

UW SOUL: 40 QUESTIONS ON DIVERSITY

I. Thinking back on the situations you found yourself in and the conversations you had during the two years that you have been at the UW, **please indicate how well the following statements describe you.**

| | Not at all--I'm never like this | I'm a little like this | I'm sometimes like this | I'm often like this | Very well--I'm almost always like this |
|---|--|-------------------------------|--------------------------------|----------------------------|---|
| 1. I find it difficult to see things from the other person's point of view. | 1 | 2 | 3 | 4 | 5 |
| 2. I believe that there are many sides to every issue, and I try to look at most of them. | 1 | 2 | 3 | 4 | 5 |
| 3. I believe that no one group has "the truth" or knows the "right way" to live. | 1 | 2 | 3 | 4 | 5 |
| 4. I think a lot about the influence that society has on people's thoughts, feelings, and behaviors. | 1 | 2 | 3 | 4 | 5 |
| 5. If I am sure that I'm right about something, I don't waste much time listening to other people's arguments. | 1 | 2 | 3 | 4 | 5 |
| 6. I really enjoy finding out about the reasons or causes for people's opinions and behaviors. | 1 | 2 | 3 | 4 | 5 |
| 7. I think a lot about the influence that society has on my thoughts, feelings, and behaviors. | 1 | 2 | 3 | 4 | 5 |
| 8. I am confident in what I believe and value, and I don't expect those beliefs and values to change much in the next few years. | 1 | 2 | 3 | 4 | 5 |
| 9. It is important for me to educate others about the gender, sexual orientation or racial/ethnic group(s) to which I belong. | 1 | 2 | 3 | 4 | 5 |
| 10. I want to learn about groups with genders, sexual orientations, and racial/ethnic backgrounds that are different from my own. | 1 | 2 | 3 | 4 | 5 |
| 11. I'd like to bridge differences between these groups. | 1 | 2 | 3 | 4 | 5 |
| 12. I pay attention to laws and policies influencing diversity, such as I-200, and their consequences. | 1 | 2 | 3 | 4 | 5 |

II. Please rate **how important the following are to how you think about yourself:**

| | Not important to me | A little important to me | Moderately important to me | Very important to me |
|--------------------------------------|---------------------|--------------------------|----------------------------|----------------------|
| 13. Your gender | 1 | 2 | 3 | 4 |
| 14. Your racial/ethnic background | 1 | 2 | 3 | 4 |
| 15. Your socio-economic status | 1 | 2 | 3 | 4 |
| 16. Your religious group affiliation | 1 | 2 | 3 | 4 |
| 17. Your sexual orientation. | 1 | 2 | 3 | 4 |

III. Below are some skills that some people say are important in the workplace. For each one, please indicate **how much you have learned about the following since you have been at the UW:**

| | Nothing | A little bit | A moderate amount | A lot |
|---|----------------|---------------------|--------------------------|--------------|
| 18. Listening to points of view that challenge your values. | 1 | 2 | 3 | 4 |
| 19. Analyzing decisions and strategies for their impact on different groups. | 1 | 2 | 3 | 4 |
| 20. Working effectively with teams of people different from yourself. | 1 | 2 | 3 | 4 |
| 21. Understanding the histories and experiences of other cultural groups (such as people with different racial/ethnic backgrounds, sexual orientations, and genders from your own). | 1 | 2 | 3 | 4 |
| 22. Communicating effectively with people from other cultural groups. | 1 | 2 | 3 | 4 |
| 23. Identifying stereotypes, prejudices and discrimination against others in oneself and in others. | 1 | 2 | 3 | 4 |

IV. Listed below are behaviors related to diversity. For each of these behaviors, **please respond by rating the behavior's importance and then by rating how confident you are about being able to do that behavior. Finally, please note whether you have done that behavior in the last year.**

| | IMPORTANCE | | | | CONFIDENCE | | | | ACTION | |
|--|--|---|---|---|---|---|---|---|---|----|
| | 1= Not important 2=A little important 3=Moderately important 4=Very important | | | | 1= Not at all confident 2=A little bit confident 3=Moderately confident 4=Very confident | | | | Have you done this behavior in the past year? | |
| | How important is it for you to: | | | | How confident do you feel in your ability to: | | | | yes | no |
| 24. Challenge others when they make stereotypical racial, ethnic, or sexist comments or jokes. | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | yes | no |
| 25. Think about the impact of my comments and actions before I speak or act. | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | yes | no |
| 26. Recognize and challenge the biases in my own thinking. | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | yes | no |
| 27. Make efforts to educate myself about other groups (for example, other ethnic groups, genders, or sexual orientations). | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | yes | no |
| 28. Call, write, or in some way protest when a book, newspaper, television show, or some other branch of media shows bias. | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | yes | no |
| 29. Say something, such as "I think that's inappropriate," when I think something indicates prejudice. | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | yes | no |
| 30. Make efforts to get to know individuals from diverse backgrounds. | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | yes | no |
| 31. Become active in a group or organization that challenges prejudice and discrimination. | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | yes | no |
| 32. Donate money to groups or organizations that challenge prejudice and discrimination. | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | yes | no |
| 33. Make friends with members from groups different from my own. | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | yes | no |

V. Please evaluate **the contribution of diversity at the UW to your own learning:**

| | Not at all | A little | Somewhat | Very much |
|--|------------|----------|----------|-----------|
| 34. How much has the diversity of students and faculty at the UW contributed to your learning? | 1 | 2 | 3 | 4 |
| 35. Overall, how much do you value the contribution that diversity makes to your learning at the UW? | 1 | 2 | 3 | 4 |

VI. At the UW, how often have you experienced discrimination or been made to feel uncomfortable based on your race/ethnicity, gender, sexual orientation, economic background, or religious affiliation:

| | Never | Once or twice | Occasionally | Frequently |
|--|-------|---------------|--------------|------------|
| 36. By your teachers | 1 | 2 | 3 | 4 |
| 37. By students in the classroom | 1 | 2 | 3 | 4 |
| 38. By UW students outside the classroom | 1 | 2 | 3 | 4 |
| 39. By other UW staff | 1 | 2 | 3 | 4 |
| 40. By the greater Seattle community | 1 | 2 | 3 | 4 |

VII. Additional comments?