

# **WCC Youth Leadership Initiative evaluation**

*Year-end evaluation results from the first  
three years (2007, 2008, and 2009)*

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**June 2009**

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# Background

## *Youth Leadership Initiative overview*

The goal of the Youth Leadership Initiative, a program of the Amherst H. Wilder Foundation, is to foster the desire of young people to contribute to their community and to build the skills and qualities needed to take leadership. The outcomes of the program focus around these four program goals:

1. Understanding of oneself and ones culture: Develop youth's understanding of themselves and their cultures.
2. Leadership knowledge, skills, and qualities: Equip youth with the knowledge, skills and qualities needed for leadership.
3. Appreciation of other cultures: Encourage youth's appreciation for the culture of others and promote cross cultural leadership.
4. Community engagement and voice: Build youth leadership through meaningful engagement in real community issues.

The Youth Leadership Initiative offers youth five main activity components to build leadership skills of youth ages 14-18 in the east metro. Youth commit to participating for the school year, and can become mentors in future years. Four leadership retreats are held over long weekends; cultural exploration sessions are held on five Saturdays a year; and youth action teams meet weekly. Youth also have regular school support and access to youth mentors.

## *Evaluation overview*

Wilder Research prepared this evaluation using data from end-of-year surveys conducted with youth participants and mentors in 2007, 2008, and 2009. The survey was developed by YLI staff with consultation from Wilder Research. Data from 2007 and 2008 was compiled by YLI staff during those years. In 2009, Wilder Research revised and shortened the survey, compiled the data and combined it with data collected in previous years. In addition, questions related to participation satisfaction were added to help the program improve the program. The table below shows the number of surveys received from participants each year (see Figure 1).

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## 1. Self-assessment responses

	Number of completed surveys	Percentage of all respondents (N=73)
2006-2007 program year	27	37%
2007-2008 program year	20	27%
2008-2009 program year	26	36%

This evaluation describes to what extent YLI participants self-reported increased knowledge, awareness and attitudes of themselves and their culture, leadership, other cultures, and community engagement. This evaluation also provides information on YLI participants' satisfaction with the program.

### Data limitations

Across all years, a majority (77%) of respondents were participants. Less than a quarter of surveys received were mentors or coaches; however, mentors and coaches typically were participants first. In 2009, 19 percent of survey respondents reported it was their 2<sup>nd</sup> or 3<sup>rd</sup> year in the program (this question was not asked in prior years). As a result, there may be duplicate surveys from participants; some participants may have completed surveys in 2007 and/or 2008, and again in 2009. Given limitations in the data collection process, we do not know how many repeat participants completed multiple surveys. Additionally, nine respondents in 2008 did not indicate whether they were participants, mentors or coaches. If they were all mentors or coaches, then almost half of the respondents could be participating in the program for a 2<sup>nd</sup> or 3<sup>rd</sup> year, with the potential for even more duplication in results.

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## 2. Characteristics of participants

	2007	2008	2009	Total
<b>Role</b>				
Participant	19	11	19	49 (77%)
Mentor or Coach*	8	0	7	15 (23%)
Unknown	0	9	0	

\* Coaches were not part of the program in 2009.

Another limitation is possible self-selection bias. The surveys were administered at retreats. Not all participants attend retreats; there may be self-selection bias in that those attending retreats have different opinions and experiences with the program than those who choose not to attend retreats.

## *Summary of findings*

Program participants completing the end-of-year surveys in 2007, 2008, and 2009, a total of 73 responses, demonstrated positive impacts in all four goal areas. Almost all (98%) reported “knowing more about the experiences and culture of people from their ethnic background” since beginning YLI. They also learned they had strengths, including commitment, open-mindedness, and creativity.

They gained leadership knowledge, skills, and qualities as a result of participating in YLI. Most notably, all reported having “a greater appreciation of the importance of respectful relationships with others,” and “a better understanding of their strengths.”

They also learned to appreciate and work with people from other cultures. Their comments included learning: “to not judge people,” “to respect every single thing about others,” and “that we share common hopes and values.”

Participants also increased their engagement and awareness of community issues and the role of youth. Almost all (93-95%) agreed that they are “more likely to help their communities in the future” and “more interested” in community issues. Many noted specific activities they were planning to do to get involved in their community, such as volunteer at the Rice Street festival, plan and hold a block party, or start a group that would help elder people.

Overall, participants were satisfied with the program. Almost all (96%) said they would recommend it to their friends. They were most satisfied with the relationships with the adults and their interactions with the staff. They rated the mentors slightly less high than the staff; and mentioned a few areas the mentors could improve. They most enjoyed the retreats and action team activities; the simulations, in particular, were popular, as well as the opportunities to meet new people. Finally, to improve the program, some respondents mentioned that people who attend should want to be there, and discipline should be better controlled. Others wanted the program to last longer.

There was not a significant difference in the data across years. Though there were statistically significant differences on three questions, they were isolated statements in a series of questions on each topic, thus, there does not seem to be any overall variation in the impact the program had across years.

## *Suggestions for future evaluations*

Though the survey tool was revised in 2009, the changes made were kept consistent to enable a multi-year analysis. For future years, some additional changes are recommended to improve the tool. For example, the 6-point scale might be reduced to 4-points, the survey might be further shortened, and some questions and/or response options may be reworded for clarity. Additional questions might be added or substituted to better measure the impacts YLI is hoping to achieve.

Some improvements to the administration and data collection process are also recommended. To increase response rates and gather a greater diversity of opinion, the program might consider administering surveys at events other than just the retreats. Additionally, if evaluation analysis is continued to be done across multiple years, respondents should be tracked across time so it is clear who is completing a survey for the first time. By tracking participants across years, responses from mentors who participate for several years will not be over represented in the results. As an alternative, the program might considering designing a separate survey for mentors, to capture specific goals for that group that build on what they learned first as participants.

Finally, to better capture possible impacts over the longer-term, a follow-up self-assessment could be added, exploring the extent to which program participants have made changes, or followed through on intended leadership activities.



# Evaluation findings

## *Description of survey respondents*

A majority (70%) of survey respondents were female. Participants were largely in the 14-17 range, though one participant in 2008 was 13, and a few 18 and 19 year olds also participated. Additionally, over half the participants were in the 9<sup>th</sup> or 10<sup>th</sup> grades, however they ranged from the 7<sup>th</sup> grade to first year in college. Nine respondents in 2008 (45%) did not answer the gender and age questions.

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### 3. Characteristics of participants

	2007 (N=27)	2008 (N=11)	2009 (N=26)	Total
<b>Gender</b>				
Female	21	6	18	45 (70%)
Male	6	5	8	19 (30%)
<b>Age</b>				
13	0	1	0	1 (2%)
14	4	2	4	10 (15%)
15	5	4	7	17 (27%)
16	6	3	4	13 (21%)
17	5	0	7	12 (19%)
18	4	0	3	7 (11%)
19	1	0	1	2 (3%)
<b>Grade (just completed)</b>				
7 <sup>th</sup>	0	0	1	1 (2%)
8 <sup>th</sup>	3	0	3	6 (11%)
9 <sup>th</sup>	6	4	6	16 (29%)
10 <sup>th</sup>	4	6	6	16 (29%)
11 <sup>th</sup>	4	0	5	9 (16%)
12 <sup>th</sup>	4	0	3	7 (13%)

A majority (46%) of survey respondents were Asian.

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#### 4. Race/ethnicity of participants

	2007 (N=26)	2008 (N=18)	2009 (N=26)	Total
Asian/Pacific Islander/Southeast Asian/ Asian American	18	1	13	32 (46%)
African/African American	4	5	4	13 (19%)
Mixed Heritage	2	5	3	10 (14%)
European American	2	4	2	8 (11%)
Latino/Hispanic	0	3	4	7 (10%)

### *Perceived individual impacts*

#### **Understanding of oneself and ones culture**

A majority of participants reported learning more about the experiences and culture of people from their ethnic background since beginning YLI. Sixty-three percent learned a lot, 29 percent some, and 6 percent a little. Only two participants said they did not learn anything.

Program participants feel proud about the history and culture of the people from their ethnic background. Three-quarters (75%) reported being very proud, 24 percent a little proud, and only one person reported being not proud. Though, without a pre-program survey, it is difficult to know whether the program impacted participants' pride.

In their open-ended comments, participants said they had learned they have the following strengths:

Responsibility, contributing, [and] commitment; I am up for learning at anytime.

I emit positive energy I make people laugh, and I make conversation.

My creativity and ways of thinking outside the box, as well as perseverance.

My leadership and how [to] deal with reality.

[I'm] open-minded, passionate, [and] listening.

I am a natural leader.

That I can go out there and communicate with others

## **Leadership knowledge, skills, and qualities**

Participants reported gaining leadership knowledge, skills, and qualities in all areas as a result of participating in the Youth Leadership Institute (see Figure 5). The largest increases were in the following areas.

- 97 percent of participants reported understanding more about the importance of teamwork; 85 percent reported “definitely yes” to this question.
- All participants reported having a greater appreciation of the importance of respectful relationships with others; 83 percent reported “definitely yes” to this question.
- 98 percent of participants reported being more willing to take risks and stand up for what is right; 80 percent reported “definitely yes” to this question.
- All participants reported having a better understanding of their strengths; though over a third (37%) reported “probably yes.”
- Among all the leadership knowledge, skills, and quality questions, participants were least likely to report that since participating in YLI they more often stop and think about the consequences of their decisions; 9 percent reported “probably no.”
- Only half reported (51%) reported “definitely yes” to spending more time working toward my goals, and having learned more about what to do to handle a stressful situation.

**5. Leadership knowledge, skills and qualities since participating in YLI (N=71-73)**

	<b>Definitely yes</b>	<b>Probably yes</b>	<b>Probably no</b>	<b>Definitely no</b>
I understand more about the importance of teamwork.	85%	12%	1%	1%
I have a greater appreciation for the importance of respectful relationships with others.	83%	17%	0%	0%
I am more willing to take risks and stand up for what is right.	80%	18%	1%	0%
I think it is important to listen to and value the opinions of others.	79%	18%	1%	1%
I have learned how to communicate better with others.	71%	27%	1%	0%
I feel better prepared to be a leader.	71%	25%	4%	0%
I have more people that I can depend on when I need information, ideas, or help.	66%	33%	1%	0%
I feel more confident in myself.	64%	34%	1%	0%
I have a better understanding of my strengths.	63%	37%	0%	0%
I understand myself better.	63%	36%	1%	0%
I feel better prepared to be a leader in a multicultural world.	63%	36%	1%	0%
I more often stop and think about all of the things that may happen as a result of my decisions.	59%	32%	9%	0%
I spend more time working toward my goals.	51%	43%	6%	0%
I have learned more about what to do to handle a stressful situation.	51%	43%	6%	0%

Many participants said they had learned that leadership can also mean allowing others to lead and being a follower; valuing shared leadership was an important skill they learned during the program.

- You need to step down sometimes and let others step up.
- That you don't have to be in charge to be a leader. Your actions are admired by people and you don't even know it.
- The most important is that everyone has leadership; it just depends on how they use it to help others.

They learned the importance of team work, and considering the feelings and opinions of everyone when being leader.

Work as a team, if we started off as a team we end as a team.

To not judge people. To be followers and not just a leader, and to hear everyone's opinion.

That everyone has the ability in them to be a leader. It takes time and learning and team work. It takes courage, confidence, responsibility and commitment.

To listen to others opinion and make each other understand more agree on one ideas and not like so many of them until we get into a argument.

Work together and communicate and listen to other opinions.

They also learned the importance of standing up for what is right.

You must be able to live and act as you believe is right.

To stand up for what you believe in and take your own path instead of following someone else's.

That people have to rise up and take control at situations.

To stand up for what you believe in. Voice your opinions.

Finally, in 2009 several respondents noted the importance of learning about oneself in order to be a better leader.

That to be a leader to others you first need to learn how to love yourself.

Self-discovery, because I wasn't sure who I was or what I want.

## **Appreciation of other cultures**

Participants also reported that YLI helped them have a greater appreciation of other cultures, and work better with people from other cultures (see Figure 6).

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### **6. YLI's impact on appreciation of people of other cultures (N=71)**

	<b>A lot</b>	<b>A little</b>	<b>Some</b>	<b>None</b>
How much has YLI helped you to have a greater appreciation of other cultures?	83%	14%	3%	0%
How much has YLI helped you to work better with people from other cultures?	72%	14%	1%	1%

Regarding living in a multicultural world, many participants learned not to judge others just because they may look different.

To not judge people to keep an open mind and it is interesting and to learn about other people cultures.

That you have to accept people the way that they are. Only God can judge.

That you should accept all races, don't discriminate and get to know someone before you judge them.

That living in such a diverse community, we need to be accepting if not considerate of other types of people.

That stereotypes can really hurt a culture. The best way to get to know them is to get to know them. Multicultural is big in the USA. You're going to see it almost everywhere. YLI taught me how to face and learn from it.

They also learned that people of different backgrounds often have shared experiences, values, and common interests.

Everyone has something in common even though we have different ethnic background.

Their lives are the same as mine and I relate to what they have experience and put my feet in their shoes. I learned to understand and accept them.

People are all the same; color doesn't matter; respect every single thing about others.

That a lot of people think the same about me as I do them and that we share common hopes and values

Whatever color you are we are still human and alike. Working together with others is always good and fun to get to know more about their backgrounds.

Even though someone's might be a different/color doesn't mean you two are opposites. You could be very similar.

Finally, they learned to appreciate others' differences.

Living in a multicultural world means different experience and different views. You need to learn to accept others and continue on.

Having respect for others regardless of race

Be appreciative of other people cultures

Participants reported increased engagement and awareness of community issues and the role of youth as a result of participating in the Youth Leadership Initiative (see Figure 7).

- 87 percent of participants reported disagreeing that being part of YLI made them feel like young people cannot do much to improve their community; 76 percent strongly disagreed (though 12% agreed, it is a possible that they did not realize this question was asked in the negative because all the others were asked in a positive frame).
- 99 percent of participants reported agreeing that they can make a difference in their community; 56 percent strongly agreed.
- 93 percent of participants reported agreeing that they are more likely to help their community in the future; 58 percent strongly agreed.
- Though 93 percent of participants reported agreeing that they know more about how to plan and run a community project because of YLI; only 40 percent strongly agreed.

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**7. Participants' ratings of community engagement and youth voice (N=71-72)**

	Strongly agree	Agree	Agree a little	Disagree a little	Disagree	Strongly disagree
Being part of YLI made me feel like young people <u>cannot</u> do much to improve their community.	4%	4%	4%	3%	8%	76%
Because I was a part of YLI, I am more likely to help my community in the future.	58%	24%	11%	7%	0%	0%
I can make a difference in my community.	56%	26%	14%	0%	0%	1%
Being part of YLI made me more interested in community issues that affect us all.	56%	25%	14%	1%	1%	1%
Since starting YLI, I feel like I have already done things to make a difference in the community.	47%	33%	14%	3%	1%	1%
Since starting YLI, I know more about the issues my Action Team was working on.	43%	40%	11%	1%	3%	1%
I know more about how to plan and run a community project because of YLI.	40%	42%	11%	4%	3%	0%

Participants learned that the community includes everyone, and can work together.

Working as not I or we but “US” has made things easier; harder tasks are easier to get through.

That we all live in the same community and that every community should make everyone feel like actual members.

Community is a big power and if it’s together it can do many things.

People working together can make a difference.

They also learned that as youth, they can be involved in making a difference and helping their communities:

Getting involved makes a difference.

Anybody at any age can do something to help the community.

A young person can definitely make a difference if they choose to.

Taking action speaks louder than words and every little thing you do somehow helps.

That anyone can make a difference and it a starts domino effect.

Finally, many participants planned to be involved in their community. They plan to volunteer in many different ways.

I will do volunteer work in my community like the thing that I did before and after I joined YLI. I will volunteer at my recreation centers and my library.

I will volunteer more to some organization or like in community events.

I volunteer at the Rice Street festival.

Others plan to get involved with different programs and activities.

With another leadership program; be in school activities to help others.

Get involved in school activities.

By finding more programs that are active.

Some noted some specific groups or activities they would start to address a particular need; clean-up and community events were popular ideas they mentioned doing.



I will try to create some kind of club that will help elder people around the house and in general if they need our help.

Hopefully, by educating teenagers how to be better leaders.

By going and talking to people and trying to get a group to pick up.

Getting to know the people in my community better; I could do a block party.

I would gather the youth in my community and do neighborhood clean-up once a week. Tackle cultural separations up. My neighborhood is multicultural. I'm thinking about doing a neighborhood BBQ once or twice a year.

## Overall learnings

Participants indicated learning things in YLI that they believed could help them. All respondents indicated they learned things that can help them be leaders; 99 percent learned things they can help them connect with people from cultures other than their own; and 95 percent learned things that can help them make their community a better place.

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### 8. What participants learned in YLI (N=72-73)

	Very true	Somewhat true	Somewhat untrue	Very untrue
I learned things in YLI that can help me be a leader	78%	22%	0%	0%
I learned things in YLI that can help me connect with people from cultures other than my own.	82%	17%	1%	0%
I learned things in YLI that can help me make my community a better place.	62%	33%	4%	1%

## *Participant satisfaction*

Almost all participants said they would recommend the YLI program to their friends. Seventy-three percent said they would definitely recommend it, 23 percent would probably recommend it; one person (1%) would probably not recommend and two (3%) said they would definitely not recommend it.

In 2009, some questions were added to the survey in which participants were asked to rate their satisfaction with the program. In all areas, participants were satisfied. Notably, 77 percent of participants strongly agreed that there was always an adult they could talk to; 73 percent of participants also strongly agreed that the staff treated youth as equal partners, promoted youth voice, and program expectations were clear. However, less

than half of participants strongly agreed that mentors were positive role models, and prepared for the activities.

### 9. Satisfaction with YLI – 2009 participants only (N=26)

	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree
There was always an adult I could talk to, if needed	77%	23%	0%	0%
Staff team treated youth as equal partners	73%	27%	0%	0%
Staff team promoted youth voice	73%	27%	0%	0%
Program expectations were clear	73%	27%	0%	0%
Mentors created a welcoming environment	69%	31%	0%	0%
Program mission and goals were clear	69%	27%	4%	0%
Staff team created a safe and caring environment	65%	35%	0%	0%
There were opportunities for youth feedback	65%	35%	0%	0%
Mentors reached out to participants	65%	31%	4%	0%
Information presented was useful	65%	31%	4%	0%
Mentors clearly facilitated the activities	50%	50%	0%	0%
Mentors were positive role models	46%	50%	4%	0%
Mentors were prepared for the activities	42%	54%	4%	0%

In 2007 & 2008, the survey included an open ended question on their favorite thing about the YLI. Retreats and action teams or groups were listed favorite activities. Some specifically mentioned the “simulation” activities.

- Retreat when we do team building or activities... especially simulation.
- My favorite thing about YLI is the meeting on Thursday and the simulation.

The staff and the people were a favorite part of their experience in the program. They enjoyed getting to know new people. A few mentioned that they were “family.”

- The feel of a family
- Meeting [people] from different backgrounds and being able to communicate with them
- Meeting the new people, having fun in the action teams, and talking about problems that affects me personally.
- We are here together and I get to see the smiles I enjoy so much.

Finally, several noted having lots of new opportunities and challenged.

- We challenge ourselves all the time and especially having the opportunity to share it with others makes it better.
- It's home. It gives you a lot of opportunities
- I like the retreats and the simulation; that was hard because it made us to get to know ourselves more.

Due to the variance in responses, the question was revised to a close-ended question in 2009. Below is a chart with the 2009 results. The retreats were the favorite activity in 2009, marked by 81 percent of respondents.

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**10. Favorite activities, 2009 only (N=26)**

	<b>Number</b>	<b>Percent</b>
Retreats	21	81%
Action teams	10	38%
Field trips (2 specifically mentioned the plays)	8	31%
Cultural sessions	7	27%
Youth mentors leading activities	4	15%
Mentor meetings	1	4%

In all three years, participants were asked to write down one thing they'd like changed about YLI. While many said, "nothing," several had feedback:

- A few thought "people's attitudes" could be improved and that people who attend should be committed and respectful. Discipline was a slight issue; one person in 2008 noted there were fights, whereas profanity was mentioned by one person as a problem in 2009.
- Others wanted the program to be longer; "If I could change one thing, would be having more time with each other." Some specifically wanted more team building and simulation activities. Several wanted it to be on more than one night a week.
- A few people in 2008 said that it was "too emotional," or there was "too many serious moments for me."

- A few thought the relationship between the mentors and the participants could be improved. For example, one person said, “the mentors treated us like babies,” while another said they “should be more prepared.”

### ***Comparison across years***

Comparing data across each year is difficult for several reasons. First, the number of responses is relatively low, less than 30 per year, and varies by year. The number of responses in 2007 and 2009 was 30-35 percent higher than in 2008. Additionally, respondents rated most areas very positive in all years making it difficult to distill any statistically significant differences across years. Only three statements had statistically significant differences across years:

- 2007 respondents are slightly less likely to say that since starting YLI, “I think it is important to listen to and value the opinions of others.”
- 2008 respondents are slightly less likely to say it is true that they “learned things in YLI that can help me make my community a better place.”
- 2009 respondents are slightly more likely to agree that they “know more about how to plan and run a community project because of YLI.”

Though these differences were statistically significant, they are isolated statements in a series of questions on each of these topics, thus, there does not seem to be any overall variation in the impact the program had in each year.

There were also some differences noted in the open-ended comments, specifically around what participants liked or would change. However, this qualitative data cannot be analyzed for statistical differences. They could represent participants’ feelings about the mentors or staff each year, or could just be what participants happened to write the day they did the survey, not necessarily noting significant differences across years.

# Appendix

## *End of Program Youth Survey*

## Youth Leadership Initiative End of Program Youth Survey

Please complete this survey about the Youth Leadership Initiative. The information you provide is very useful and will help us in future programming. Your answers are anonymous and confidential.

Thank you very much!

### Understanding of oneself and ones culture

1. Since beginning YLI, I have learned I have the following strengths:
  - a) \_\_\_\_\_
  - b) \_\_\_\_\_
  - c) \_\_\_\_\_
  
2. Since beginning YLI, how much more do you know about the experiences and culture of people from your ethnic background?
 

<input type="checkbox"/> <sup>1</sup> A lot more	<input type="checkbox"/> <sup>3</sup> A little more
<input type="checkbox"/> <sup>2</sup> Some more	<input type="checkbox"/> <sup>4</sup> Nothing (the same as before)
  
3. How do you feel about the history and culture of people from your ethnic background?
 

<input type="checkbox"/> <sup>3</sup> Very proud	<input type="checkbox"/> <sup>2</sup> A little proud	<input type="checkbox"/> <sup>1</sup> Not at all proud
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Please indicate whether you agree or disagree with the following statements about what you've learned about leadership knowledge, skills, and qualities.

Since starting YLI...	Definitely Yes	Probably Yes	Probably No	Definitely No
4. I understand myself better.	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
5. I have a better understanding of my strengths.	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
6. I understand more about the importance of teamwork.	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
7. I feel more confident in myself.	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
8. I have learned how to communicate better with others.	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
9. I feel better prepared to be a leader.	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
10. I have learned more about what to do to handle a stressful situation.	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
11. I have more people that I can depend on when I need information, ideas, or help.	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
12. I am more willing to take risks and stand up for what is right.	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
13. I more often stop and think about all of the things that may happen as a result of my decisions.	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
14. I think it is important to listen to and value the opinions of others.	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
15. I spend more time working toward my goals.	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>

Since starting YLI...	Definitely Yes	Probably Yes	Probably No	Definitely No
16. I have a greater appreciation for the importance of respectful relationships with others.	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
17. I feel better prepared to be a leader in a multicultural world.	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
18. I learned things in YLI that can help me be a leader.	<input type="checkbox"/> <sup>1</sup> Very true <input type="checkbox"/> <sup>3</sup> Somewhat untrue <input type="checkbox"/> <sup>2</sup> Somewhat true <input type="checkbox"/> <sup>4</sup> Very untrue			
19. What would you say are the most important things you learned in YLI about being a leader?	<hr/> <hr/> <hr/>			

### Appreciation of other cultures

20. How much has YLI helped you to have a greater appreciation of other cultures?  
<sup>1</sup> A lot      <sup>3</sup> A little  
<sup>2</sup> Some      <sup>4</sup> Nothing
21. How much has YLI helped you to work better with people from other cultures?  
<sup>1</sup> A lot      <sup>3</sup> A little  
<sup>2</sup> Some      <sup>4</sup> Nothing
22. What would you say are the most important things you learned in YLI about living in a multicultural world?  


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23. I learned things in YLI that can help me connect with people from cultures other than my own.  
<sup>1</sup> Very true      <sup>3</sup> Somewhat untrue  
<sup>2</sup> Somewhat true      <sup>4</sup> Very untrue

Please indicate whether you agree or disagree with the following statements about what you've learned about community engagement.

	Strongly agree	Agree	Agree just a little	Disagree just a little	Disagree	Strongly disagree
24. Since starting YLI, I know more about the issues my Action Team was working on.	<input type="checkbox"/> <sup>6</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
25. I know more about how to plan and run a community project because of YLI.	<input type="checkbox"/> <sup>6</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>

	Strongly agree	Agree	Agree just a little	Disagree just a little	Disagree	Strongly disagree
26. I can make a difference in my community.	<input type="checkbox"/> <sup>6</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
27. Being part of YLI made me feel like young people cannot do much to improve their community.	<input type="checkbox"/> <sup>6</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
28. Because I was a part of YLI, I am more likely to help my community in the future.	<input type="checkbox"/> <sup>6</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
29. Being part of YLI made me more interested in community issues that affect us all.	<input type="checkbox"/> <sup>6</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
30. Since starting YLI, I feel like I have already done things to make a difference in the community.	<input type="checkbox"/> <sup>6</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>

31. I learned things in YLI that can help me make my community a better place.

- <sup>1</sup> Very true      <sup>3</sup> Somewhat untrue  
<sup>2</sup> Somewhat true      <sup>4</sup> Very untrue

32. How will you be involved in your community in the future?

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33. What would you say are the most important things you learned in YLI about community?

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Please indicate whether you agree or disagree with the following statements about the program.

	Strongly agree	Agree	Disagree	Strongly disagree
34. Mentors clearly facilitated the activities	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
35. Mentors were prepared for the activities	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
36. Mentors were positive role models	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
37. Mentors reached out to participants	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
38. Mentors created a welcoming environment	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
39. Staff team treated youth as equal partners	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
40. Staff team promoted youth voice	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
41. Staff team created a safe and caring environment	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>



	Strongly agree	Agree	Disagree	Strongly disagree
42. Information presented was useful	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
43. Program mission and goals were clear	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
44. Program expectations were clear	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
45. There were opportunities for youth feedback	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>
46. There was always an adult I could talk to, if needed	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>1</sup>

47. Would you recommend YLI to your friends?

- <sup>4</sup> Definitely recommend it                      <sup>2</sup> Probably not recommend it  
<sup>3</sup> Probably recommend it                      <sup>1</sup> Definitely not recommend it

48. Which YLI activity did you like most?

- <sup>1</sup> The retreats                      <sup>4</sup> Field trips  
<sup>2</sup> Cultural sessions                      <sup>5</sup> Youth mentors leading activities  
<sup>3</sup> Action teams                      <sup>6</sup> Other: \_\_\_\_\_

49. If you could change one thing about YLI, what would that be? [What could the mentors and/or staff team do to make the program better?]

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

### Demographics

50. What is your gender?    <sup>1</sup> Female    <sup>2</sup> Male

51. What is your age? \_\_\_\_\_

52. What grade in school are you in (or did you just complete)? \_\_\_\_\_

53. What was your role in the program?    <sup>1</sup> Participant                      <sup>2</sup> Mentor

54. How many years have you participated in the program?    <sup>1</sup> 1st year    <sup>2</sup> 2nd year    <sup>3</sup> 3rd year

55. What is your ethnic background? Please specify below.

- <sup>1</sup> Asian/Pacific Islander/Southeast Asian/Asian American: \_\_\_\_\_  
<sup>2</sup> American Indian: \_\_\_\_\_  
<sup>3</sup> African/African American: \_\_\_\_\_  
<sup>4</sup> Latino/Hispanic: \_\_\_\_\_  
<sup>5</sup> European American: \_\_\_\_\_  
<sup>6</sup> Mixed Heritage: \_\_\_\_\_  
<sup>7</sup> Other: \_\_\_\_\_