

## **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.

<b>How often do I...</b>	<b>Rarely</b>	<b>Sometimes</b>	<b>Usually</b>	<b>Mostly</b>
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)**

<b>How often do I...</b>	<b>Rarely</b>	<b>Sometimes</b>	<b>Usually</b>	<b>Mostly</b>
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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