

FRS ANTI-RACISM SELF-ASSESSMENT						
	<i>This self-assessment was created by the FRS Anti-Racism Core Group during 2021. Print it up and use it privately to explore your own thoughts, feelings and experiences around racism and white supremacy. There are no right or wrong answers. If you are not familiar with some terms, that's fine. This is simply meant as an invitation to find areas where you may want to grow.</i>					
	This document is for your personal use only and your answers will not be shared.					
	Please check the box that most aptly summarizes your thoughts/approach/experiences with each item.	Never	Sometimes	Often	Always	Not Applicable
1	I'm aware how power, privilege and social oppression impact the lives of culturally diverse populations.					
2	I recognize that people have multiple identities drawn from race, sex, religion, ethnicity, etc., and that the importance of each of these identities varies from person to person.					
3	I am aware of my comfort or discomfort when I encounter differences in race, color, religion, sexual orientation, language, and ethnicity.					
4	I am aware of the assumptions that I hold about people of cultures different from my own.					
5	I am aware of my stereotypes as they arise and how they show up in me emotionally, physically, intellectually and spiritually.					
7	I evaluate my use of language to avoid terms or phrases that may be degrading or hurtful to other groups, and could be considered "microaggressions".					
8	I am open to other people's feedback about ways in which my behavior may be culturally insensitive.					
9	When other people use biased language and behavior, I feel comfortable speaking up, asking them to refrain, and stating my reasons.					
10	I am clear on the labels that people of color prefer to use to identify themselves.					
11	I express my beliefs best through action.					
11A	I express my beliefs best through discussion and reflection.					
12	I monitor my own behaviors in terms of how I "take up space" (dominate conversations, interrupt other people, talk over other people, co-opt other people's ideas, dismiss other people's ideas, fail to ask other people to share their perspectives, etc.) in ways that marginalize others, including BIPOC folks.					
13	When I say or do something I recognize as rooted in a White Supremacist attitude, assumption, or stereotype, I notice what EMOTIONAL response it brings up for me, such as...					
	a. Embarrassment or judgment about myself					
	b. Frustration (with self)					
	c. Defensiveness					
	d. Anxiety (about what others think of me)					
	e. Concern (about how my actions made others feel)					
	f. other _____					
14	When I say or do something I recognize as rooted in a White Supremacist attitude, assumption, or stereotype, I notice what THOUGHTS it brings up for me, such as...					



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Never Sometimes Often Always Not Applicable

a. Rationalization (that I lacked bad intent)

b. Recognition of my internalized racism

c. Awareness of the need for unlearning

d. Acknowledgment of my impact on others

e. other _____

15 When **other people** point out that I said or did something rooted in a White Supremacist attitude, assumption, or stereotype, I recognize my behavioral responses, such as...

a. Explain intent (what I did/didn't mean)

b. Think or say they are overreacting.

c. React to or comment on their tone

d. Cause more harm with my comments/actions

e. Question their experience or "interpretation."

f. Verbally acknowledge accountability

g. Apologize for impact/harm

h. Ask them to explain the harm I caused and educate me.

other _____

16 I try to notice the judgments I make about Black people, Indigenous people and other people of color in terms of things I think are "normal," "appropriate," or "professional" (e.g., appearance, attire, language, behavior, etc)?

17 I have a clear sense of my own ethnic, cultural and racial identity.

18 I spend time reflecting on my own upbringing and childhood to better understand my own biases and the ways I may have internalized the messages I received.

19 I view human difference as positive and a cause for celebration

20 I value cultural differences and avoid statements that discredit difference, such as "I don't see color" "I never think of myself as _____."

21 I continue to assess areas where there are gaps in my knowledge and understanding.

22 I am actively involved in initiatives, small or big, that promote understanding among members of diverse groups.

23 I can recognize my own cultural biases in the moment and I'm aware not to act out based on my biases.

24 I educate myself about the culture and experiences of other racial, religious, ethnic and socioeconomic groups by reading and attending classes, workshops, cultural events, etc.

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25	The value of diversity is reflected in my work, which includes a wide range of racial, religious, ethnic, and socioeconomic groups, even when these groups are not personally represented in my community.					
26	I work intentionally to develop inclusive practices, such as considering how the time, location and cost of scheduled meetings and programs might inadvertently exclude certain groups.					
27	I work to increase my awareness of biased content in media.					
28	I take time to notice the environment of my home, office, church, and/or children's school to ensure that programming and media represent diverse groups, and I advocate for the addition of such materials if they are lacking.					
29	I look for opportunities to put myself in places where I can learn about differences and create relationships.					
30	I recognize that achieving social justice and cultural competence involves a lifetime commitment of learning and engagement.					

NEXT STEP: FRS ANTI RACISM ACTION SURVEY. Click this [LINK](#) to share your priorities with the Anti-Racism Core Group.