

Welch, K. (2004). *Effects of the racial awareness program on participant attitudes and behavior*. Unpublished doctoral dissertation, University of Cincinnati, Cincinnati, Ohio.

#### Abstract

Three methods were chosen to identify the effectiveness of a university diversity education program on participant attitudes and behaviors regarding oppression. The Racial Awareness Program (RAPP) participants' pre- and post responses to a diversity attitudes scale are compared over a one-year period. Second, the RAPP participants' responses are compared to non-RAPP participants over the same time period. Finally, several participants whose responses indicated the most significant changes were interviewed to try to identify what factors may have precipitated this exaggerated change. Preliminary results suggest RAPP is effective in raising awareness and promoting self-identified changes in behavior in most areas surveyed. However, sensitivity to oppression may, at times, encourage RAPP participants to over interpret some behavior in others.