

Diversity Awareness Profile

Instructions:

Read each question and circle the number that best answers it. Consider each question in terms of your own actions, beliefs, and experiences. When you have finished answering the questions, add up the numbers for a total.

How often do I, as an individual:

	Almost Never	Seldom	Usually	Almost Always
Challenge others on racial/ ethnic sexually derogatory/snide or rude remarks about individuals who are culturally different?	1	2	3	4
Speak up when someone is humiliating another person or acting inappropriately?	1	2	3	4
Refuse to participate in jokes that are derogatory to any group, culture, or sex?	1	2	3	4
Check out reality before repeating or believing rumors about anyone?	1	2	3	4
Assume and convey the message that people of color, people with disabilities, and people of certain religious backgrounds are as skilled and competent as others?	1	2	3	4
Get to know people from different culture, groups, and sects as individuals?	1	2	3	4
Realize all people have a need to socialize with and reinforce one another and connect as a group?	1	2	3	4
Accept and reinforce the fact that not everyone has to act or look a certain way to be successful in or valuable to my organization?	1	2	3	4
Take responsibility for helping new people in my organization, including women and people who are different, to feel welcome and accepted?	1	2	3	4

Answer Key

- 0-12 May be a little naïve regarding cultural issues and flexibility of your views
- 13-22 May not feel that comfortable defending others (or avoid) but will at a certain point
- 23-29 Have no problem being a change agent
- 30-36 No problem being a fighter of others rights