr>
<td>39.5% Hispanic</td>
<td>29% Hispanic/Latino/Latina</td>
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<tr>
<td>30.3% African American</td>
<td>27% Asian Pacific Islander</td>
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<tr>
<td>18.5% White</td>
<td>25% White</td>
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<tr>
<td>11.4% Asian</td>
<td>4% African American</td>
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<tr>
<td>0.3% American Indian</td>
<td>0.5% American Indian/Alaskan Native</td>
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<td>Immigrant and visa students on our campus represent 90 countries.</td>
<td>3.5% Undocumented</td>
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<td></td>
<td>9% Unknown</td>
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Cross Cultural Retreat
Program Model & Retreat Goals

Program Model
The program is based on a residential, experiential model with large group and small group dialogue sessions (National Conference for Community and Justice).

Retreat Goals
- Meet new people
- Learn about basic diversity concepts
- Explore personal identity
- Discuss stereotypes and the cycle of oppression
- Make personal and community commitments to change
Cross Cultural Retreat Participants

Who participates?
Marketing
Application Process
Selection of Participants
Fees
Student Facilitators
## Cross Cultural Retreat Funding

<table>
<thead>
<tr>
<th>CPP</th>
<th>CSUDH</th>
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<tr>
<td><strong>Past:</strong></td>
<td><strong>Current:</strong></td>
</tr>
<tr>
<td>- Student Multicultural Council</td>
<td>- Student Government fees (ASI)</td>
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<td>- Student fees (IRA)</td>
<td></td>
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<tr>
<td>- Individual application fees</td>
<td></td>
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<tr>
<td><strong>Current:</strong></td>
<td><strong>Future:</strong></td>
</tr>
<tr>
<td>- University General Funds</td>
<td>- University Advancement</td>
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<tr>
<td>- Co-sponsorship payments</td>
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Cross Cultural Retreat Planning Process

Both initiated by students

Timeline – CSUDH 1 semester before. CPP 2 quarters before.

Book facility – 1 year in advance.

Coordination – Professional staff, Committee & Volunteers

Theme selection

Work with consultants to plan the program
Cross Cultural Retreat Program

Design and Plan of Program Content

Overall Program Facilitation

Small group facilitators (faculty/staff and students)

Training of small group facilitators

An ongoing challenge is to provide a balance for the participants that includes education and awareness, self reflection, social and free time, and celebration.
Cross Cultural Retreat
Follow-Up & Campus Expectations

**Reunion** - Discuss impact of retreat. Reconnect.

**Facebook** - Dialogue and networking continues. They support and attend each other’s programs.

Additional opportunities for dialogue and exploration of diversity-related issues.

**CSUDH: Diversity Chat series. CPP: Multicultural Council and Cultural Center programs.**

**Campus Expectations**
- CSUHD: WASC
- CPP: Change to address a current campus need.
2008
• 88% - CCR increased their appreciation of cultural diversity
• 86% - CCR increased their appreciation of social responsibility
• 88% - achieved the learning outcome (add the actual outcome)

2009
• 94% - CCR increased their appreciation of cultural diversity
• 81% - CCR increased their appreciation of social responsibility
• 94% - achieved the learning outcome

Article: “Measuring Multicultural Attitudes of Cross Cultural Retreat Participants”
Cross Cultural Retreat
Assessment & Learning Outcomes
CSUDH

- 5 years of StudentVoice assessments
- 2008 Pre and Post Survey comparison
  - Level of familiarity to diversity issues increased by approximately 40% (50% to 96%)
  - Level of sensitivity to issues of diversity increased by approximately 60% (26.8% to 87.5%)
Cross Cultural Retreat
2008 CSUDH
Outcomes Assessment

Q14. How sensitive do you feel you are to issues of diversity?

Q1. Please indicate your level of familiarity with the following:
   - Overall diversity issues
Cross Cultural Retreat
2008 CSUDH
Outcomes Assessment

Q1. Please indicate your level of familiarity with the following: Overall diversity issues

- Very familiar: 33.33%
- Somewhat familiar: 26.78%
- Slightly familiar: 14.29%
- Not at all familiar: 25%

Q2. Please indicate your level of familiarity with the following: Overall diversity issues

- Very familiar: 71.43%
- Somewhat familiar: 25%
- Slightly familiar: 3.12%
- Not at all familiar: 0%
Small Group Discussions

1. Making changes to your existing Cross Cultural Retreat (Dora)
2. I would like to do something instead of a CCR (Lui)
3. The need for getting administration, faculty and staff support to plan your own CCR (Randy)
4. First steps to planning your own CCR (Rebecca)
Thank you!
Questions?

Sample Cross Cultural Retreat materials posted online at: http://www.csudh.edu/studentaffairs/multiculturalcenter/helpful_resources.shtml

Lui Amador – lamador@csudh.edu
Dr. Rebecca Gutierrez Keeton – rgkeeton@csupomona.edu
Dora Lee – doralee@csupomona.edu
Randy Zarn – rzarn@csudh.edu