

THE WINNING BALANCE

So where do I stand? Where am I with respect to this topic? Respond to the questions below based on your behaviors.

How often do I...	Rarely	Sometimes	Usually	Mostly
1. Challenge others privately when they make racially, ethnically, or sexually offensive comments?	1	2	3	4
2. Challenge others publicly when they are making fun of others because of their race, gender, ethnic background, religion, appearance, disability, or sexual orientation?	1	2	3	4
3. Think about the impact of my comments and actions before I speak?	1	2	3	4
4. Refuse to tell jokes that are derogatory to any group, culture, or sex?	1	2	3	4
5. Refrain from repeating statements or rumors that reinforce prejudice or bias?	1	2	3	4
6. Avoid generalizing the behaviors or attitudes of one individual to an entire group (e.g.: "All blacks are...", "All disabled people are...", "All men are...")?	1	2	3	4
7. Accept that I am a biased person and understand that there will be times when my biases will come out in my actions or words?	1	2	3	4
8. Avoid using language that reinforces negative stereotypes (e.g.: "You're acting like a pack of wild Indians," "Jew them down," "White of you," "I'll get my girl to do it")?	1	2	3	4
9. Learn about people of different races and groups (through reading, attending voluntary seminars, watching television specials, listening to speakers)?	1	2	3	4

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THE WINNING BALANCE (CONT'D)

How often do I...	Rarely	Sometimes	Usually	Mostly
10. Get to know people of different races and groups and individuals (make the first effort to talk to them, invite them to socialize)?	1	2	3	4
11. Support and take responsibility for helping my organization meet EEO/AA guidelines?	1	2	3	4
12. Value people who are different from me as resources because of their unique skills, abilities, perspectives, and approaches?	1	2	3	4
13. Work to change policies that disregard different cultural beliefs or religious holidays?	1	2	3	4
14. Challenge the notion that individuals need to act or look a certain way to be successful or valuable to the organization?	1	2	3	4
15. Forgive people who make biased statements about me or others and allow them to regain my trust and respect?	1	2	3	4
16. Include and invite people different from myself into the decision-making process?	1	2	3	4
17. Provide timely and honest feedback to others, including those different from myself, even if it feels risky?	1	2	3	4
18. Share the formal and informal rules of my group with those different from myself?	1	2	3	4
19. Disregard physical characteristics (disability, attractiveness, height, weight, dress, etc.) when interacting with others and making decisions about their ability?	1	2	3	4
20. Support organizational policies regarding equal treatment by confronting people who violate those policies and reporting them if necessary?	1	2	3	4

TOTAL SCORE: _____

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