

MULTICULTURAL SELF-ASSESSMENT

Place a check mark under the appropriate answer.

	ALWAYS	OFTEN	SOMETIMES	NEVER
1. I educate myself about the culture and experience of other racial/religious/economic groups by attending classes, cultural events, reading, etc.	_____	_____	_____	_____
2. I spend time reflecting on my own childhood/upbringing to analyze where and how I received racist or prejudiced messages.	_____	_____	_____	_____
3. I look at my own attitudes and behaviors as an adult to determine how I am colluding with or combatting 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. ("Indian give," "you people," etc.)	_____	_____	_____	_____
5. I avoid stereotyping and generalizing about persons based on their group identity/gender.	_____	_____	_____	_____
6. I value cultural differences and avoid statements such as "I never think of you as ____" which discredit 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 staff whom I supervise regardless of racial/religious/economic background.	_____	_____	_____	_____
10. I am comfortable giving constructive criticism to someone of another race.	_____	_____	_____	_____
11. I include material about all racial/religious/economic groups in my programs 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 coats, when needed.	_____	_____	_____	_____

13. I am consciously aware to monitor TV programs, newspapers and advertising for racist 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 them if they are lacking.

15. I am 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 about diverse goals in hiring and program.

17. I am actively anti-racist in my personal life by supporting boycotts, writing letters to the editor, etc.

Check for areas of weakness as indicated by your ratings. State specific goals for becoming more non-discriminatory such as the following: "I will request multicultural visuals for the office."

AREAS OF WEAKNESS:

GOALS: