UNCOVERING THE TRUTH OF THE GEDI PROGRAM THROUGH EVALUATION

CONTINUING THE GEDI LEGACY THROUGH EVALUATIVE PRACTICES IN THE 21ST CENTURY

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THE ROOTS

Began with the vision of the Building Diversity Initiative (BDI)

1. To increase Evaluators of color
2. To increase the capacity of evaluators to provide culturally responsive services.

Vision & Reality Collide...

The Graduate Education Internship program became a unique program that has been designed to incorporate pedagogy and practice to increase the awareness of evaluation methods from a culturally competent perspective. This program has provided students with skills to develop an active, purposeful, culturally-based and integrated understanding of both the consumer of evaluation services and the multilateral self-awareness necessary for an evaluator to ensure multi-culturally valid data results.
A. Develop a qualitative survey tool for the American Evaluation Association (AEA) analyzing the effect that the Graduate Education Diversity Internship (GEDI) program had on program participants on their evaluation career goals.

B. Pilot this tool amongst former AEA GEDI cohort groups.

C. Utilize officially for the 10\textsuperscript{th} AEA GEDI cohort.

D. To continually apply to every AEA GEDI cohort group despite the transferring of GEDI supervision locations.
THE EVALUATION PURPOSE

A. To understand the strengths and improvements needed for the GEDI program to inform program improvement for future cohorts.
B. To help inform and connect the AEA GEDI social media group to track the experiences of former GEDI.
C. To provide insight about what future GEDI program participants can do to positively impact their internship experience.
1. AEA members
2. The AEA Management Company (SmithBucklin)
3. GEDI Program Visionaries
4. GEDI Sponsoring Agency (including clients)
5. GEDI Program Co-Chairs
6. GEDI Alumni
7. GEDI Scholars
Which skills are being developed?

- Multi-Site Data Synthesis
- Evaluation Technical Assistance
- Research Methods
- Qualitative Interviewing
- Database Management
- Data Collection Methodology
- Data Analysis
- Instrument Design
- Stakeholder Engagement
- Technical Writing
- Utilization-Focused Evaluation Techniques
- Organizational Capacity Building with Evaluation Methodology
What are the Most Important Aspects of the GEDI Program?

- Internship Sites
- AEA/GEDI Projects
- GEDI Mentor
- Professional Development Workshops
- Professional Socialization
- GEDI Cohort
- Interaction with GEDI Alumni
- Hands on experience of working on project/in the field
- Understanding the Legacy of the GEDI Program
**Assumed Outcomes of the GEDI Program**

**Theme 1.** GEDI Program participants plan to pursue careers and other opportunities in the field of evaluation.

- **Subtheme 1a.** The internship experience confirmed or increased a desire to work within the field of evaluation.
- **Subtheme 1b.** The internship experience exposed scholars to other career options they would prefer that are related to the field of evaluation.
- **Subtheme 1c.** The internship opportunity provided potential employment opportunities in the field of evaluation.

**Theme 2.** GEDI Program participants plan to pursue degrees and continue their academic research in the field of evaluation.

- **Subtheme 2a.** The internship experience increased my desire to attend graduate school to major in the field of evaluation.
- **Subtheme 2b.** The internship experience gave me direction about what to study in graduate school as related to the field of evaluation.
- **Subtheme 2c.** Scholarship students continue their research activities within their graduate program in regard to the field of evaluation.
Theme 3. Participants of the GEDI program gained insight about work they are not interested in doing in regard to either the field of evaluation or tasks associated with their internship experience.

Theme 4. Participants of the GEDI program gained insight about work they are interested in doing.

Theme 5. Participants of the GEDI program expanded their network within evaluation for future professional and/or educational purposes.

Theme 6. Participants of the GEDI program improved their skills to use for further work in evaluation.

Theme 7. Participants of the GEDI program had no significant effect on the participants career path choice or future educational decisions.
HOW WILL THE FINDINGS BE USED?

1. To ensure that the practical learning experiences of the GEDI program participants are actually leading to the outcome of cultural competent evaluators.

To provide GEDI program participants with the opportunity to express their experiences, highlights, challenges, and suggestions in a tangible, traceable, and data-driven manner.

To provide evidence to AEA members, sponsoring agencies, and AEA management that the GEDI program is indeed an results-driven program that is worth providing resources toward for the increase of both funding and GEDI participants.