

Engaging a New Generation of Students in Discussions on Diversity



Presenters:

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AVP & Dean of Students, Cal Poly Pomona

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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



CSUDH

39.5% Hispanic

30.3% African American

18.5% White

11.4% Asian

0.3% American Indian

Immigrant and visa students
on our campus represent
90 countries.

CPP

29% Hispanic/Latino/Latina

27% Asian Pacific Islander

25% White

4% African American

0.5% American

Indian/Alaskan Native

3.5% Undocumented

9% Unknown

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

CPP

Past:

- Student Multicultural Council
- Student fees (IRA)
- Individual application fees

Current:

- University General Funds
- Co-sponsorship payments

CSUDH

Current:

- Student Government fees (ASI)

Future:

- University Advancement

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.

Cross Cultural Retreat Assessment & Learning Outcomes Cal Poly Pomona



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

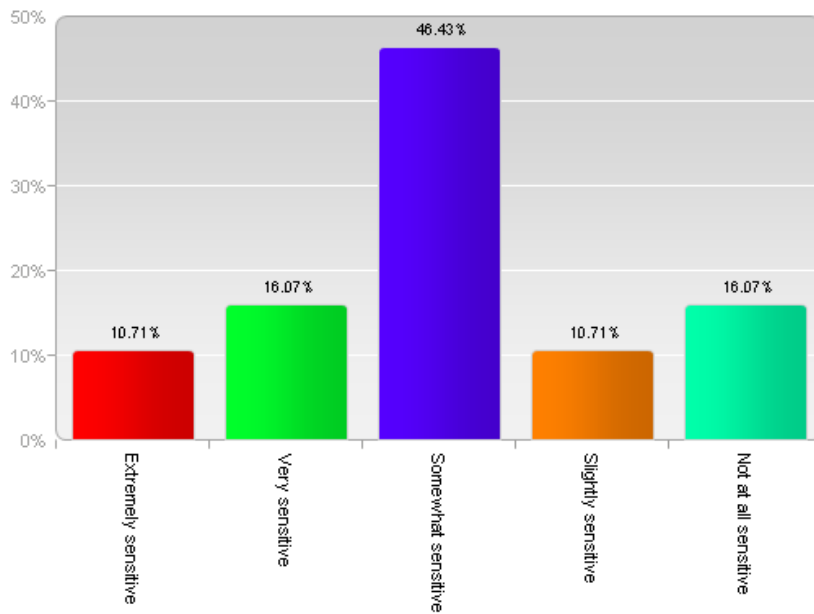


- 5 years of StudentVoice assessments
- 2008 Pre and Post Survey comparison
 - Level of familiarity to diversity issues increased by approximately 40% (50% to 96%)
 - Level of sensitivity to issues of diversity increased by approximately 60% (26.8% to 87.5%)

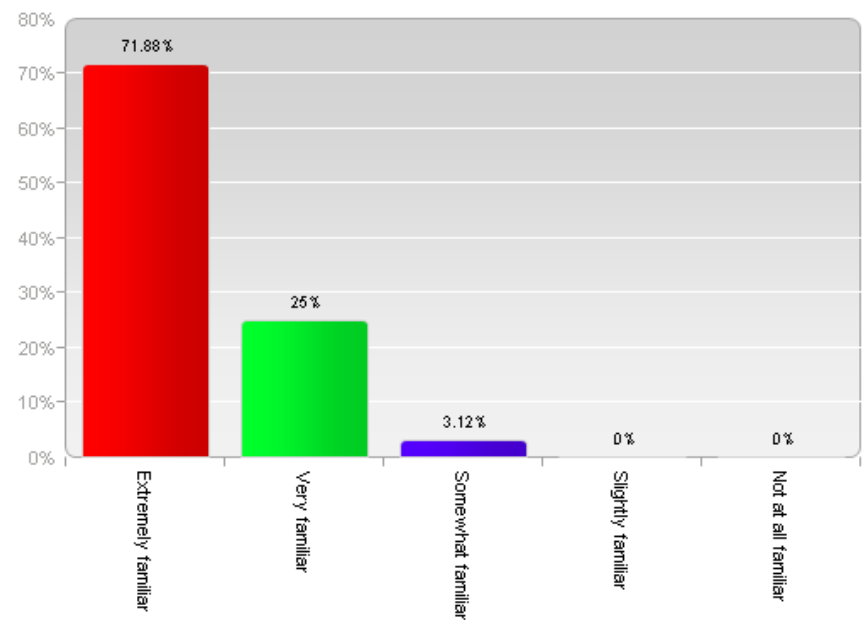
Cross Cultural Retreat 2008 CSUDH Outcomes Assessment



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



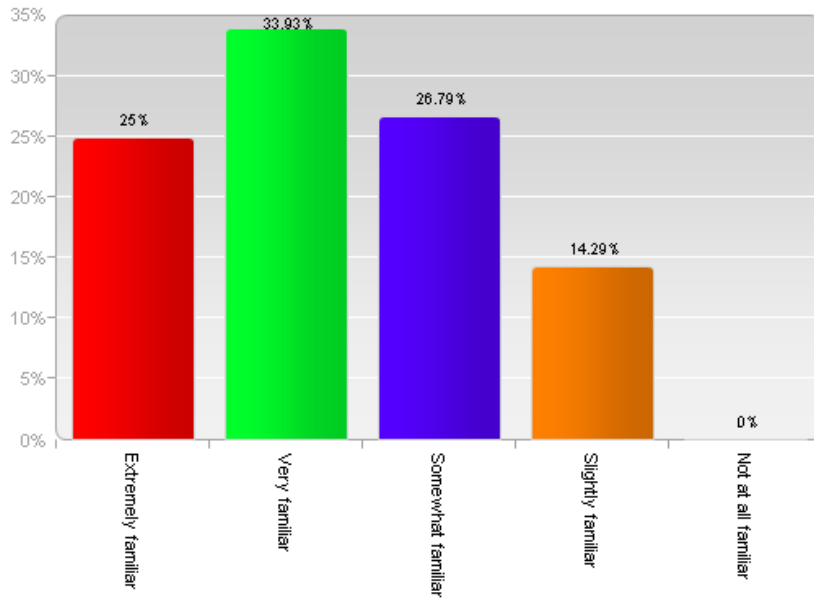
Q1. Please indicate your level of familiarity with the following: - Overall diversity issues



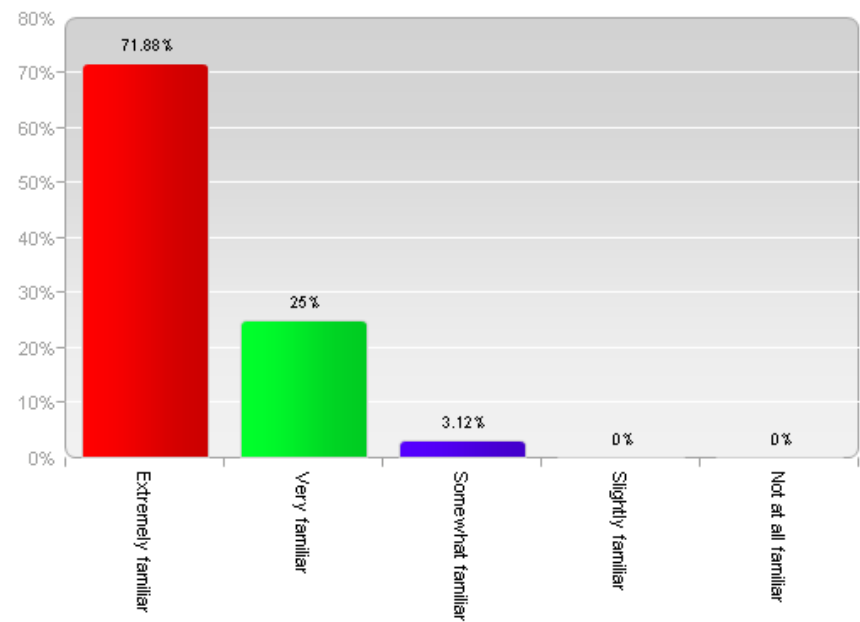
Cross Cultural Retreat 2008 CSUDH Outcomes Assessment



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



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



Cross Cultural Retreat CSU Dominguez Hills Video



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**

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