

# Making a Difference

## The Mosaic Project Impact Report

### Those We Serve

The Mosaic Project serves the San Francisco Bay Area and currently partners with 25 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 84,000 individuals:**

**14,500**

4th & 5th graders through the Outdoor Project

**2,600**

Teens & young adults through the Youth Leadership Project

**45,000**

Students through the In-School Project

**22,000**

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 alumni
- **58% Outdoor Project staff** are student/ Youth Leader alumni
- **36% Year-round staff** are student/ Youth Leader alumni
- **22% 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

Eighty-nine 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, **A**wesome **A**ttitude, **I**ndividuality, and **C**ommunity.

### How did Mosaic change you?



**99%** recommend Mosaic

**89%** 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."*

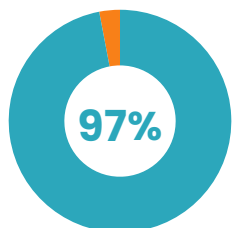
— Rose Fruci, partner teacher

N=3,127 Categorized responses to open-ended question, "How did Mosaic change you?"

## Outdoor Project Alumni

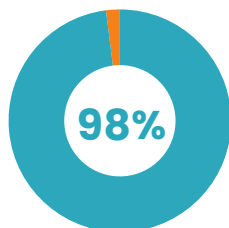
Our lessons are not easily forgotten. When surveyed after five years, nearly all responding alumni state that, because of The Mosaic Project, they are more likely to empathize with those different from themselves, more likely to interrupt discrimination, and better able to resolve conflicts peacefully. 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

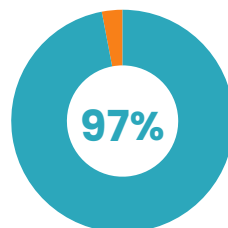


I am more able to resolve conflicts peacefully.

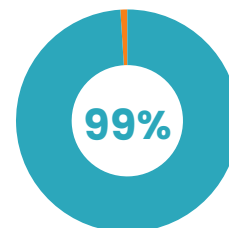
N=343



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.

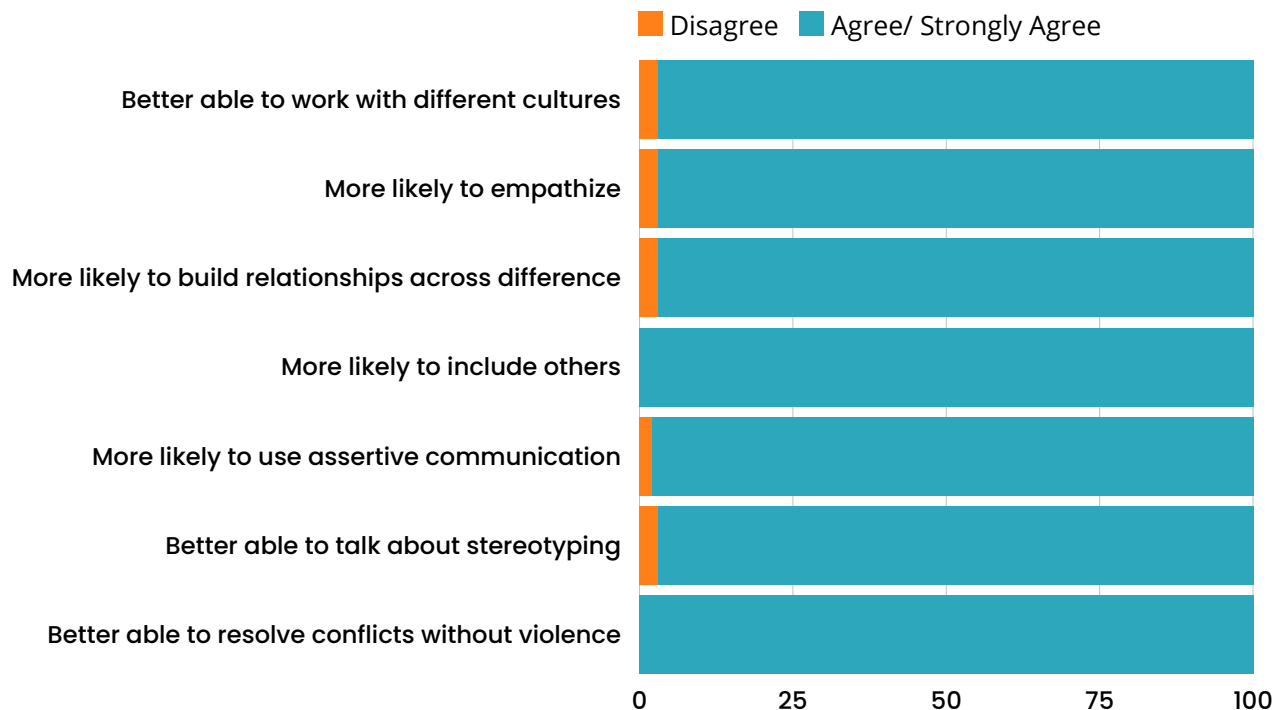


I am more likely to empathize with those who may think or act differently from me.

## Youth Leaders

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

**100%** say  
Mosaic was a  
transformational  
experience



N=100



*"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=102

*"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

