

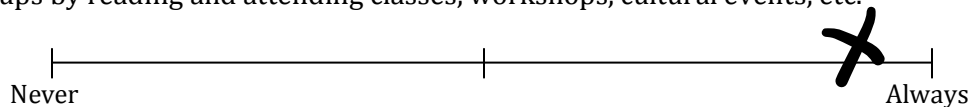


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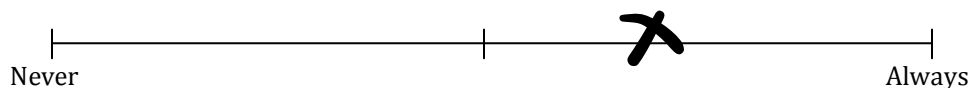
PERSONAL SELF-ASSESSMENT OF ANTI-BIAS BEHAVIOR

Directions: Using the rating scale of NEVER to ALWAYS, assess yourself for each item by placing an “X” on the appropriate place along each continuum. When you have completed the checklist, review your responses to identify areas in need of improvement. Create specific goals to address the areas in which you would like to improve.

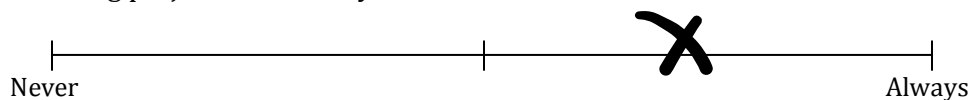
1. I educate myself about the culture and experiences of other racial, religious, ethnic and socioeconomic groups by reading and attending classes, workshops, cultural events, etc.



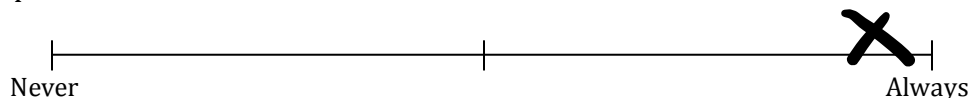
2. I spend time reflecting on my own upbringing and childhood to better understand my own biases and the ways I may have internalized the prejudicial messages I received.



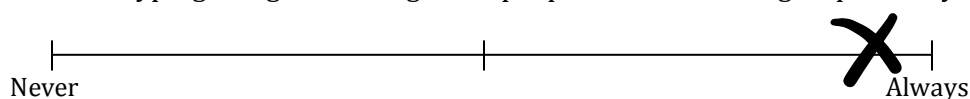
3. I look at my own attitudes and behaviors as an adult to determine the ways they may be contributing to or combating prejudice in society.



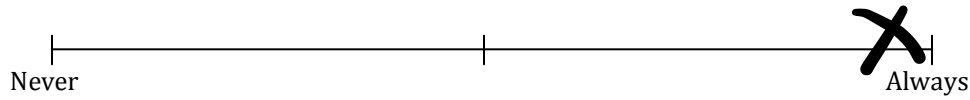
4. I evaluate my use of language to avoid terms or phrases that may be degrading or hurtful to other groups.



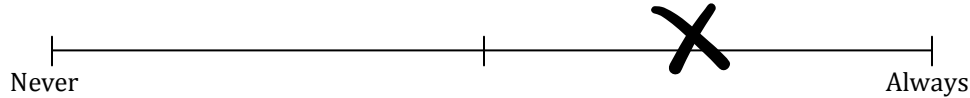
5. I avoid stereotyping and generalizing other people based on their group identity.



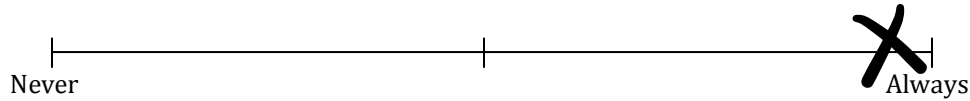
6. I value cultural differences and avoid statements such as “I never think of you as _____,” which discredits differences.



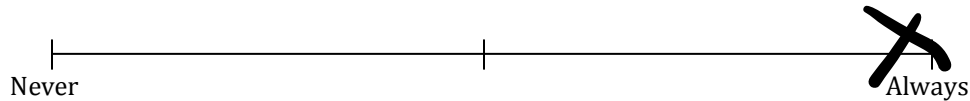
7. I am comfortable discussing issues of racism, anti-Semitism and other forms of prejudice with others.



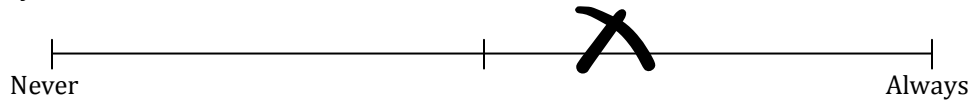
8. I am open to other people’s feedback about ways in which my behavior may be culturally insensitive or offensive to others.



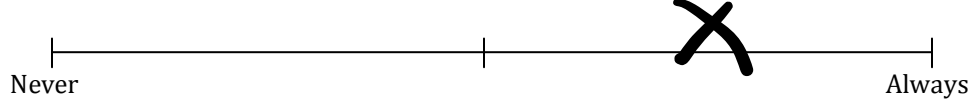
9. I give equal attention to other people regardless of race, religion, gender, socioeconomic class or other difference.



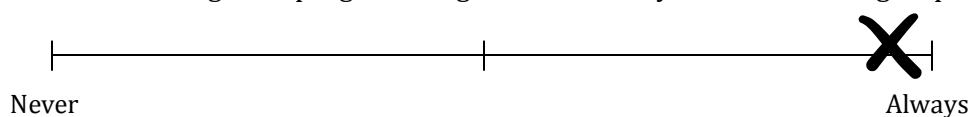
10. I am comfortable giving constructive feedback to someone of another race, gender, age or physical ability.



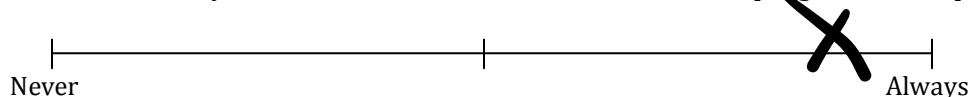
11. The value of diversity is reflected in my work, which includes a wide range of racial, religious, ethnic and socioeconomic groups, even when these groups are not personally represented in my community.



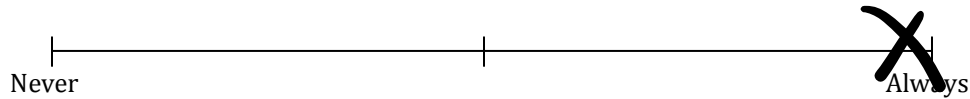
12. I work intentionally to develop inclusive practices, such as considering how the time, location and cost of scheduled meetings and programs might inadvertently exclude certain groups.



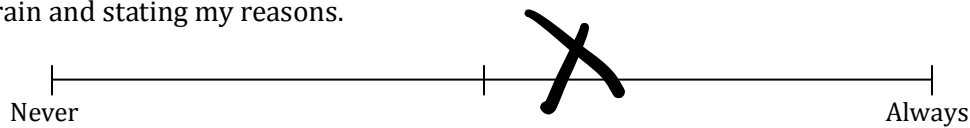
13. I work to increase my awareness of biased content in television programs, newspapers and advertising.



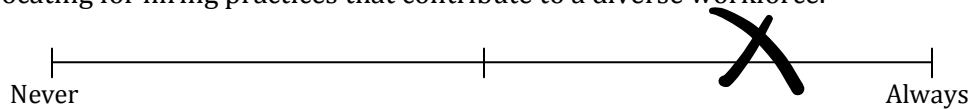
14. I take time to notice the environment of my home, office, house of worship and children's school, to ensure that visual media represent diverse groups, and I advocate for the addition of such materials if they are lacking.



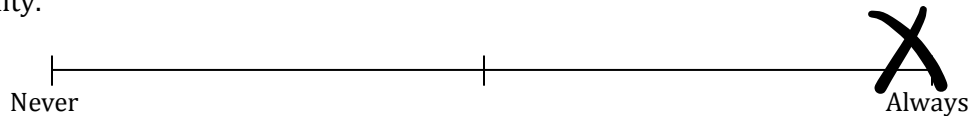
15. When other people use biased language and behavior, I feel comfortable speaking up, asking them to refrain and stating my reasons.



16. I contribute to my organization's achievement of its diversity goals through programming and by advocating for hiring practices that contribute to a diverse workforce.



17. I demonstrate my commitment to social justice in my personal life by engaging in activities to achieve equity.



Areas of growth: Depending on the setting and person, it can sometimes be hard for me to speak up when someone is using biased language and demonstrating biased behavior. This can also be applied to my level of comfort in giving constructive feedback to someone of a different race or ethnicity. I also hope to expand my knowledge on the different forms of prejudice and discrimination through learning of the lived experiences of individuals from diverse backgrounds.

Goals: Become confident in speaking up when an individual uses biased language or demonstrates biased behavior, regardless of the setting or individual. Consistently seek to understand and learn of the different forms of prejudice and discrimination experienced by diverse individuals and communities. Become confident in discussing the issues of racism and other acts of prejudice towards others with individuals & with my local community. Continually assess and evaluate my own behaviors and thought processes to determine how they might be contributing to or combatting prejudice in society.

This activity was adapted from "Commitment to Combat Racism" by Dr. Beverly Tatum & Andrea Ayyavazian in *White Awareness: Handbook for Anti-Racism Training* by Judy H. Katz. ©1978 by the University of Oklahoma Press, Norman. Reprinted by permission of the publisher. All rights reserved.