

9.2 CULTURAL DIVERSITY QUESTIONNAIRE

Purpose

- 1. To identify your attitudes and perspectives regarding cultural diversity
- 2. To help you become aware of and understand your prejudices and biases
- 3. To help you understand the potential consequences of your approach to diversity in the workplace

Directions

- 1. Read each statement and circle the number that best describes your belief or behavior.
- 2. Be as candid as possible with your responses; there are no right or wrong answers.

	Almost Never	Never	Sometimes	Almost Always	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.	1	2	3	4	5
4. I challenge others when they make racial/ethnic/sexually offensive comments or jokes.	1	2	3	4	5
5. I speak up if I witness another person being humiliated or discriminated against.	1	2	3	4	5
6. I do not participate in jokes that are derogatory to any individual group.	1	2	3	4	5
7. I don't believe that my having a friend of color means that I'm culturally competent.	1	2	3	4	5
8. I understand why a lack of diversity in my social circle may be perceived as excluding others.	1	2	3	4	5
9. I realize that people of other cultures have a need to support one another and connect as a group.	1	2	3	4	5
10. I do not make assumptions about a person or individual group until I have verified the facts on my own.	1	2	3	4	5
11. I have multiple friends from a variety of ethnicities and abilities.	1	2	3	4	5
12. I connect easily with people who look different than me and am able to communicate easily with them.	1	2	3	4	5
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.	1	2	3	4	5

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(continued)

		Almost Never	Never	Sometimes	Almost Always	Always
14.	I work to make sure people who are different from me are heard and accepted.	1	2	3	4	5
15.	I recognize and avoid language that reinforces stereotypes (ex.: "Jew them down on the price").	1	2	3	4	5
16.	I know others' stereotypes associated with my ethnicity.	1	2	3	4	5
17.	I encourage culturally diverse people to speak out on their issues and concerns and I validate their issues and concerns.	1	2	3	4	5
18.	I avoid assuming that others will have the same reaction as me when discussing or viewing an issue.	1	2	3	4	5
19.	I understand that I'm a product of my upbringing and believe there are valid beliefs other than my own.	1	2	3	4	5
20.	I do not take physical characteristics into account when interacting with others or when making decisions about others' competence or ability.	1	2	3	4	5
21.	I recognize that others stereotype me and I try to overcome their perceptions.	1	2	3	4	5
22.	I include culturally diverse people in team decision-making processes that impact them.	1	2	3	4	5
23.	I actively seek opportunities to connect with people different than me and seek to build rapport with them.	1	2	3	4	5
24.	I believe "color blindness" is counterproductive and devalues a person's culture or history.	1	2	3	4	5
25.	I avoid generalizing behaviors or attitudes of one individual in a group to others ("All men are . . ." or "All Asians act . . ." or "Handicapped people usually . . .").	1	2	3	4	5
26.	I actively convey that nontraditional employees or students are as skilled and competent as others.	1	2	3	4	5
27.	I do not try to justify acts of discrimination to make the victim feel better. I validate his/her assessment of what occurred.	1	2	3	4	5
28.	I try to learn about and appreciate the richness of other cultures and honor their holidays and events.	1	2	3	4	5
29.	I believe there are policies and practices in place that negatively impact people outside the majority culture.	1	2	3	4	5
30.	I understand the definition of internalized racism and how it impacts people of color.	1	2	3	4	5
31.	I believe that race is a social construct, not a scientific fact.	1	2	3	4	5
32.	I know and accept that [people's] experiences and background impact how they interact and trust me.	1	2	3	4	5

Source: Special Populations and CTE Illinois Leadership Project. (2016). *Cultural Diversity Self-Assessment*. Retrieved from <http://illinoiscte.org/index.php/resources/cultural-competency-module>



Visit edge.sagepub.com/northouseintro4e for a downloadable version of this questionnaire.

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Scoring

Sum the numbers you circled on the questionnaire. This number is your cultural diversity score.

Total Score

Cultural diversity score: _____

Scoring Interpretation

This self-assessment is designed to measure your beliefs and behavior regarding cultural diversity and inclusion. A *higher score* on the assessment indicates that you are acutely aware of prejudice and bias, and that you are very aware of the impact of your behavior on others. Individuals who score high relate to others in ways that value diversity. A *lower score* on the assessment suggests that you are unaware of prejudice and bias, and that you are not fully aware of the impact of your biased behavior on others. Individuals who score low communicate with others in ways that do not value diversity.

If your score is 130–160, you are a *rebel*. Rebels are acutely aware of prejudice and bias—sometimes to a fault. You may be a change agent, but you may also be perceived as too radical or reactionary.

If your score is 100–129, you are a *change agent*. Change agents are aware of biases in themselves and others and recognize the negative impact that comes from acting on those biases. You try to educate others and help others realize the value of diversity.

If your score is 70–99, you are *neutral*. Individuals who are neutral are aware of biases in themselves and others, but are reluctant to address inappropriate behavior by others. You avoid risk and seldom challenge others' prejudices when they are exhibited.

If your score is 40–69, you are *traditional*. Traditional individuals are aware of their prejudices and that their behavior may offend some people. However, you may continue to tell derogatory jokes and express inappropriate comments. Your behavior may have legal consequences.

If your score is 0–39, you are *unaware*. Unaware people do not realize they exhibit biased behavior. You may accept stereotypes as facts and offend others without being aware of it.

Building Your Leadership Profile

If you have the interactive eBook version of this text, log in to access the Leadership Profile Tool. After completing this chapter's questionnaire, you will receive individualized feedback and practical suggestions for further strengthening your leadership based on your responses in this questionnaire.