

# PERSONAL SELF-ASSESSMENT OF NON-DISCRIMINATORY BEHAVIOR CHECKLIST

## Directions:

1. Rate yourself on the following criteria. Try to be as honest with yourself as possible.
2. When you have completed the checklist, make a list of areas you think need improvement.
3. Create specific goals for becoming more non-discriminatory.

## Self-Discriminatory Behavior:

Rate yourself – Use rating scale from 1 (lowest) to 5 (highest)

1. I educate myself about the culture and experience of other racial/religious/ethnic/economic groups by attending classes, workshops, cultural events, reading, etc.
2. I spend time reflecting on my own childhood/upbringing to analyze where and how I received racist, sexist, anti-Semitic, heterosexist or other prejudiced messages.
3. I look at my own attitudes and behaviors as an adult to determine how I am colluding with or combating racism in our society.
4. I evaluate my own use of language to see if I use terms or phrases that are degrading or hurtful to another group.
5. I avoid stereotyping and generalizing about person based on their group identity, gender, etc.
6. I value cultural differences and avoid statements such as “I never think of you as a \_\_\_\_\_,” which discredits differences.
7. I am aware of, and can explore and discuss with comfort, issues of racism and pluralism.
8. I am open to having someone of another race point out ways in which my behavior may be insensitive.
9. I give equal attention to all staff whom I supervise regardless of race, religion, socioeconomic class, or physical ability.

- \_\_\_ 10. I am comfortable giving constrictive criticism to someone of another race, gender, age or physical ability.
- \_\_\_ 11. I include material about all racial/religious/ethnic/economic groups in my programs even though other groups may not be represented, because pluralistic program material is important for all.
- \_\_\_ 12. I take special efforts in my job to develop practices that are inclusive, such as scheduling meetings, locating meetings, and changing participation costs, when needed.
- \_\_\_ 13. I consciously monitor TV programs, newspapers and advertising for biased content.
- \_\_\_ 14. I monitor the environment in my home, my office, my house of worship and my children's school for multicultural visuals and request such materials if they are lacking.
- \_\_\_ 15. I feel free to ask persons who are using discriminatory language and behavior to refrain, and am comfortable stating my reasons.
- \_\_\_ 16. I am willing to be proactive within my organization to achieve diversity goals in hiring and programming.
- \_\_\_ 17. I am actively anti-racist in my personal life by supporting letter-writing campaigns and other means of achieving equity.

Areas needing improvement: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Goals: \_\_\_\_\_

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\_\_\_\_\_

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