

Cultural Diversity Self Assessment

Read each statement and circle the number that best describes your behavior or belief. Remember, be as candid as possible with your responses, there are no right or wrong answers.

	Almost Never		Sometimes		Always
1. I am aware of my own biases and how they affect my thinking.	1	2	3	4	5
2. I can honestly assess my strengths and weaknesses in the area of diversity and try to improve myself.	1	2	3	4	5
3. I assume good intent and ask for clarification when I don't understand what was said or implied.					
4. I challenge others when they make racial/ethnic/sexually offensive comments or jokes.					
5. I speak up if I witness another person being humiliated or discriminated against.					
6. I do not participate in jokes that are derogatory to any individual group.					
7. I don't believe that my having a friend of color means that I'm culturally competent.					
8. I understand why a lack of diversity in my social circle may be perceived as excluding others.					
9. I realize that people of other cultures have a need to support one another and connect as a group.					
10. I do not make assumptions about a person or individual group until I have verified the facts on my own.					
11. I have multiple friends from a variety of ethnicities and abilities.					
12. I connect easily with people who do not look like me and am able to communicate easily.					
13. I'm interested in the ideas and beliefs of people who don't think and believe as I do, and I respect their opinions even when I disagree.					
14. I work to make sure people who are different from me are heard and accepted.					
15. I recognize and avoid language that reinforces stereotypes. ("jew them down on the price")					
16. I know the stereotype of my ethnicity.					
17. I encourage culturally diverse people to speak out on their issues and concerns and validate their issues.					
18. Avoid assuming that others will have the same reaction as me when discussing or viewing an issue.					
19. I understand that I'm a product of my upbringing and believe there are valid beliefs other than my own.					
20. I do not take physical characteristics into account when interacting with others and when making decisions about competence or ability.					

21. I recognize that others stereotype me and I try to overcome their perceptions.					
22. I include culturally diverse people in team decision making processes that impact them.					
23. I actively seek opportunities to connect with people different than me and seek to build rapport.					
24. I believe “color blindness” is a counter productive and devalues a person’s culture or history.					
25. I avoid generalizing behaviors or attitudes of one individual group to another group. (“All men are...” or “All Asians act...” or “Handicapped people usually...”)					
26. I actively convey that nontraditional employees or students are as skilled and competent as others.					
27. I do not try to justify acts of discrimination to make the victim feel better. I validate his/her assessment of what occurred.					
28. I try to learn about and appreciate the richness of other cultures and honor their holidays and events.					
29. I believe there are policies and practices in place that negatively impact people outside the majority culture.					
30. I understand the definition of internalized racism and how it impacts people of color.					
31. I believe that race is a social construct, not a scientific fact.					
32. I know and accept that a person’s experiences and background impacts how they interact and trust me.					

TOTAL SCORE: _____