



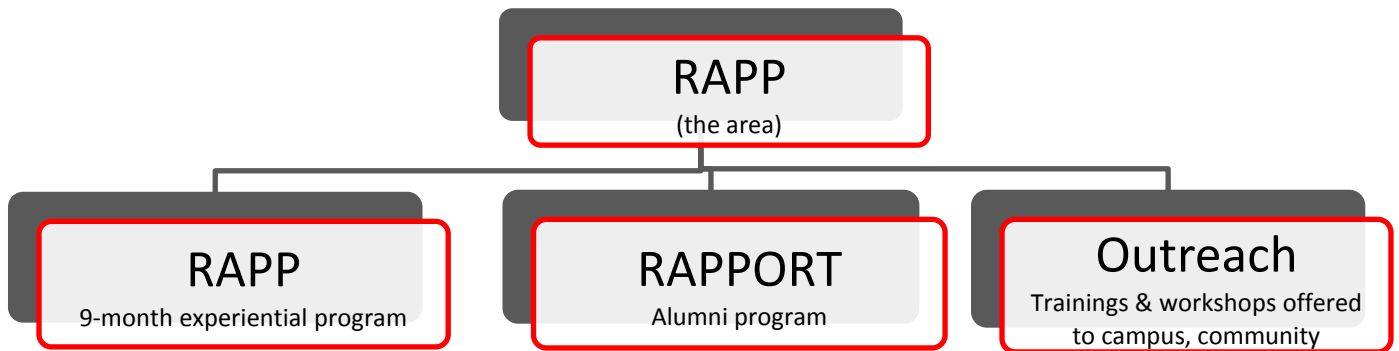
Racial Awareness Program
Report for the UC Diversity Council

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RAPP Overview

The UC Diversity Council elevated the Racial Awareness Program (RAPP) in mid-2008. This report will detail the development of RAPP since then, with an emphasis on work done in 2010.

It is important to note that the functional area of RAPP in the Office of Student Activities and Leadership Development (SALD) now operates in three main areas:



The **9-month experiential program** has long been the focus of and most well-known component within the broader area of RAPP. The program is grounded in the fields of intergroup dialogue, social justice education, crosscultural communication, and leadership development.

Up to 70 students a year can participate in the RAPP program, which involves attending four meetings and one retreat each academic quarter for one school year. Participants explore a variety of social justice issues and theories, participate in awareness raising activities, practice intergroup dialogue, develop cross-cultural communication and oppression interruption skills, and develop lasting relationships.

For several years prior to elevation, RAPP had existed only as the 9-month program under the area of Diversity Education within SALD.

RAPPORT is an alumni program for current students who have completed the RAPP 9-month experience. RAPPORT has monthly meetings for RAPP graduates and community members to explore social justice issues. It also has monthly workshops in which RAPP graduates focus on peer education skill-building.

RAPPORT was disbanded in 2002; it was revived as a student group in 2007 and adopted jointly under the areas of RAPP and Diversity Education in 2008. It has been run solely by RAPP since June 2010.

Outreach is RAPP's greatest potential for widespread impact. RAPP staff and RAPPORT students offer free workshops and trainings to UC and Greater Cincinnati organizations.

Prior to elevation, the 9-month program was coordinated by a staff member whose time was split between campus-wide programming (e.g. WorldFest, Human Rights Watch Film Festival, Leadership Lecture Series) and the administration of one RAPP group designed for 35 students. This work was assisted by a graduate assistant, contracted facilitator for RAPP, and three student workers. RAPP is now staffed with a full-time program coordinator dedicated to only RAPP work and a Cincinnati Public Allies not-for-profit apprentice.

RAPP 9-Month Program Growth

Since elevation, the 9-month program has grown in the following ways:

- The number of opportunities to participate in RAPP has doubled. Whereas RAPP was previously limited to one group of 35 students, RAPP is in its third year with **two groups** with up to **70 students total**. RAPP is poised to grow to three groups with up to 105 students participating in 2010-2011, but this growth is predicated on financial resources.

- Retention of participants has grown by 70%. Whereas retention fluctuated between 45% and 75% in the years leading up to elevation, RAPP has held steady at **84% retention of members** since elevation. In spring 2010, RAPP graduated 57 students.

RAPP XXVI had 68 students commit for the 2010-2011 school year – at the end of fall 100% of these are still active in the program.

- Interest in RAPP has had steady growth. The year of elevation, 98 students contacted RAPP with interest in joining; the next year 172 did. This year, **245 students contacted RAPP** with interest.

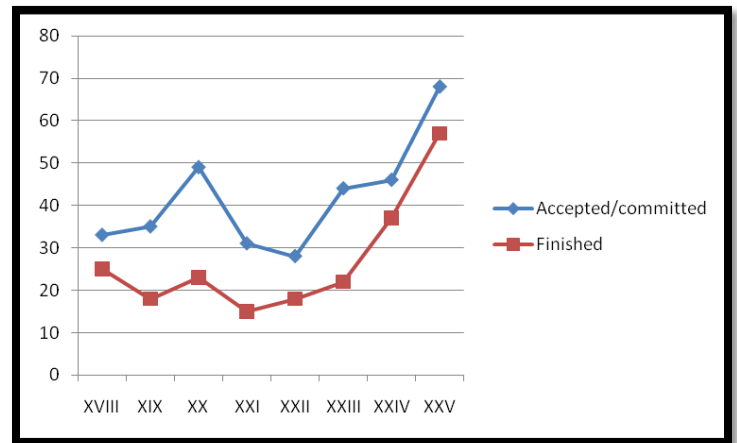


Chart demonstrating the growth in both membership and retention in the 9-month program.

- Traditional leadership opportunities within RAPP have been developed:
 - Students participate in a **variety of committees**, including a social committee, the RAPP 25 Year Reunion planning committee, and a re-branding committee.
 - Students have taken leadership in recruitment through the newly developed **Recruitment Facilitator** positions.
 - Students who are RAPP graduates participate in the mentor and facilitator-in-training role of **RAPPORT Peer Leader**.
- The RAPP facilitation team developed a **best-practice based curriculum** for the 9-month program during the fall of 2008.
- The team developed a **pre- and post-test** based on the new curriculum in 2009 and administered it for the 2009-2010 group, RAPP XXV. This test demonstrated that the 9-month program impacts participants in several ways, including but not limited to:
 - Students in both dominant and subordinated groups reported **increases in daily awareness of their identity** around race, gender and sexual orientation.
 - Across the board, respondents were **more able to provide definitions** for the following social justice key concepts.
 - Overall, there was a shift to being **more likely to verbally communicate disagreement** with offensive statements.
 - There was an **overall increase in reported use of strategies that enhance cross-cultural communication**.

- Overall, participants were **more likely to identify common situations that result from racism** on the post-test than the pre-test. The greatest changes overall occurred on the statements that connected to institutionalized racism.
- The 9-month program's programming budget comes primarily from student fees allocated by SACUB to the Diversity Education budget. This limits RAPP to not being able to be a credit-bearing course.

Despite that, RAPP's curriculum is being recognized as academically rigorous in a few ways:

- Students who are in the **University Honors Program** receive experiential learning credit for full participation in the 9-month program.
- In 2010-2011, one student is serving as a volunteer facilitator for one of the two groups and is receiving **internship credit** through Women's, Gender, and Sexuality Studies. All Peer Leaders are encouraged to pursue independent study or internship credit for their work.
- Regular connections with **other campuses** seeking information on how to achieve similar results at their universities. This has included conversations with Northern Kentucky University, Wright State University, LeHigh University's Womens Center, and DePaul University.

RAPPOR Growth

Since elevation, the RAPPOR alumni program has grown in the following ways:

- RAPPOR was disbanded in 2002 due to poor student engagement and a lack of resources to sustain the program. When RAPPOR was re-established in 2007 through to June 2010, meeting attendance dropped from an average of approximately seven students to an average of four students.

Since the 2010-2011 RAPPOR group started in June 2010, **meeting attendance has tripled** to an average of 12 students per meeting or workshop. Several meetings have involved non-RAPP students (who were not included in the above average) as a way to enhance the reach of RAPP as well as to provide spaces for RAPPOR members to practice peer education skills with non-RAPP graduates.

The **number of meetings/workshops offered per year has doubled** and RAPPOR has been hosting an annual retreat since winter 2009.

- Community Service has been re-established as a core area for RAPPOR – students now participate in staff-organized **quarterly community service activities** with Cincinnati organizations such as Over the Rhine Community Housing, Lower Price Hill Community School, and the Drop Inn Center.
- Engaging in the University overall has also been re-established as a core area for RAPPOR. Staff organize annual RAPPOR participation in **BRIDGES Walk for a Just Community**, the **UC Homecoming Parade**, the city-wide **MLK Day march & memorial**, and **MainStreet Stride**. Participation is emphasized to encourage a sense of connection between students and the University, to



RAPP & RAPPOR students participate annually in the campus-wide MainStreet Stride.

promote visibility of RAPP within the institution, and to demonstrate that RAPP is a mainstream program within the University's overall commitment to being a diverse and just community.

- To provide further structure to enhance students' ability to impact their community, fall 2010 marked the inaugural class of the **RAPP Certified Social Justice Peer Educator** program, also known as the **Social Justice League**. This is a structured means by which students are trained to provide outreach on behalf of RAPP. Twelve students are participating in this first year.

The Social Justice League not only provides further opportunity for development for students, it also provides a means for RAPP's growth in outreach to be sustainable.



Twelve students are participating in the inaugural Social Justice League class.

Outreach Growth

Since elevation, RAPP's outreach through workshops and trainings to the campus and Greater Cincinnati community has grown more than exponentially:

- Before elevation, RAPP had offered a dwindling number of workshops to the campus due to reductions in staffing and resources. Since elevation mid-2008, outreach has increased rapidly and continues to increase:
 - In 2008-2009, RAPP reached **205 people** through **seven workshops** on campus.
 - In 2009-2010, RAPP reached **568 people** through **twenty-four workshops** on campus and in the Greater Cincinnati community.
 - So far in 2010-2011, we have already reach 508 people through seventeen workshops. As of late December 2010, we have scheduled ten workshops with an anticipated reach of 450 people for winter quarter, and anticipate at least ten more requests before the school year ends. We anticipate reaching **over 1,000 people through 35+ workshops this year.**
- The breadth of outreach is also rapidly expanding. For many years leading to elevation, RAPP's outreach work was limited to campus. Since 2009, we have had increasing reach:
 - **On campus** – including training Student Orientation Leaders, Supplemental Instructor Leaders, Tutoring Services tutors, Programs & Activities Council, residence life staff, Business Pathways students, and participants in Emerging Ethnic Leaders, BASE and Transitions, and several Greek Life organizations. The Program Coordinator also served as faculty in the 2010 LeaderShape institute with the University Honors Program.
 - **Off campus** – including workshops for Leadership Scholars, Upward Bound at UC and at the College of Mt. St. Joseph, the Art Academy of Cincinnati, and a newly developing partnership with the Cincinnati Country Day diversity committee.
 - **Professional conferences** – RAPP's program coordinator has presented and/or co-presented with students/staff at the UC Diversity Conference, the Ohio First-Year Summit, and the UC Leadership Conference. She also participates in the National Association for Multicultural Education and attended the ACPA 2010 Institute on Social Justice.

Other Accomplishments

Other noteworthy work and accomplishments since elevation include:

- Since summer 2009, RAPP has had a **steady online presence** through a redeveloped [UC website](#), an independent [blog](#), a growing [Facebook community](#), and more. This has re-energized and re-connected the RAPP alumni community greatly.
- RAPP rebranded through a university-wide logo design contest in winter and spring 2010. Over 24 designs were received and the winning design was selected by RAPP community voting and the Rebranding Committee.
- RAPP will **celebrate 25 years at UC** this spring with a large reunion. This event – held during Alumni Weekend 2011 – will reconnect RAPP alumni with each other, with the University overall, and connect them with the UC Alumni Association. The reunion is being planned by a committee of students and staff from through UC, including AA staff.
- RAPP graduates and staff are regularly recognized within the university for their work challenging all to build a just and caring community. Highlights include:
 - Rebecca Lehman was recognized for her work elevating RAPP with the 39th Annual Dr. Martin Luther King, Jr., **“The Dream Continues: Let Us Reason Together” \$1,000 grant**. She is dedicating the funds to a fundraising effort for the Linda Bates Parker Scholarship at the RAPP Reunion and RAPP resources.
 - Nancy Paraskevopoulos was awarded at **2010 Just Community Award** for her work on campus, including heavy involvement with RAPPs XXIV and XXV.
 - Tad Miller was awarded a **2010 Marian Spencer Diversity Ambassador Award** for his work on campus, including heavy involvement with RAPPs XXIV and XXV.
 - Kathleen Meyer was recognized as a **2010 C-Ring Finalist** for her work on campus and in the community, including heavy involvement with RAPP XXIV and RAPPOR.



The 2010 Terence L Jones Diversity Award winners, Marjorie Bledsoe and Meagan Lauer, are continuing to impact our community positively through work in RAPP, RAPPOR, and other organizations.

Final Reflections

RAPP's elevation through the Diversity Council has drastically changed the program, increasing its internal effectiveness as well as broadly expanding its impact on campus and in Greater Cincinnati.

As shown above, the 9-month program has become once again a model program. The growth in RAPPOR is being structured to sustain larger campus and community outreach.

