

# PERSONAL SELF-ASSESSMENT OF NON-DISCRIMINATORY BEHAVIOR

## Directions:

1. Rate yourself on the following criteria. Try to be as honest with yourself as possible.
2. When you have completed the checklist, make a list of areas you think need improvement.
3. Create specific goals for achieving bias-free attitudes and actions.

## Self Assessment

**Rate yourself using a rating scale from 1 (Rarely or Never) to 5 (Frequently and Consistently)**

*For the purposes of this exercise, think of "culture" as the pattern of daily life learned consciously and unconsciously by a group of people. These patterns can be seen in language, arts, customs, holiday celebrations, food, religion, clothing and so on.*

- \_\_\_\_\_ 1. I educate myself about the culture and experience of other cultural groups by attending classes, workshops, cultural events, readings, etc., and through a variety of sources.
- \_\_\_\_\_ 2. I spend time reflecting on my own childhood / upbringing to analyze where and how I received racist, sexist, anti-Semitic, heterosexist or other prejudiced messages.
- \_\_\_\_\_ 3. I look at my own attitudes and behaviors as an adult to determine how I am perpetuating or combating racism in our society.
- \_\_\_\_\_ 4. I evaluate my own use of language to see if I use terms or phrases that are degrading or hurtful to another group.
- \_\_\_\_\_ 5. I avoid stereotyping and generalizing about persons based on their group identity, gender, etc.
- \_\_\_\_\_ 6. I value cultural differences and avoid statements such as "I never think of you as a \_\_\_\_\_," which discredits differences.
- \_\_\_\_\_ 7. I am aware of, and can explore and discuss with comfort, issues of racism and pluralism.
- \_\_\_\_\_ 8. I am open to having someone of another race point out ways in which my behavior may be insensitive.
- \_\_\_\_\_ 9. I give equal attention to all <sup>students</sup> ~~children~~ / staff who I supervise regardless of their culture.
- \_\_\_\_\_ 10. I am comfortable giving constructive criticism to someone of another culture.
- \_\_\_\_\_ 11. I include material about all cultural groups in my programs / environment even though other groups may not be represented, because pluralistic program material is important for all.
- \_\_\_\_\_ 12. I take special efforts in my job to develop practices which are inclusive, such as scheduling meetings, locating meetings and changing participation costs, when needed.
- \_\_\_\_\_ 13. I consciously monitor TV programs, newspapers and advertising for biased content

- \_\_\_\_\_ 14. I monitor the environment in my home, my office, my house of worship and my children's school for multicultural visuals and request such materials if they are lacking.
- \_\_\_\_\_ 15. I feel free to ask persons who are using discriminatory language and behavior to refrain, and am comfortable in stating my reasons.
- \_\_\_\_\_ 16. I am willing to be proactive within my organization to achieve diversity goals in hiring and programming.
- \_\_\_\_\_ 17. I am actively anti-racist in my personal life by supporting letter-writing campaigns and other means of achieving equity.

Areas needing improvement: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

My personal goals: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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