

# High Altitude Diversity Retreat | Spring 2014

## LEARNING OUTCOMES:

Participants will...

### HUMANITARIANISM & CIVIC ENGAGEMENT

*KU CORE: Culture & Diversity*

1. Understand & appreciate own culture
2. Seek involvement with people different from self
3. Identify systematic barriers to equality & inclusiveness
4. Appropriately challenge the unfair, unjust, uncivil behaviors of others

## DATA HIGHLIGHTS:

- Participants were asked, “how important is each category in defining who you are?” The following positively increased by the end of the training:
  - Race/ethnicity
  - Physical health/ability
  - Religion
  - Socioeconomic status
- Participants were asked, “which categories would you take into consideration when interacting with others?” Participants were more likely to consider the following categories at the end of the training:
  - Sexual orientation
  - Physical health/ability
  - Mental health/ability
  - Gender orientation
  - Gender expression
  - Religion
- By the end of the training, students were more comfortable having a discussion with both a student and a guest who had misinformation about a diversity topic.
- Most participants agreed that a one-day training was not enough to cover the topic of diversity.
- By the end of the training, fewer students (25% pre, 15% post) reported that their most basic instinct when someone asked them for help on an issue would be to answer quickly with little to no thought about that person’s perspective.

## ACTION STEPS AS RESULT OF ASSESSMENT:

1. Talk more about the categories in which individuals could identify themselves.
2. Advertise the positive benefits of training.
3. Aim to reach 90+% of participants responding “yes” to considering each category when interacting with others
4. Address “fear of perception” at the beginning by creating a safe place where anything can be said without judgment.

**PARTICIPANTS**

N = 37 (pre/post surveys)  
M<sub>age</sub> = 20.42 (range 18-33)

~65% female                      ~68% White

