

RAPP History

RAPP was started by students and staff as the Racial Awareness Pilot Project in 1986 in response to students' calls for a forum to bridge racial conflict through meaningful dialogue.

By 1989, RAPP had gained local prominence and national attention for its groundbreaking work so the University of Cincinnati formally sponsored the Racial Awareness Program.



Since its creation, RAPP has remained a dynamic and responsive program, changing its curriculum in response both to group members' needs and interests as well as to the development of practices of social justice education and intergroup dialogue.

THE RAPP
MISSION
FIGHTING OPPRESSION
THROUGH INDIVIDUAL AWARENESS
& COLLECTIVE ACTION.

RAPP
Challenge. Debate. Educate.
RACIAL AWARENESS PROGRAM

RAPP

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RAPP Foundations

RAPP Today

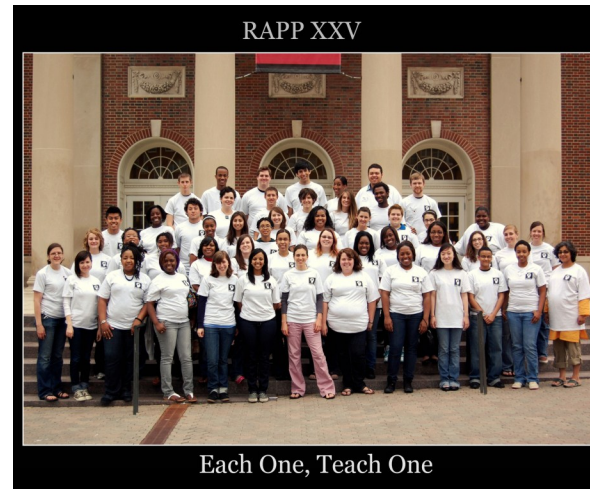
RAPP is run through the Office of Student Activities & Leadership Development with support from the UC Diversity Council. It's coordinated by a full-time Program Coordinator, a Public Ally not-for-profit apprentice, and a group of dedicated student volunteers.

RAPP works on its mission of fighting oppression through individual awareness and collective action through three main areas:

- RAPP: A nine-month experiential learning program for up to 70 students a year where we explore a variety of social justice issues and theory, participate in self-awareness activities, develop cross-cultural communication skills, and build lasting friendships.
- RAPP REPORT: An alumni program where we continue exploration of social justice issues and theory while developing peer education and leadership skills in order to take the work beyond the nine-month RAPP and into our communities.
- Outreach: RAPP staff and RAPP REPORT members provide free workshops and trainings throughout the Greater Cincinnati area on social justice issues and cross-cultural communication skills.

In all the work we do, RAPP practices several key principles encapsulated in our mottos:

Each One Teach One. Our foundational motto captures our belief that everyone has something to teach each other and that personal experience is a valid and valuable form of knowledge to work from. *Challenging the Mythical Norm.* What we often take



for granted as “normal” is potentially unrealistic and harmful. By learning to challenge these ideas and assumptions, we improve our ourselves and our world.

Challenge, Debate, Educate. While we prefer dialogue to debate, our motto still captures that learning – both our own and others’ – is a process. It is challenging on many levels and involves being open to new ideas and information.

RAPP's Impact

RAPP has undergone a recent period of rapid growth following the receipt of support from the UC Diversity Council.

In 2008, we developed a new curriculum for the RAPP program based on best practices in the field of social justice education.

Tests of the new curriculum demonstrate that program participants increase self-awareness (particularly of their dominant identities), increase knowledge of social justice concepts, increase ability and frequency of engaging others in conversations that fight oppressive ideas and language, and increase ability to recognize oppression on institutional and societal levels.

In 2008 RAPP also grew to its current size of two groups with a total of 70 students. We also increased our retention rate from ~50% to 84%.

RAPP REPORT has doubled in size and is establishing a best practice based curriculum for a RAPP Social Justice Peer Educator certification program.

Outreach has increased from nearly none in the mid-2000s to serving over 500 people in 2009-2010 through two dozen workshops and trainings.