

## 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.

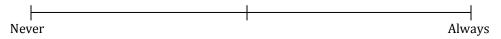
1. I educate myself about the culture and experiences of other racial, religious, ethnic and socioeconomic groups by reading and attending classes, workshops, cultural events, etc.



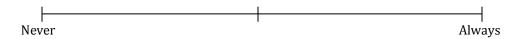
2. I spend time reflecting on my own upbringing and childhood to better understand my own biases and the ways I may have internalized the prejudicial messages I received.



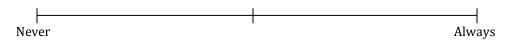
3. I look at my own attitudes and behaviors as an adult to determine the ways they may be contributing to or combating prejudice in society.



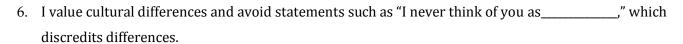
4. I evaluate my use of language to avoid terms or phrases that may be degrading or hurtful to other groups.

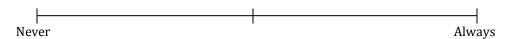


5. I avoid stereotyping and generalizing other people based on their group identity.





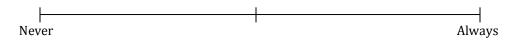




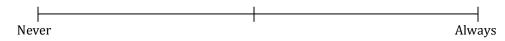
7. I am comfortable discussing issues of racism, anti-Semitism and other forms of prejudice with others.



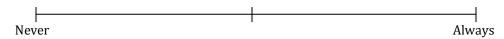
8. I am open to other people's feedback about ways in which my behavior may be culturally insensitive or offensive to others.



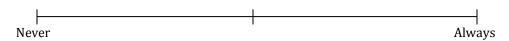
9. I give equal attention to other people regardless of race, religion, gender, socioeconomic class or other difference.



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 m	ny home, office, house of worship and children's school, to
ensure that visual media represent divers	e groups, and I advocate for the addition of such materials if
they are lacking.	
	1
Never	Always
15. When other people use biased language at	nd behavior, I feel comfortable speaking up, asking them to
refrain and stating my reasons.	
<u> </u>	Al
Never	Always
16. I contribute to my organization's achiever	nent of its diversity goals through programming and by
advocating for hiring practices that contri	bute to a diverse workforce.
-	<del>                                     </del>
Never	Always
17. I demonstrate my commitment to social ju	astice in my personal life by engaging in activities to achieve
equity.	
-	<del>                                     </del>
Never	Always
Areas of growth:	
The cus of growth	
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. ©1978 by the University of Oklahoma Press, Norman. Reprinted by permission of the publisher. All rights reserved.