Developing Cultural Competency among CALS Student Leaders
A proposal to the James P. and Shirley J. O'Brien Endowment

Program Summary and Evaluation

A series of cultural competency workshops were presented to University of Arizona students September 12 – 13, 2013. A two hour workshop designed to provide foundational knowledge on cultural competency was presented three different times, twice on September 12 and once on September 13. Participating students selected one of these workshops to attend. The capacity for each was 20 students. A three hour workshop that focused on cultural change was presented to all students on the evening of September 12. The maximum capacity for the evening workshop was 60 students. Students were asked to attend both a two hour workshop and the three hour workshop.

A total of 51 students were served through the workshop series. Attendance at each of the workshops is reported below:

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Workshop Type</th>
<th>Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 12, 10:00 am</td>
<td>2 hour</td>
<td></td>
<td>16</td>
</tr>
<tr>
<td>September 12, 1:30 pm</td>
<td>2 hour</td>
<td></td>
<td>17</td>
</tr>
<tr>
<td>September 13, 8:00 am</td>
<td>2 hour</td>
<td></td>
<td>18</td>
</tr>
<tr>
<td>September 12, 5:00 pm</td>
<td>3 hour</td>
<td></td>
<td>42</td>
</tr>
</tbody>
</table>

(Nine students who attended a two hour workshop did not attend the three hour workshop.)

Objectives
General objectives:
- Provide student participants with knowledge of cultural competency
- Provide student participants with skills and practices that demonstrate cultural competency

Specific objectives:
- Engage at least 50 CALS undergraduate students in at least one of two workshops on cultural competency during the Spring 2013 term, facilitated by peers from The Ohio State University.
- Assist student participants to utilize the information and skills learned from the workshops by embedding information about cultural competency in their respective student organizations as well as college and university-wide activities.
- Grow cultural competent individuals through participation in on-campus workshops and ongoing partnerships created through the interaction with peer facilitators.

The first specific objective was modified as a result of award timing and further consultation with faculty from Ohio State.
- Engage at least 50 CALS and University of Arizona undergraduate and graduate students in two workshops on cultural competency during the Fall 2013 term, facilitated by peers from The Ohio State University.

Lunch was served to the participants of the two hour workshops on September 12; light breakfast items were served to the participants of the September 13 two hour workshop. Dinner was served to the participants of the three hour workshop. All workshops on September 12 were conducted in the Student Union Memorial Center. The September 13 workshop was held in Saguaro Hall.

The proposal included a budget request of $8715.00, which was awarded. The actual cost of the program was $9877.56. The difference of $1162.56 was paid from Department of Agricultural Education funds. The largest differences came from underestimation of food costs and airfare.
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The facilitation team was led by Dr. Susie Whittington, a Professor of Agricultural Education at The Ohio State University. The peer facilitators included four students and alumni of Dr. Whittington’s course titled, “Toward Cultural Proficiency.”

The workshop series was advertised throughout the college and university. Of the 51 students served, 33 (65%) indicated majors in the College of Agriculture and Life Sciences. Six students affiliated with the College of Science; two with the College of Engineering; two with the Mel & Enid Zuckerman College of Public Health; one with the Eller College of Management; and one with the College of Social and Behavioral Sciences. The remaining students did not indicate college affiliation. One student from Pima Community College attended. Among the 33 CALS students, the breakdown by department is as follows:

- Agricultural Education: 11
- School of Animal and Comparative Biomedical Sciences: 10
- Agricultural and Resource Economics: 4
- Nutritional Sciences: 4
- School of Natural Resources & the Environment: 2
- Norton School of Family & Consumer Sciences: 1
- School of Plant Sciences: 1

Extra credit was offered in A ED 150C1 and AGTM 422/522 for student participation.

A program evaluation assessment was sent to all participants about a month after the workshop series. Twenty six participants responded (51%). Participants were asked to rate the following items on a six-point scale from strongly disagree to strongly agree:

- Attending the cultural competence workshops changed my perspective of how I view others.
- Attending the cultural competence workshops benefitted my career development.
- Attending the cultural competence workshops helped me make the connection between leadership and cultural competence.

The results are displayed on the next page. Note the overall level of agreement with each item.
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Participants were also asked to reflectively rate their perceived position on the cultural competence continuum before the workshops on the six point continuum presented in the workshops. Participants were also asked to rate their perceived position on the continuum after the workshops. The results are displayed below. Note the growth on the continuum.
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Recommendations for future workshop series:
1. Continue with efforts to provide cultural competence workshops to students. The feedback from students indicated connections with leadership and career development.
2. Allot for more funds for future workshop series, particularly related to food and airfare.
3. Continue to offer workshops at different times to accommodate student schedules. Consider not linking workshops, set the expectation that students will only attend one workshop instead of two.