

Application

9.3 Cultural Diversity Awareness 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.

	Never	Almost Never	Some-times	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

	Never	Almost Never	Sometimes	Almost Always	Always
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 from 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

	Never	Almost Never	Some-times	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.	1	2	3	4	5
16. I know others' stereotypes associated with my ethnicity.	1	2	3	4	5
17. I encourage people who are culturally different from myself 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 I do 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

	Never	Almost Never	Sometimes	Almost Always	Always
21. I recognize that others stereotype me, and I try to overcome their perceptions.	1	2	3	4	5
22. I include people who are culturally different from myself in team decision-making processes that impact them.	1	2	3	4	5
23. I actively seek opportunities to connect with people who are different from 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.	1	2	3	4	5
26. I actively convey that employees or students of varying backgrounds 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 their assessment of what occurred.	1	2	3	4	5

	Never	Almost Never	Some-times	Almost Always	Always
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 recognize 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 with and trust me.	1	2	3	4	5

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

Scoring

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

Total Score

Cultural diversity awareness 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 in the very high range.

If your score is 100–129, you are in the high range.

If your score is 70–99, you are in the moderate range.

If your score is 40–69, you are in the low range.

If your score is 0–39, you are in the very low range.