#### IRB SYNOPSIS OF PROPOSAL

Evaluation of the Effectiveness of ***Interruptions*** Anti-Racism Training Institute

1. The subject population is TX State students who have joined a new multi-racial anti-racism student organization called ***Interruptions,*** scheduled to begin in spring 2009. ***Interruptions*** has been initiated by Dr. Benn and Dr. Deepak as a multi-racial anti-racism student organization, dedicated to student self-exploration and action on issues related to racism and anti-racism. Twenty-five TX State students have joined the new organization and have agreed to participate in a seven session training institute on racism and anti-racism beginning in January 2009 that is required for involvement in this organization.

Inclusion criteria are membership in this student organization. The purpose of the research is to evaluate the effectiveness of the ***Interruptions*** training model. The study design is pre-and post-test using mixed methodology, quantitative surveys and qualitative interviews.

1. Consent will be sought by the Co-PI’s, Dr. Sherri Benn and Dr. Anne Deepak, and will be solicited before the training institute begins. Involvement in the organization and training institute will not be contingent on participation in the study. A consent form will be given to students to read and it will also be explained verbally to the students.
2. The proposed research is on the effectiveness of the model training institute we have developed for the new student group, ***Interruptions***. The goal of the seven session training institute is to educate the students about racism and anti-racism through content and group interactions and exercises. The research will be mixed-method pre-test and post-test design using a validated and reliable instrument called the Color Blind Racial Awareness Scale (CoBRAS) that captures student’s understanding of the structural dynamics of racism. Students will fill out the CoBRAS scale before the trainings and after completion. In addition, we will ask students to self-administer an interview asking them to discuss in as much or as little detail that feels comfortable to them: (1) demographic information, (2) their experience and contact with those different from themselves, (3) their personal identity, (4) their attitudes toward current race/racism issues, (5) their beliefs regarding the cost of oppression, and (6) their feelings about the interview. Students will put the tape in a sealed envelope and give to Dr. Benn and Dr. Deepak. At the end of the training, the student will

listen to the tape and write a short essay reflecting on the changes they have seen in

themselves and in their understanding of racism and anti-racism after completing the

trainings. Transcriptions of the tapes and written essay documents will be used for qualitative data analysis. No identifiers will be on transcriptions.

1. By participating in the study, participants may feel awkward or uncomfortable answering questions about their personal and social identities and their attitudes and beliefs surrounding racism. Prior to joining the group, students are informed of the content of the sessions may lead to feelings of discomfort and that the group will be a place to process these feelings. In addition, the self-administered interview has open-ended questions, thus participants need not disclose information that they feel discomforting.

It is unlikely that a participant will experience severe distress because discomfort anticipated in this study is not greater than what may be ordinarily encountered in daily life. However, if the participant presents discomfort, they will be referred to TX State Counseling Services. The researchers will also be available to provide additional information and resources.

1. In order to minimize potential risks, students will have a private room to record their answers in. Students will return completed surveys and self-administered tape recordings to Dr.Benn in a sealed envelope. At that time, Dr.Benn will be able to assess whether they are experiencing distress as a consequence of the survey or tape-recording. If a student is experience serious distress or requests counseling services, they will be referred to TX State Counseling services.

To protect confidentiality, there will be no identifying information on data collection instruments and code numbers will be assigned to each survey, taped response, and transcript and no one other than the researchers will have access to the data. Tape recordings will be destroyed after being transcribed unless the participant specifically requests that they be returned to them. All data will be kept in a locked file cabinet that only the researchers have access to. Any data collected and transferred to computer files will be stored in password protected files. Analysis of data will be completed in another password protected file that is solely accessed by Dr. Benn and Dr. Deepak. Neither the computer program nor our final reports will provide any information that will allow the linking of names to specific comments.

1. The potential benefit of participation in this study is the contribution towards understanding effective methods of delivering racism and anti-racism education, the goal of ***Interruptions.*** Participants can use the findings to develop the next set of training sessions scheduled for fall 2009, as the student members of Interruptions will be organizing the 2009 trainings. Society in general will benefit from knowledge on effective training models for racism and anti-racism education, applicable in a variety of settings from educational to Social Work practice.
2. There is no compensation provided in this study.
3. The risks to the participants are minimal, while the benefits to the participants are that they can use the results of this study to further their own objectives of making an impact on campus around issues of racism, the central purpose of ***Interruptions.*** The benefits to society are that the results of this study can inform the development of racism and anti-racism training models applicable in Student Affairs, Social Work Education, and Social Work Practice.
4. The site that will be used is Texas State University Office of Multicultural Affairs.
5. Participants will have access to the results of this study. Results may be published in professional and/or scientific journals. It may also be used for educational purposes or for professional presentations.