

CULTURAL AWARENESS INVENTORY

Submitted by: Joe Boehman

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Reference: ASCA Human Rights Committee (1987).

Directions: Attitudes affect behavior. In order to better understand how your present attitudes toward cultural differences affect your relationships with others, please respond yes or no to the questions, whichever most accurately describes your feelings.

1. Only schools with racial problems should be concerned about racial or multi-cultural issues.
2. You need to be a minority person to really understand minority issues.
3. Color is unimportant---nobody cares about race anymore.
4. White people cannot be trusted.
5. Blacks are always using race to gain an advantage.
6. Basically, there are people on this staff (who need training on multicultural issues) who would not attend this inservice if given the choice.
7. Black males are more likely to challenge the authority of staff and administration.
8. White students have few discipline problems.
9. If an Asian student is enrolled in my class I don't have a chance of making a high grade in this course.
10. Asian students are taking away the privileges White students should have.
11. When I see a White man with a Black lady I get angry.
12. When I see a Black man with a White lady I feel mad. Who does he think he is anyway?
13. My friends would put me down if I started hanging out with Black people.
14. White people are always changing the rules to their advantage.
15. If given a choice, I would refuse to be roommates with a person who was not of my culture.

HOW DO YOU FEEL ABOUT GAY PEOPLE?

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Clarifying our attitudes and beliefs helps us to become more conscious of what we feel. The purpose in responding to the following items is not to try to change your attitudes and values, but to bring to your consciousness what those attitudes and values are. There are not "right" or "wrong" answers. The important thing is that you understand what you personally feel, not what you think you should feel. You might want to ask yourself why you feel the way you do.

Read each statement below and circle the "SA" if you strongly agree with the statement, "A" if you agree with it, "N" if you are neutral, "D" if you disagree with it, or "SD" if you strongly disagree.

SA = Strongly Agree A = Agree N = Neutral D = Disagree SD = Strongly Disagree

- SA A N D SD 1. I feel uncomfortable when I'm with people I know are gay.
- SA A N D SD 2. If I found out that a close friend was gay, I think our relationship would be less close in the future.
- SA A N D SD 3. I believe the gay lifestyle is a valid alternative for those who live it.
- SA A N D SD 4. I don't mind being around gay people as long as they don't flaunt their homosexuality.
- SA A N D SD 5. I believe that gay people are always trying to seduce straights and win converts to their lifestyle.
- SA A N D SD 6. I'm quite uncomfortable around men who are feminine acting and women who are masculine acting.
- SA A N D SD 7. Gay people shouldn't be teachers because they will make their students gay.
- SA A N D SD 8. Gay people are completely immoral.
- SA A N D SD 9. If a close friend told me that s/he were gay, it would make us closer because of his/her revealing something very important.
- SA A N D SD 10. Gay people are probably going to hell.
- SA A N D SD 11. I'm against programs and groups organized specifically to meet the social and cultural needs of gay people.
- SA A N D SD 12. I don't really like seeing all the gay characters on the new TV shows, etc. It makes them seem too acceptable in our society.
- SA A N D SD 13. I am able to accept seeing open expression of affection between gay people.

"MAN OF THE NINETIES" QUIZ

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Reference: This quiz was written by Mary DeMouy with the assistance of Julie Ehrhart, Jean Hughes, and Roberta M. Hall, July, 1985. Edited in May, 1991.

How do you measure up as a real "Man of the Nineties?" Do you really understand your women? Is your social awareness all that it should be? Here is an accurate test of your perceptions of women. Take an honest look at the way you see your female friends and classmates, and try your hand at answering the following 15 questions:

1. When a woman walks across the campus and you and your friends together shout and whistle at her, she is probably

- a) flattered beyond words
- b) turned on
- c) embarrassed, angry, and humiliated

2. When you do all the work for your female lab partner, you are

- a) being a real friend
- b) gallantly protecting her delicate fingers from formaldehyde
- c) discouraging her from learning

3. Having sex with your roommate's drunk and semi-conscious girlfriend at a fraternity party is considered

- a) sharing
- b) having fun and showing a girl a great time
- c) rape

4. In a class discussion, when you interrupt women, you are

- a) helping to clarify their fuzzy ideas
- b) sparing them the discomfort of having to speak to a group
- c) depriving them of the opportunity to express their views

5. Women athletes are

- a) too competitive and not very feminine
- b) probably lesbians
- c) learning about leadership and teamwork just as male athletes are

6. Telling jokes that make fun of women is

- a) an entertaining way to break the ice at parties
- b) a great way to bond with other male students
- c) psychologically damaging to women students

7. Always assigning responsibility for providing refreshments for campus events to female students

- a) improves their future homemaking skills
- b) is useful in preparing them for motherhood
- c) reinforces female stereotyping

8. Using a "wet T-shirt contest" to raise money for your fraternity is

- a) fiscally responsible
- b) a good way for the contestants to show school spirit
- c) degrading to women because it defines them as sexual objects

9. Referring to males on campus as "men" and females as "girls"

- a) makes female students feel delightfully youthful
- b) encourages male students to be protective and helpful
- c) reinforces the notion that men are to be taken more seriously than women

10. Discouraging women's choice of a nontraditional major such as science or engineering

- a) makes women more realistic about their rightful place in the work world
- b) protects women from breaking their fingernails or worse
- c) tells women that their career options are limited

11. Putting down women's studies courses

- a) spares women from wasting time that could be spent on "real" courses
- b) protects women from radical thoughts
- c) tells women that women's roles, contributions, and accomplishments are not important

12. Suggesting that women in campus leadership positions have slept their way to the top

- a) hits the nail on the head
- b) will hopefully protect women from making themselves the object of rumor
- c) discourages women from pursuing leadership roles

13. When you treat women faculty with less respect than their male colleagues you are

- a) showing your fellow classmates that you are not a wimp
- b) maintaining the Natural Order
- c) creating an inhospitable atmosphere for women teachers and students

14. When you see an older woman on campus, you know immediately that she has returned to school because

- a) she has nothing better to do
- b) she hates housework and child rearing
- c) she needs credentials to enter or re-enter the workforce

15. Not including women in study groups and informal discussions

- a) protects their tender sensibilities
- b) keeps your girlfriend from getting jealous
- c) denies women classmates the chance to be true peers

Scoring

If you chose "c" to all 15 questions, you've managed to learn more than just your coursework. You have a good understanding of equity issues...and you're well on your way to becoming a "Man of the Nineties."

If you missed one or two questions, don't despair. Your social awareness is developing, but is not yet all that it should be. With time and effort you can rid your mind of stereotypes and outmoded ideas, and prepare yourself for a rewarding future with women as your friends and colleagues.

If you missed three or more questions, the 20th century is passing you by. You need to take a good look around you and realize that women on campus are your colleagues as well as your friends. The future is already here...it takes effort to become part of it, but the rewards are great.

OPINIONNAIRE ON WOMANHOOD

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SA-strongly agree A-agree U-uncertain D-disagree SD-strongly disagree

1. Women cannot develop to their fullest potential unless they marry and raise children.
2. Terms such as "mankind" and "chairman" are offensive.
3. Marriage is an institution that benefits males primarily.
4. Women who want to achieve the highest ranks in their profession will often have to sacrifice interpersonal relationships to get there .
5. The use of female sex appeal in advertising should be stopped.
6. Women should receive preferential treatment in the workforce as indemnity for past discrimination.
7. Women, because of their sensitivity, are superior to men in all work that does not rely on brute strength.
8. It is fair for employers to be reluctant to hire someone who may leave a job or take an extended absence to have a child.
9. The more women are liberated and achieve equal rights in society, the more liberated men will become as a result.
10. Women organize much of their life around pleasing men.
11. I feel pressure to become a successful leader in my career field.
12. I think you can have it all: a great career, wonderful relationships, happy children, enriching leisure time.
13. I find competition threatening to my relationships.
14. I consider myself a feminist or feminist supporter.
15. I feel men (women) pay more attention to my appearance than to other qualities of mine.
16. I intend to stay home with my children during some of their pre-school years.
17. My career and pay will be a secondary means of support if I marry.

RACIAL AWARENESS QUESTIONNAIRE

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This questionnaire is designed to measure people's social attitudes. There are no right or wrong answers. Use the scale below to respond to each statement. Please write Strongly Disagree, Disagree, Uncertain, Agree or Strongly Agree next to the questions below based upon which most accurately describes how you feel.

1. I hardly think about what race I am.
2. I do not understand what Blacks want from Whites.
3. I get angry when I think about how Whites have been treated by Blacks.
4. I feel as comfortable around Blacks as I do Whites.
5. I involve myself in causes regardless of the race of people involved in them.
6. I find myself watching Black people to see what they are like.
7. I feel depressed after I have been around Black people.
8. There is nothing that I want to learn from Blacks.
9. I seek out new experiences even if I know a large number of Blacks will be involved in them.
10. I enjoy watching the different ways that Blacks and Whites approach life.
11. I wish I had a Black friend.
12. I do not feel that I have the social skills to interact with Black people effectively.
13. A Black person who tries to get close to you is usually after something.
14. When a Black person holds an opinion with which I disagree, I am not afraid to express my viewpoint.
15. Sometimes jokes based on Black people's experiences are funny.
16. I think it is exciting to discover the little ways in which Black people and White people are different.
17. I used to believe in racial integration, but now I have my doubts.
18. I would rather socialize with Whites only.
19. In many ways Blacks and Whites are similar, but they are also different in some important ways.
20. Blacks and Whites have much to learn from each other.
21. For most of my life, I did not think about racial issues.
22. I have come to believe that Black people and White people are very different.
23. White people have bent over backwards trying to make up for their ancestor's mistreatment of Blacks, now it is time to stop.
24. It is possible for Blacks and Whites to have meaningful social relationships with each other.
25. There are some valuable things that White people can learn from Blacks that they cannot learn from other Whites.
26. I am curious to learn in what ways Black people and White people differ from each other.
27. I limit myself to White activities.
28. Society may have been unjust to Blacks, but it has also been unjust to Whites.
29. I am knowledgeable about which values Blacks and Whites share.
30. I am comfortable wherever I am.
31. In my family, we never talked about racial issues.
32. When I must interact with a Black person, I usually let him or her make the first move.
33. I feel hostile when I am around Blacks.
34. I think I understand Black people's values.
35. Blacks and Whites can have successful intimate relationships.
36. I was raised to believe that people are people regardless of their race.
37. Nowadays, I go out of my way to avoid associating with Blacks.
38. I believe that Blacks are inferior to Whites.
39. I believe I know a lot about Black people's customs.
40. There are some valuable things that White people can learn from Blacks that they cannot learn from other Whites.
41. I think that it is okay for Black people and White people to date each other as long as they do not marry each other.
42. Sometimes I am not sure what I think or feel about Black people.
43. When I am the only White in a group of Blacks, I feel anxious.
44. Blacks and Whites differ from each other in some ways, but neither race is superior.
45. I am not embarrassed to admit that I am White.
46. I think White people should become more involved in socializing with Blacks.
47. I do not understand why Black people blame all White people for their social misfortunes.
48. I believe that White people look and express themselves better than Black people.

49. I feel comfortable talking to Blacks.
50. I value the relationships I have with my Black friends.

Please answer the following questions by circling the letter of the response you agree with most.

51. Do you feel Blacks in this country have tried to move:
- (a) too fast.
 - (b) too slow.
 - (c) at about the right pace.
52. Would it upset you personally if Blacks moved into your neighborhood:
- (a) a lot.
 - (b) some, but not a lot.
 - (c) only a little.
 - (d) not at all.
53. It has been said that if Black children all went to school with White children, the education of White children would suffer. The reason given is that the Black children would hold back the White children. Do you believe that or not?
- (a) I do not believe it.
 - (b) I am not sure.
 - (c) I do believe the statement.
54. Blacks are more likely to make progress in the future by being patient and not pushing so hard for change.
- (a) I do not agree with this statement.
 - (b) I am not sure.
 - (c) I agree with this statement.
55. If a fully qualified Black whose views were acceptable to you were nominated to run for president, how likely do you think you would be to vote for that candidate?
- (a) I would be very likely to vote for the candidate.
 - (b) I would be likely to vote for the candidate.
 - (c) I would be likely not to vote for the candidate.
 - (d) I would be not at all likely to vote for the candidate.
56. Whether you agree or not with the idea of affirmative action, do you think Blacks are given special consideration and hired before Whites for jobs:
- (a) frequently.
 - (b) occasionally.
 - (c) hardly ever.
 - (d) never at all.
57. How about in higher education institutions-that is, colleges and universities? Do you think Blacks are given special consideration and admitted before Whites in higher education institutions:
- (a) frequently.
 - (b) occasionally.
 - (c) hardly ever.
 - (d) never at all.

WHAT DO YOU KNOW ABOUT GAY PEOPLE?

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For many people, much of what they think they know about the gay lifestyle is based on the myths they've heard about it, not the reality of it. Sorting out the myths and realities can lead to greater self-awareness which motivates us to learn more and become more accepting of those whose sexual orientation may be different from our own.

Read each statement below and circle the "SA" if you strongly agree with the statement, "A" if you agree with it, "N" if you are neutral, "D" if you disagree with it, or "SD" if you strongly disagree.

SA = Strongly Agree A = Agree N = Neutral D = Disagree SD = Strongly Disagree

SA A N D SD 1. Gay people can ordinarily be identified by certain mannerisms or physical characteristics.

SA A N D SD 2. In a gay relationship one partner usually plays the "husband"/"butch" role and the other plays the "wife"/"femme"role.

SA A N D SD 3. We do not know what causes homosexuality.

SA A N D SD 4. Most gay people could be cured by having really good sex with a member of the opposite sex.

SA A N D SD 5. The majority of child molesters are gay.

SA A N D SD 6. Most gay people regard themselves as members of the opposite sex.

SA A N D SD 7. Homosexuality is not "natural" that is, it does not exist in nature, therefore, that proves that it is dysfunctional.

SA A N D SD 8. Gay people should not be teachers because they will try to convert their students to the gay lifestyle.

SA A N D SD 9. Gay people have made a conscious decision to be gay.

SA A N D SD 10. There are very few "bisexuals;" most people are either completely homosexually or heterosexually oriented.

SA A N D SD 11. There are some significant differences between the lifestyles of gay men and lesbians.

SA A N D SD 12. Homosexuality is a type of mental illness and can be cured by appropriate psychotherapy.

SA A N D SD 13. One homosexual experience as an adolescent will play a large part in determining whether a person will be homosexually oriented as an adult.