

## DEVELOPING: Contributing to the community – Diversity self assessment

- ▶ The following self assessment has been designed to measure your personal views towards diversity awareness.
- ▶ Mark each of the following statements on a scale of 1-5. 1 being 'rarely' and 5 being 'always'.

		Frequency				
		Rarely	Sometimes			Always
		1	2	3	4	5
1.	I understand the University's policy on dignity, diversity and equality.					
2.	I regularly assess my own potential for bias and prejudice and understand my values.					
3.	I'm always asking questions. I'm curious To learn more about the world, its environment and its people.					
4.	When I don't understand what someone says, I ask for clarification.					
5.	I'm committed to respecting all my peers and colleagues and everyone I encounter in life.					
6.	I work willingly and cooperatively with people different from me.					
7.	I recognise how bonding with my own group may exclude or be perceived as excluding others.					
8.	I can communicate with and influence people who are different from me in positive ways.					
9.	I'm interested in the ideas of people who don't think as I do, and I respect their opinions even when I disagree.					
10.	Some of my friends are different from me in age, race, background, etc...					
11.	I recognise I'm a product of my background; my way isn't the only way.					
12.	I'm aware of my prejudices and consciously try to control my assumptions about people.					
13.	I try to help others understand my differences.					

# Personal Development Planning

		1	2	3	4	5
14.	<b>I work to make sure that people who are different from me are heard and are respected.</b>					
15.	<b>I help others succeed by sharing unwritten rules and showing them how to function better.</b>					
16.	<b>I apologise when I've offended someone.</b>					
17.	<b>I resist the temptation to make another group the scapegoat when something goes wrong.</b>					
18.	<b>I refrain from repeating rumours that reinforce bias or prejudice.</b>					
19.	<b>I recognise and avoid using language that reinforces stereotypes.</b>					
20.	<b>I include people different from me in informal networks and events.</b>					
21.	<b>I believe and convey that non-traditional employees are as skilled and competent as others.</b>					
22.	<b>I get to know people as individuals who are different from me.</b>					
23.	<b>I turn over responsibility to people who are different from me as often as I do to people who are like me.</b>					
24.	<b>I disregard physical characteristics when interacting with others and when making decisions about competence or ability.</b>					
25.	<b>I avoid generalising the behaviours or attitudes of one individual to another group. (e.g. "All men are...", or "All women are...")</b>					
26.	<b>I say "I think that's inappropriate" when I think someone is making a derogatory comment or joke.</b>					
27.	<b>I recognise that others may stereotype me, and I try to overcome incorrect assumptions that they may make.</b>					
<b>TOTAL:</b>						

**Add up your total points to determine where you fall in the following scale:**

**0 to 39 Points: UNAWARE**

Unaware people don't realise they exhibit biased behaviour. They may offend others without being aware of it. They may accept stereotypes as facts. They may even unknowingly commit illegal acts! An unaware person's scores can fall in any category because an unaware person might answer 'always' or 'frequently' when in reality he or she simply doesn't comprehend biased behaviour. Because unaware people "don't know what they don't know," the only accurate indicator is feedback from others.

**40 to 69 Points: TRADITIONAL**

Traditional people are aware of their prejudices and that their behaviour may offend some others. However, they continue with derogatory jokes, inappropriate comments and actions as though the laws and our organisation's values don't apply to them. If you fall in this category, not only is it likely that your behaviour is damaging to workplace productivity and helping to create a hostile workplace climate, but your behaviour may have legal consequences as well. Examine the questions you scored lowest—you may want to create personal and professional goals to help you break these habits.

**70 to 99 Points: NEUTRAL**

People in this category are aware of biases in themselves and others. They are working to overcome their own prejudices, but are reluctant to address inappropriate behaviour by others. They avoid risk by saying nothing and this is often perceived as agreement. If you fall into this category, look at the questions that you marked the lowest—you may want to identify ways in which you can improve in those areas. You may also want to find ways in which you can become more comfortable as an ally to others. Determine tactful, clear and firm ways to address inappropriate language, behaviour and attitudes by others in the workplace.

**100 to 129 Points: CHANGE AGENT**

Change agents are aware of biases in themselves and others and realise the negative impact that comes from acting on those biases. Change agents are willing to take action when they encounter inappropriate words, behaviours, or attitudes. They relate to people in a way that values diversity. If your score fell in this range, you can make great contributions to your workplace and your community because you try to find ways to educate others and help others realise the value of diversity.

**130 to 140 Points: REBEL**

Rebels are acutely aware of prejudice and bias—sometimes to a fault. At times they may come across too strong and appear to be overreacting. Rebels sometimes receive a reputation that causes people to discount their views, avoid them, or not take them seriously. If you scored in this range, you may be a change agent, but you may also be perceived as too radical or reactionary. Asking other people for honest feedback may help bridge the gap between rebel and change agent.