

AGENDA

REGULAR MEETING OF THE CITY OF GOSHEN COMMUNITY RELATIONS COMMISSION

Monday, August 9, 2021 – 7 p.m.

Goshen City Council Chamber - **111 East Jefferson St.**

This meeting will be held via zoom.



The CRC serves Goshen by developing programs and policies that aim for a city without racism or discrimination of any kind, and build capacity for creative problem solving, resiliency, understanding, and compassion among the diverse people in our community.

CRC Principles:

- *Honor the dignity of each person and each person's rights*
- *Listen to the diverse voices of the community*
- *Constructive communication and engagement*
- *Honesty, truthfulness, and integrity*
- *Promote a community that is safe for all*
- *Acknowledge and accept the challenge of change—that it may have both positive and negative consequences*
- *Promote the acceptance of differences*
- *Promote equality and freedom from discrimination*

CRC members

Commissioners: Don Brown, Judith Davis, Cathie Cripe, Ed Groff, Glenn Null, Sreekala Rajagopalan, Michele Fanfair-Steury, Malik Cato

Community Relations Director: AJ Delgadillo

City Council Liaison: Megan Eichorn

Call to Order & Opening

Review Minutes from July 12, 2021 & Treasurer's Report

Review of the CRC Mission and Principles

Introduction of CRC members and visitors

Review the agenda

Getting Comfortable: CRC Community Building

New Business

1. Update on communication with Dr. Janet Riley about workshop
2. Donald Brown resignation

For the Good of CRC- Community Comment

Reports and Statistics

1. Treasurer's Report
2. Council Liaison Report
3. Director's Report
4. Subcommittee Reports
 - a. Update on Sundown Town marker community survey

Announcements by CRC members, closing comments, reflections on the meeting
Adjourn

MINUTES

REGULAR MEETING OF THE CITY OF GOSHEN
COMMUNITY RELATIONS COMMISSION

Monday, July 12, 2021 – 7 p.m.

Goshen City Council Chamber - **111 East Jefferson St.**



Present: Cathie Cripe, Ed Groff, and Malik Cato

On Zoom: Sreekala Rajagopalan, Don Brown, Michele Fanfair-Steury

Also Present: AJ Delgadillo (CRC Director)

Absent: Glenn Null, Megan Eichorn, Judith Davis

This meeting was called to order at (7:04 pm)

Call to Order & Opening

Review Minutes from June 14, 2021, & Treasurer's Report – **Motion made:** Sreekala, **Seconded** by Don Brown. **(Approved)**

Review of the CRC Mission and Principles – **Read Aloud**

Introduction of CRC members and visitors - **Completed**

Review the agenda – **(Approved unanimously).**

Getting Comfortable: CRC Community Building – (Room discussion) Can you remember a time when someone you live near went from being a geography neighbor to someone with who you were in a relationship with? **(Open conversation)**

Added to the Agenda by Don Brown: Juneteenth Discussion (Please share your experiences, and indicate if the group would be interested in future events)? Don thanked the members for attending the event and for the much-needed marketing name badges, designed by AJ and magnets to pass out at the event.

New Business

1. Intercultural Competency Training Proposal Dr. Riley (Discussion) Confirm with Dr. Riley to see if she would be available for a two-hour retreat?

Motion made by: Cathy Crips **2nd by** Sreekala Rajagopalan **(Approved unanimously)**

2. **Scheduling Retreat (AJ):** September 25th, 2021. from 1:00 to 5:00 (elected as the first choice, is October 9th, 2021 1:00 to 5:00, as the second choice).

For the Good of CRC- Community Comment

Reports and Statistics

1. **Treasurer's Report** – (Ed Groff) After a brief meeting with the Mayor and AJ, Ed has a rough draft, with anticipation of having a completed budget report at the August meeting.
2. **Council Liaison Report – (Discussion)** Nothing New
3. **Director's Report (AJ - Discussion)** At the officers' meeting it was discussed having a 2-hr. workshop at the beginning with Janet Riley and strategic planning, led by AJ while having coffee and donuts. If you have any suggestions, please email them to AJ or anyone in the officers' circle.

AJ – Had a wonderful conversation with Jesse, she reflecting on our first series of conversations, and one of the things she brought up was; the flaws in our Pilot at the schools. Six topics were repeated that the people wanted to talk about, we devised six conversations for the Pilot. Per Jesse, we did not do any of them justice by having a conversation for 2 hours on that one topic. Jesse proposed having 1 topic for a few meetings. AJ pitched to the officers to think about having an introduction to a topic, and then looking at that topic through one lens, and then looking at that topic through another lens; taking a break and then coming back and having a whole night that is all about action! People at the schools were asking; where is the “action” part? There were always “action” committees’ people could sign up for. Making “action” be an explicit focus for the night would be pretty important. (AJ) That is one of the things I would like to discuss with the subcommittee and work out what that might look like, and how to make that practical?

(AJ) Spoke with Adriane Nesbitt with DGI, talking about ways we could continue using downtown on spaces and maybe using Art for the next version of Diversity Day. The taste of Goshen is not going to exist in the same way it has in the past. AJ would like the entire Subcommittee’s input on this topic. The ball is rolling with DGI and Adriane Nesbitt. Adriane is on the Arts and Cultural Committee, and the Mayors’ Art advisory committee.

4. Subcommittee Reports (Don, Cathy, Glenn, Sreekala) (Sundown Marker) Nothing new

Announcements by CRC members, closing comments, reflections on the meeting –

Sreekala asked who is in charge of scheduling a meeting for the Subcommittee? AJ responded, that the Subcommittee has not met at all, and it is time to make a change, that a meeting will be scheduled, even if all cannot attend. Sreekala will let the committee know if she is still interested in being on the Event's Committee, and Malik Cato volunteered to join this committee. Glenn and Judith were absent at this meeting and they will be asked to volunteer if they want to. Don Brown is willing to check with the other commissioners to see if any of them will join the "Events Committee". Sreekala requests a copy of a Committee Roster. AJ will update the Roster and email the list to the group. Don Brown commented wanting the CRC group to do some homework on; what each one believes will help the group build relationships within the group and the community, with specific training suggestions.

Motion to Adjourn Motion by Don Brown, Seconded by Sreekala Rajagopalan at 9:01 pm.

Adjourn

BUDGET TO ACTUAL EXPENDITURES (UNAUDITED)

AS OF: JULY 31ST, 2021

101-GENERAL FUND

GENERAL GOVERNMENT

58.33% OF YEAR COMP.

COMMUNITY RELATIONS

EXPENDITURES	ORIGINAL BUDGET	CURRENT BUDGET	CURRENT PERIOD	YEAR TO DATE ACTUAL	% OF BUDGET	BUDGET BALANCE
<u>PERSONAL SERVICES</u>						
101-510-01-411.0140 CRC/PART-TIME PERSON	35,400.00	35,400.00	1,813.50	8,983.00	25.38	26,417.00
101-510-01-413.0100 CRC/SOCIAL SECURITY	2,200.00	2,200.00	114.57	532.05	24.18	1,667.95
101-510-01-413.0200 CRC/MEDICARE	520.00	520.00	26.79	124.42	23.93	395.58
101-510-01-413.0700 CRC/CELL PHONE	600.00	600.00	34.51	138.04	23.01	461.96
TOTAL PERSONAL SERVICES	38,720.00	38,720.00	1,989.37	9,777.51	25.25	28,942.49
<u>SUPPLIES</u>						
101-510-01-421.0501 CRC/OTHER OFFICE EXP	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00
<u>OTHER SERVICES/CHARGES</u>						
101-510-01-431.0501 CRC/PROFESSIONAL SER	0.00	0.00	0.00	0.00	0.00	0.00
101-510-01-431.0502 CRC/CONTRACTUAL SERV	6,000.00	6,000.00	0.00	0.00	0.00	6,000.00
101-510-01-432.0301 CRC/TRAVEL EXPENSES	1,000.00	1,000.00	0.00	0.00	0.00	1,000.00
101-510-01-433.0501 CRC/OTHER PRINTING &	1,500.00	1,500.00	0.00	25.00	1.67	1,475.00
101-510-01-439.0501 CRC/DIVERSITY DAY EX	0.00	0.00	0.00	0.00	0.00	0.00
101-510-01-439.0910 CRC/EDUCATION & PROM	2,000.00	2,000.00	488.00	488.00	24.40	1,512.00
TOTAL OTHER SERVICES/CHARGES	10,500.00	10,500.00	488.00	513.00	4.89	9,987.00
TOTAL COMMUNITY RELATIONS	49,220.00	49,220.00	2,477.37	10,290.51	20.91	38,929.49
TOTAL GENERAL GOVERNMENT	49,220.00	49,220.00	2,477.37	10,290.51	20.91	38,929.49
TOTAL EXPENDITURES	49,220.00	49,220.00	2,477.37	10,290.51	20.91	38,929.49

BUDGET TO ACTUAL REVENUE (UNAUDITED)

AS OF: JULY 31ST, 2021

217-DONATION FUND

GENERAL GOVERNMENT

58.33% OF YEAR COMP.

NON-DEPARTMENTAL

REVENUES	ORIGINAL BUDGET	CURRENT BUDGET	CURRENT PERIOD	YEAR TO DATE ACTUAL	% OF BUDGET	BUDGET BALANCE
<u>CONTRIBUTIONS</u>						
217-410-00-367.0000 DONATION/FIRE EDUCAT	0.00	0.00	475.00	525.00	0.00 (	525.00)
217-410-00-367.0001 DONATION/FIRE PROTEC	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0002 DONATION/K-9'S AND C	0.00	0.00	0.00	200.00	0.00 (	200.00)
217-410-00-367.0003 DONATION/CRC PUBLIC	0.00	0.00	0.00	14.21	0.00 (	14.21)
217-410-00-367.0004 DONATION/FIRE HONOR	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0006 DONATION/POLICE DRUG	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0007 DONATION/POLICE TASE	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0008 DONATION/REDEVEL COM	0.00	0.00	0.00	0.12	0.00 (	0.12)
217-410-00-367.0009 DONATION/POLICE EQUI	0.00	0.00	0.00	10,732.40	0.00 (	10,732.40)
217-410-00-367.0010 DONATION/POLICE MEMO	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0016 DONATION/SCHOOL RESO	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0017 DONATION/MCCOIGE RET	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0018 DONATION/RESOURCE BK	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0019 DONATION GOODWIN HON	0.00	0.00	0.00	351.84	0.00 (	351.84)
217-410-00-367.0020 DONATION GOODWIN SCH	0.00	0.00	0.00	37.17	0.00 (	37.17)
217-410-00-367.0021 DONATION/LACASA HELP	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0022 DONATION/WEEK OF COM	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0023 DONATION/GHA DONATIO	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0024 DONATION/PAVILLION F	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0025 DONATION/EMS DONATIO	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0026 DONATION/MISC DONATI	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0027 DONATION/VIOLETT CEM	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0028 DONATION/BIKE THEFT	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0029 DONATION/PRO ACTIVE	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0030 DONATION/HOMICIDE DO	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0031 DONATION/MAYOR K GIF	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0032 DONATION/AMISH TRAIL	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0033 DONATION/ SHARI BONT	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0034 DONATION/MAYOR'S YEA	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0035 DONATION/MAYOR ART C	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0036 DONATION/FIRE TRAINI	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0037 DONATION/MULTI-USE F	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0038 DONATION/MAYORAL CHA	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0099 DONATION/EID MISC DO	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0100 DONATION/FIRE EQUIPM	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0101 DONATION/POLICE CROS	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0200 DONATION/GREENCROFT	0.00	0.00	0.00	0.00	0.00	0.00
217-410-00-367.0300 DONATIONS/FLOOD RECO	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL CONTRIBUTIONS	0.00	0.00	475.00	11,860.74	0.00 (	11,860.74)
TOTAL NON-DEPARTMENTAL	0.00	0.00	475.00	11,860.74	0.00 (	11,860.74)
TOTAL GENERAL GOVERNMENT	0.00	0.00	475.00	11,860.74	0.00 (	11,860.74)

BUDGET TO ACTUAL EXPENDITURES (UNAUDITED)

AS OF: JULY 31ST, 2021

217-DONATION FUND

GENERAL GOVERNMENT

58.33% OF YEAR COMP.

NON-DEPARTMENTAL

EXPENDITURES	ORIGINAL BUDGET	CURRENT BUDGET	CURRENT PERIOD	YEAR TO DATE ACTUAL	% OF BUDGET	BUDGET BALANCE
<u>OTHER SERVICES/CHARGES</u>						
217-510-00-431.0501 DONATION/CRC PUBLIC	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0300 DONATIONS/FLOOD RECO	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0501 DONATION/DARE POLICE	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0502 DONATION/GOODWIN HON	0.00	0.00	24.60	4,006.65	0.00 (	4,006.65)
217-510-00-439.0503 DONATION/POLICE CROS	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0504 DONATION/POLICE DRUG	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0505 DONATION/POLICE TASE	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0507 DONATION/POLICE EQUI	0.00	0.00	0.00	2,607.08	0.00 (	2,607.08)
217-510-00-439.0508 DONATION/GOODWIN SCH	0.00	0.00	0.00	5,000.00	0.00 (	5,000.00)
217-510-00-439.0509 DONATION/FIRE EDUCAT	0.00	0.00	138.37	252.79	0.00 (	252.79)
217-510-00-439.0510 DONATION/FIRE EQUIPM	0.00	0.00	0.00	7,595.00	0.00 (	7,595.00)
217-510-00-439.0511 DONATION/FIRE HONOR	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0512 DONATION/POLICE VEST	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0513 DONATION/POLICE MEMO	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0514 DONATION/TREE BOARD	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0515 DONATION/ARBOR DAY	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0516 DONATION/SCHOOL RESO	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0517 DONATION/MCCOIGE RET	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0518 DONATION/RESOURCE BO	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0520 DONATION/GREENCROFT	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0521 DONATION/LACASA HELP	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0522 DONATION/WEEK OF COM	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0523 DONATION/GHA DONATIO	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0524 DONATION/PAVILLION F	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0525 DONATION/EMS DONATIO	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0526 DONATION/MISC DONATI	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0527 DONATION/VIOLETT CEM	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0528 DONATION/BIKE THEFT	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0529 DONATION/PRO ACTIVE	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0530 DONATION/HOMICIDE DO	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0531 DONATION/MAYOR K GIF	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0532 DONATION/AMISH TRAIL	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0533 DONATION/SHARI BONTR	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0534 DONATION/MAYOR'S YEA	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0535 DONATION/MAYOR'S ART	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0538 DONATION/MAYORAL CHA	0.00	0.00	0.00	0.00	0.00	0.00
217-510-00-439.0599 DONATION/EID MISC DO	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL OTHER SERVICES/CHARGES	0.00	0.00	162.97	19,461.52	0.00 (	19,461.52)
<u>CAPITAL OUTLAYS</u>						
217-510-00-445.0501 DONATION/K-9'S AND C	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL CAPITAL OUTLAYS	0.00	0.00	0.00	0.00	0.00	0.00
<u>UNAPPROPRIATED</u>						
217-510-00-493.0000 DONATION/REDEVEL COM	0.00	0.00	0.00	1,000,000.00	0.00 (	1,000,000.00)
TOTAL UNAPPROPRIATED	0.00	0.00	0.00	1,000,000.00	0.00 (	1,000,000.00)
TOTAL NON-DEPARTMENTAL	0.00	0.00	162.97	1,019,461.52	0.00 (	1,019,461.52)

June 2021 DONATION FUND 217

<u>A/R & A/P LINE NUMBERS</u>	<u>ACCOUNT TITLE</u>	<u>06/01/21</u>	<u>Receipts</u>	<u>Disbursements</u>	<u>End Balance</u>
217.410.00.367.0007/217.510.11.439.0505	Police Tasers	-			-
217.410.00.367.0016/217.510.00.439.0516	School Resource Officer	1,828.01			1,828.01
217.410.00.367.0100/217.510.00.439.0510	Fire Equipment	12,183.58			12,183.58
217.410.00.367.0006/217.510.00.439.0504	Police Drug Enforcement	1,369.30			1,369.30
?/517.510.00.439.0512	Police Vests	-			-
217.410.00.367.0101/217.510.00.439.0503	Police Crossing Guard Boxes	-			-
217.410.00.367.0001/	Fire Protection	(684.12)			(684.12)
217.410.00.367.0000/217.510.00.1439.0509	Fire Education (formally Fire Class)	2,370.94			2,370.94
217.410.00.367.0009/217.510.00.439.0507	Police Equipment	43,384.17	10,500.00	(428.97)	53,455.20
217.410.00.367.0018/217.510.00.439.0518	Resource Book	(63.64)			(63.64)
217.410.00.367.0020/217.510.00.439.0508	Goodwin Scholarship	35,417.41	5.82	(5,000.00)	30,423.03
217.410.00.367.0019/217.510.00.439.0502	Goodwin Honor Guard	23,936.27	329.42	(320.00)	23,947.69
217.410.00.367.0002/217.510.00.445-0501	K-9 & Cycles	4,218.22			4,218.22
?/217.510.00.439.0514	Tree Board	303.30			303.30
?/217.510.00.439.0515	Arbor Day	187.25			187.25
217.410.00.367.0008/7	Redevelopment Commission	103.55	0.02		103.57
217.410.00.367.0003/217.510.00.431.0501	CRC Public Education	13,213.15	2.44		13,215.59
217.410.00.367.0010/217.510.00.439.0513	Police Memorial	-			-
217.410.00.367.0004/217.510.00.439.0511	Fire Honor Guard	(447.68)			(447.68)
217.410.00.367.0017/217.510.00.439.0517	McColge Retirement	-			-
217.410.00.367.0003/217.510.00.439.0531	Mayor Kauffman Gift Fund	-			-
217.410.00.367.0022/217.510.00.439.0522	Week of Compassion	-			-
217.410.00.367.0021/217.510.00.439.0521	LaCasa Help a House	2.54			2.54
217.410.00.367.0023/217.510.00.439.0523	GHA Donation	125.00			125.00
217.410.00.367.0200/517.510.00.439.0520	Greencroft Gift	-			-
217.410.00.367.0025/217.510.00.439.0524	Park Pavilion Fire	-			-
217.410.00.367.0025/217.510.00.439.0525	EMS Donation	10,220.00			10,220.00
217.410.00.367.0026/217.510.00.439.0526	Miscellaneous Donations	111.00			111.00
217.410.00.367.0027/217.510.00.439.0527	Violet Cemetery Donations	839.12			839.12
217.410.00.367.0028/217.510.00.439.0528	Bike Theft Abatement	800.00			800.00
217.410.00.367.0099/217.510.00.439.0599	EID Misc Donations	9.58			9.58
217.410.00.367.0029/217.510.00.439.0529	Pro-Active Patrol	3,730.00			3,730.00
217.410.00.367.0030/217.510.00.439.0530	Homicide Donations	105.38			105.38
217.410.00.367.0032/217.510.00.439.0532	Amish Trail to Walmart	3,032.74			3,032.74
517.410.00.367.0033/217.510.00.439.0533	Shari Bontrager Donations	-			-
217.410.00.367.0034/217.510.00.439.0534	Mayor's Year of Goodness	10,610.00			10,610.00
217.410.00.367.0099/217.510.00.439.0599	EID Misc Donations	-			-
217.410.00.367.0035/217.510.00.439.0535	Mayor's Art Council	4,701.03			4,701.03
217.410.00.367.0037/217.510.00.493.0000	Multi-Use Facility	1,020,000.00		(1,000,000.00)	20,000.00
217.410.00.367.0300/217.510.00.439.0300	Flood Recovery	106,808.28			106,808.28
217-410-00-367-0038	Mayoral Challenge	100.00			100.00
217-450-00-367-0046/217-550-00-367-0046	ENV Resilience	500.00			500.00
Totals:		1,299,016.38	10,837.60	(1,005,748.97)	304,104.91

Cultural Diversity Self Assessment

Read each statement and circle the number that best describes your behavior or belief. Remember, be as candid as possible with your responses, there are no right or wrong answers.

	Almost Never		Sometimes		Always
	1	2	3	4	5
1. I am aware of my own biases and how they affect my thinking.	1	2	3	4	5
2. I can honestly assess my strengths and weaknesses in the area of diversity and try to improve myself.	1	2	3	4	5
3. I assume good intent and ask for clarification when I don't understand what was said or implied.					
4. I challenge others when they make racial/ethnic/sexually offensive comments or jokes.					
5. I speak up if I witness another person being humiliated or discriminated against.					
6. I do not participate in jokes that are derogatory to any individual group.					
7. I don't believe that my having a friend of color means that I'm culturally competent.					
8. I understand why a lack of diversity in my social circle may be perceived as excluding others.					
9. I realize that people of other cultures have a need to support one another and connect as a group.					
10. I do not make assumptions about a person or individual group until I have verified the facts on my own.					
11. I have multiple friends from a variety of ethnicities and abilities.					
12. I connect easily with people who do not look like me and am able to communicate easily.					
13. I'm interested in the ideas and beliefs of people who don't think and believe as I do, and I respect their opinions even when I disagree.					
14. I work to make sure people who are different from me are heard and accepted.					
15. I recognize and avoid language that reinforces stereotypes. ("jew them down on the price")					
16. I know the stereotype of my ethnicity.					
17. I encourage culturally diverse people to speak out on their issues and concerns and validate their issues.					
18. Avoid assuming that others will have the same reaction as me when discussing or viewing an issue.					
19. I understand that I'm a product of my upbringing and believe there are valid beliefs other than my own.					
20. I do not take physical characteristics into account when interacting with others and when making decisions about competence or ability.					

21. I recognize that others stereotype me and I try to overcome their perceptions.					
22. I include culturally diverse people in team decision making processes that impact them.					
23. I actively seek opportunities to connect with people different than me and seek to build rapport.					
24. I believe "color blindness" is a counter productive and devalues a person's culture or history.					
25. I avoid generalizing behaviors or attitudes of one individual group to another group. ("All men are..." or "All Asians act..." or "Handicapped people usually...")					
26. I actively convey that nontraditional employees or students are as skilled and competent as others.					
27. I do not try to justify acts of discrimination to make the victim feel better. I validate his/her assessment of what occurred.					
28. I try to learn about and appreciate the richness of other cultures and honor their holidays and events.					
29. I believe there are policies and practices in place that negatively impact people outside the majority culture.					
30. I understand the definition of internalized racism and how it impacts people of color.					
31. I believe that race is a social construct, not a scientific fact.					
32. I know and accept that a person's experiences and background impacts how they interact and trust me.					

TOTAL SCORE: _____

Cultural Diversity Self-Assessment Scoring

0 to 39 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.

40 to 69 Points: TRADITIONAL

Traditional people 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 workplace productivity and helping to create a hostile workplace 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.

70 to 99 Points: NEUTRAL

Neutral people 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.

100 to 129 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 workplace and your community because you try to find ways to educate others and help others realize the value of diversity.

130 to 160 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.