

# RACIAL EQUITY SELF-ASSESSMENT

*Adapted from "Personal Self-Assessment of Anti-Bias Behavior," by the Anti-Defamation League, 2007  
(<http://www.adl.org>)*

**Directions:** As honestly as you can, indicate your assessment on the Likert scale below each question by circling the number that best represents your experience. Add up the total score at the bottom of the assessment.

Based on your thoughts about the questions, identify areas of strength and areas for growth. Note: **DO NOT WRITE YOUR NAME ANYWHERE ON THIS DOCUMENT.** This self-assessment is completely anonymous. We will code your assessment by your answer to the provided prompt. You will be taking another self-assessment at the conclusion of the program using the same prompt to identify your data.



Last 4 digits of your SSN: \_\_\_\_\_

## Racial Equity Self-Assessment

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

0	1	2	3	4
Never	Seldom	Sometimes	Often	Always

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 may have received.

0	1	2	3	4
Never	Seldom	Sometimes	Often	Always

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

0	1	2	3	4
Never	Seldom	Sometimes	Often	Always

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

0	1	2	3	4
Never	Seldom	Sometimes	Often	Always

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

0	1	2	3	4
Never	Seldom	Sometimes	Often	Always

6. I value cultural differences and avoid statements such as "I never think of you as \_\_\_\_." Which discredits differences.

0	1	2	3	4
Never	Seldom	Sometimes	Often	Always

7. I am comfortable discussing issues of racism with others.

0	1	2	3	4
Never	Seldom	Sometimes	Often	Always

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

0	1	2	3	4
Never	Seldom	Sometimes	Often	Always

9. I give equal attention to other people regardless of race.

0	1	2	3	4
Never	Seldom	Sometimes	Often	Always

10. I am comfortable giving constructive feedback to someone of another race.

0	1	2	3	4
Never	Seldom	Sometimes	Often	Always

11. The value of racial diversity is reflected in my work even when they are not personally represented in my community.

0	1	2	3	4
Never	Seldom	Sometimes	Often	Always

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.

0	1	2	3	4
Never	Seldom	Sometimes	Often	Always

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

0	1	2	3	4
Never	Seldom	Sometimes	Often	Always

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 racial groups, and I advocate for the addition of such materials if they are lacking.

0	1	2	3	4
Never	Seldom	Sometimes	Often	Always

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

0	1	2	3	4
Never	Seldom	Sometimes	Often	Always

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

0	1	2	3	4
Never	Seldom	Sometimes	Often	Always

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

0	1	2	3	4
Never	Seldom	Sometimes	Often	Always

**Total Score** \_\_\_\_\_

Areas of strength:

Areas of growth:

2 Racial Equity Goals: