

## Cultural Diversity and Gender Equity Using the Quick Discrimination Index (QDI)

This survey, called the Quick Discrimination Index, is designed to assess sensitivity, awareness, and receptivity to cultural diversity and gender equity. Because this is a self-assessment inventory, it is essential that you respond to each item as honestly as possible. This inventory is designed to assess subtle racial and gender bias. You can use this inventory to become more aware of your attitudes and beliefs pertaining to these issues.

**Directions:** *Remember there are no right or wrong answers. Please circle the appropriate number to the right.*

**1 = Strongly Disagree**

**2 = Disagree**

**3 = Not Sure**

**4 = Agree**

**5 = Strongly Agree**

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| 1. | I do think it is more appropriate for the mother of a newborn baby, rather than the father, to stay home with the baby (not work) during the first year. | 1 | 2 | 3 | 4 | 5 |
| 2. | It is as easy for women to succeed in business as it is for men.   | 1 | 2 | 3 | 4 | 5 |
| 3. | I really think affirmative-action programs on college campuses constitute reverse discrimination.  | 1 | 2 | 3 | 4 | 5 |
| 4. | I feel I could develop an intimate relationship with someone from a different race.  | 1 | 2 | 3 | 4 | 5 |

5.	All Americans should learn to speak two languages.	1	2	3	4	5
6.	It upsets (or angers) me that a woman has never been president of the United States.	1	2	3	4	5
7.	Generally speaking, men work harder than women.	1	2	3	4	5
8.	My friendship network is very racially mixed.	1	2	3	4	5
9.	I am against affirmative-action programs in business.	1	2	3	4	5
10.	Generally, men seem less concerned with building relationships than women.	1	2	3	4	5
11.	I would feel OK about my son or daughter dating someone from a different race.	1	2	3	4	5
12.	It upsets (or angers) me that a racial minority person has never been president of the United States.	1	2	3	4	5
13.	In the past few years, too much attention has been directed toward multicultural or minority issues in education.	1	2	3	4	5

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| 14. | I think feminist perspectives should be an integral part of the higher education curriculum.  | 1 | 2 | 3 | 4 | 5 |
| 15. | Most of my close friends are from my own racial group.  | 1 | 2 | 3 | 4 | 5 |
| 16. | I feel somewhat more secure that a man rather than a woman is currently president of the United States.   | 1 | 2 | 3 | 4 | 5 |
| 17. | I think that it is (or would be) important for my children to attend schools that are racially mixed.   | 1 | 2 | 3 | 4 | 5 |
| 18. | In the past few years too much attention has been directed toward multicultural or minority issues in business.                                       | 1 | 2 | 3 | 4 | 5 |
| 19. | Overall, I think racial minorities in America complain too much about racial discrimination.  | 1 | 2 | 3 | 4 | 5 |
| 20. | I feel (or would feel) very comfortable having a woman as my primary physician.   | 1 | 2 | 3 | 4 | 5 |
| 21. | I think the president of the United States should make a concerted effort to appoint more women and racial minorities to the country's Supreme Court. | 1 | 2 | 3 | 4 | 5 |

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| 22. | I think white people's racism toward racial-minority groups still constitutes a major problem in America.   | 1 | 2 | 3 | 4 | 5 |
| 23. | I think the school system, from elementary school through college, should encourage minority and immigrant children to learn and fully adopt traditional American values. | 1 | 2 | 3 | 4 | 5 |
| 24. | If I were to adopt a child, I would be happy to adopt a child of any race.  | 1 | 2 | 3 | 4 | 5 |
| 25. | I think there is as much female physical violence toward men as there is male physical violence toward women.   | 1 | 2 | 3 | 4 | 5 |
| 26. | I think the school system, from elementary school through college, should promote values representative of diverse cultures.  | 1 | 2 | 3 | 4 | 5 |
| 27. | I believe that reading the autobiography of Malcolm X would be of value.  | 1 | 2 | 3 | 4 | 5 |
| 28. | I would enjoy living in a neighborhood consisting of a racially diverse population (Asian, blacks, Latinos, whites).  | 1 | 2 | 3 | 4 | 5 |

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| 29. | I think it is better if people marry<br>within their own race.                    | 1 | 2 | 3 | 4 | 5 |
| 30. | Women make too big a deal out of<br>sexual harassment issues in the<br>workplace. | 1 | 2 | 3 | 4 | 5 |

**Scoring for the QDI**

The total score measures overall sensitivity, awareness, and receptivity to cultural diversity and gender equality. Of the 30 items on the QDI, 15 are worded and scored in a positive direction (high scores indicate high sensitivity to multicultural/gender issues), and 15 are worded and scored in a negative direction (where low scores are indicative of high sensitivity). Naturally, when tallying the total score response, these latter 15 items need to be reverse-scored. Reverse scoring simply means that if a respondent circles a “1” he or she should get five points, a “2” four points, a “3” three points, a “4” two points, and a “5” one point.

The following QDI items need to be reverse-scored: 1, 2, 3, 7, 9, 10, 13, 15, 16, 18, 19, 23, 25, 29, 30.

Score range = 30 to 150, with high scores indicating more awareness, sensitivity, and receptivity to racial diversity and gender equality.

**Questions for Class Discussion**

1. After taking and scoring the QDI, describe how satisfied you are with your scores on the survey, and what steps you might take to increase your awareness of racial and gender bias in the supervision setting.