

PTA Diversity Self-Assessment Key

Adapted from, the City and County of Denver, Training & Development

After taking the *PTA Diversity Assessment*,
add up your total points to determine where you fall in the following scale:

0 to 38 Points: UNAWARE

Unaware people don't realize they exhibit biased behavior. 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 behavior. Because unaware people "don't know what they don't know," the only accurate indicator is feedback from others.

39 to 59 Points: TRADITIONAL

Traditionals are aware of their prejudices and that their behavior may offend some people. However, they continue with derogatory jokes, inappropriate comments and actions as though the laws and our organization's values don't apply to them. If you fall in this category, not only is it likely that your behavior is damaging to productivity and helping to create a hostile climate, but your behavior 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.

60 to 84 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 behavior 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, behavior and attitudes by others in the workplace.

85 to 114 Points: CHANGE AGENT

Change agents are aware of biases in themselves and others and realize the negative impact that comes from acting on those biases. Change agents are willing to take action when they encounter inappropriate words, behaviors, 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 organization and your community because you try to find ways to educate others and help others realize the value of diversity.

115 to 125 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.

Modified from the 2005 National PTA Leadership Conferences