

Making a Difference

The Mosaic Project Impact Report

Those We Serve

The Mosaic Project serves the San Francisco Bay Area and currently partners with 31 elementary schools to bring 4th and 5th grade classes to the Outdoor Project. To fulfill our commitment to serve a population that mirrors the diversity of the Bay Area, The Mosaic Project intentionally partners with schools that differ markedly in socioeconomic, racial, and cultural make-up.

Since 2000, we have served over 90,000 individuals:

15,500

4th & 5th graders through the Outdoor Project

2,700

Teens & young adults through the Youth Leadership Project

50,000

Students through the In-School Project

22,500

Adults through the Mosaic Consulting Project

Each year, Mosaic serves approximately:

- **950 4th & 5th graders** through the Outdoor Project
- **175 high-school & college-aged youth** through the Youth Leadership Project
- **3,100 elementary school students** through the In-School Project
- **2,600 adults** through the Mosaic Consulting Project

Alumni engagement and advancement:

- **50% Youth Leaders** are Outdoor Project student alumni
- **42% Outdoor Project staff** are student/ Youth Leader alumni
- **38% Year-round staff** are student/ Youth Leader alumni
- **33% Board of Directors** are student/ Youth Leader alumni

Research

The Mosaic Project's curriculum, strategies, and methods reflect the wisdom of a wide scope of psychological and educational research. Please [visit the Mosaic website](#) for a window into the vast body of study that informs our work.

Impact

We collect data on an ongoing basis to continuously measure and monitor our results. We have a complementary suite of surveys taken by students, teachers, parents, and alumni. The following graphs highlight the impact of our work.

"The more I observe Mosaic in action and see the results, the more impressed I become."

— Dr. Nina Roberts
Professor &
Faculty Director,
Institute for Civic
& Community
Engagement, SFSU

Outdoor Project Students

Ninety percent of our 4th and 5th grade Outdoor Project participants report that the experience changed them. Their transformation includes wanting to spread peace; understanding how to be assertive; and applying the Mosaic lessons of **M**utual Respect, **O**pen Mindedness, **S**elf Respect, an **A**wesome **A**ttitude, **I**ndividuality, and **C**ommunity.

How did Mosaic change you?



99% recommend Mosaic

90% say Mosaic changed them

"These kids changed so much over the course of the week! They're ready to lead the way as peacemakers in their communities and I am so lucky to have experienced their transformation with them."

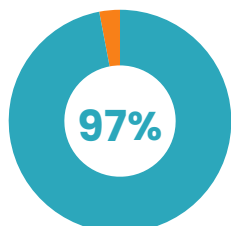
— Rose Fruci, partner teacher

N=3,675 Categorized responses to open-ended question, "How did Mosaic change you?"

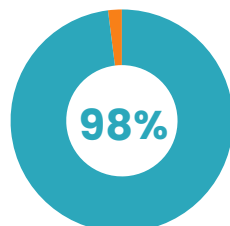
Outdoor Project Alumni

Our lessons are not easily forgotten. When surveyed after five years, nearly all responding alumni state that, because of The Mosaic Project, they are more likely to empathize with those different from themselves, more likely to interrupt discrimination, and better able to resolve conflicts peacefully. The surveys are also evidence of something else — that special lightning that Mosaic manages to capture in a bottle. One of the most common words our alumni use to describe their experience is "magical."

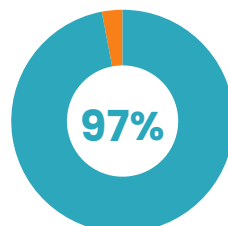
Disagree Agree/Strongly Agree



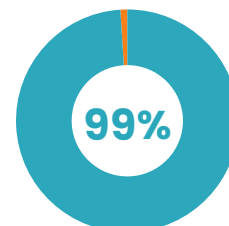
I am more able to resolve conflicts peacefully.



I am more confident working with people who have different cultural or ethnic backgrounds than me.



I am more likely to interrupt prejudice, discrimination, and injustice when I see it.



I am more likely to empathize with those who may think or act differently from me.

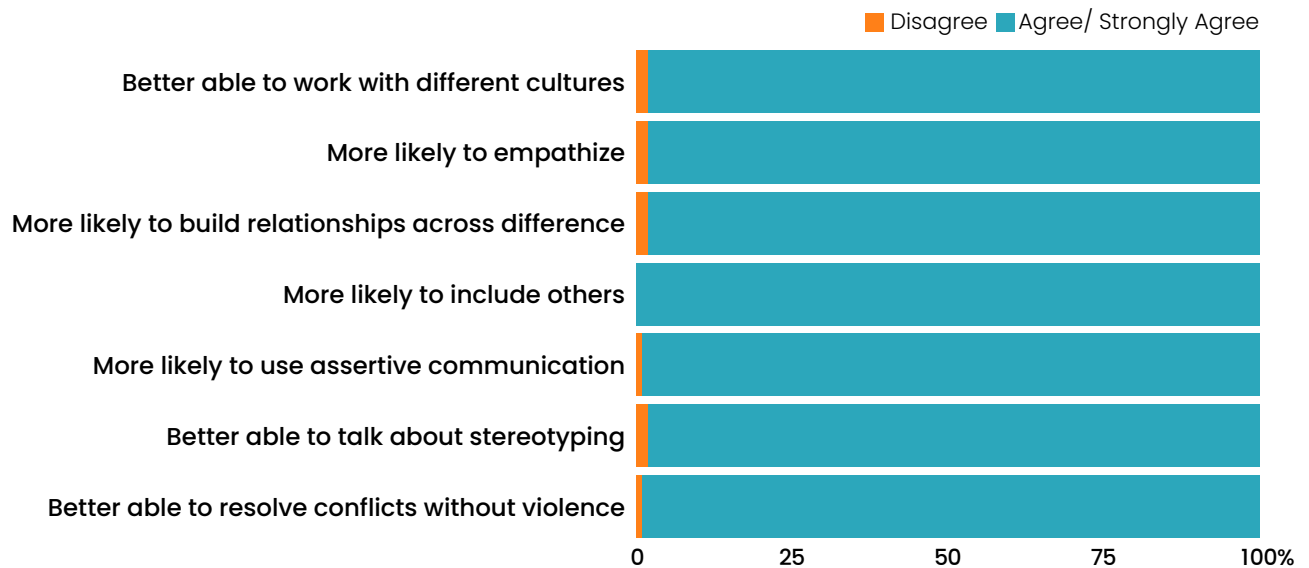
N=369

Youth Leaders

One hundred percent of our Youth Leaders say that their Mosaic experience was transformational, and that they are now more likely to include others. Nearly all participants say that because of the Mosaic Project, they are better able to work with and build relationships with others, resolve conflicts, empathize, be assertive, and address stereotyping.

100% say
Mosaic was a
transformational
experience

N=124



"The work of The Mosaic Project is truly remarkable! As a social scientist, I am amazed at how they manage to take the proven best practices and wrap them up into a fantastically fun learning experience for children and youth. We need more of this if we are serious about creating a more inclusive and equitable country."

— Dr. Michael Baran, Principal Researcher, American Institutes for Research, CEO Iris Inclusion, and author of *Subtle Acts of Exclusion*

Teachers

100%

saw positive behavioral changes in their class

100%

endorse our curriculum

100%

recommend Mosaic

When asked why, teachers say:

It is a magical, invaluable, transformative experience.

It provided them new tools and perspectives to strengthen their own teaching.

The staff are amazing, enthusiastic, talented, committed, and deeply attentive to students.

The lessons are the missing tools to make important change.

Students learn to come together, problem solve, and create a more peaceful world.

Students bring new friendships and lessons back home.

Mosaic encourages active reflection that will continue.

Students break out of their shells and build their confidence.

Students return with strengthened relationships and a new sense of community.

Mosaic is needed everywhere for everyone!

N=119

“Over many years I have seen Mosaic’s powerful and effective interactive, youth-centered, music based curriculum and its experienced and insightful staff – many of whom are Mosaic graduates themselves – produce compassionate young people who are equipped to fully participate and take leadership in the multicultural society we live in.”

- Paul Kivel, Educator, Activist, and Author of the Making the Peace Curriculum, Helping Teens Stop Violence, and Uprooting Racism

