

10 LENSES

Layers/Life Experiences

Please list the 10 layers which most define who you are.

Now please number the layers to demonstrate their importance to your identity.

1 = most important, 10 = least important

Legacies

What are the top 3 historic legacies which have made your life different than it would have been had you been born in another era?

1. _____
2. _____
3. _____

"10 LENSES" SELF-ASSESSMENT

Please answer the following statements to the best of your knowledge.

	Strongly Disagree	Disagree	Neither/ Nor	Mostly Agree	Strongly Agree
1. America is a melting pot. Everyone gets thrown into the same pot, and in the end we are all Americans.	1	2	3	4	5
2. When I look at people, I see the person, not race or color.	1	2	3	4	5
3. Ethnic and cultural minorities need their own schools, businesses, neighborhoods, and institutions to survive.	1	2	3	4	5
4. Some people, because of their upper-class status, deserve special privileges.	1	2	3	4	5
5. I believe that people of different races should be forced, if necessary, to live, work, and play side by side.	1	2	3	4	5
6. Merit should be the only criterion used to award opportunity.	1	2	3	4	5
7. I believe that all people should maintain their own cultural customs, languages, and beliefs.	1	2	3	4	5
8. I believe that different faces, cultures, and ethnicities should live among their own kind.	1	2	3	4	5
9. I believe that love is more powerful than our racial or cultural differences.	1	2	3	4	5
10. The dominant culture continues to systematically oppress minorities and people of color.	1	2	3	4	5
11. If racial and cultural minorities hope to gain acceptance, they need to relinquish aspects of their original culture, including language, dress, etc.	1	2	3	4	5
12. Personality, character, and values are the most important aspects of who we are.	1	2	3	4	5
13. Assimilation into the dominant culture weakens the ability of ethnic and cultural minorities to control their destiny.	1	2	3	4	5
14. My upper-class status requires me to be a philanthropic leader in society.	1	2	3	4	5
15. I am an advocate of strong civil and social laws, such as fair housing, to ensure an integrated society.	1	2	3	4	5
16. Special programs, like affirmative action, lower standards and de-motivate employees.	1	2	3	4	5

	Strongly Disagree	Disagree	Neither/ Nor	Mostly Agree	Strongly Agree
17. I believe that history should be taught from the perspective of all cultures to be fair and accurate.	1	2	3	4	5
18. Our culture's rights are violated when you force us to interact with other cultures.	1	2	3	4	5
19. When I look at people, I see only the divine.	1	2	3	4	5
20. I cannot overcome discrimination easily because the force is too powerful.	1	2	3	4	5
21. Our primary allegiance should be to the welfare of our nation, not our ethnic and cultural identities.	1	2	3	4	5
22. Cultural diversity programs raise divisive issues. We should focus on our own commonalities.	1	2	3	4	5
23. I want our children to understand history from the perspective of our group to foster pride and self-esteem.	1	2	3	4	5
24. I believe we should recruit (employ) from the Ivy Leagues or other elite institutions to get the best talent in our organization.	1	2	3	4	5
25. The integration of our society is a moral imperative.	1	2	3	4	5
26. I believe that personal drive and self-sacrifice can overcome any obstacle.	1	2	3	4	5
27. I believe that most systems and institutions need to change to reflect the styles, customs, and talents of multicultural employees and customers.	1	2	3	4	5
28. I support initiatives to limit the influence of different racial and cultural groups within my community and society.	1	2	3	4	5
29. I believe we are born at a time and into a race/culture for a higher purpose.	1	2	3	4	5
30. We have a responsibility to help people who are less fortunate than ourselves.	1	2	3	4	5

Congratulations!

You are now done with your self-assessment.

Now turn to your scoring card and follow instructions on how to determine your most and least commonly used lenses.

ASSESSMENT WORKSHEET

Now that you have answered all 30 questions, you will need to add the number you assigned to each of these questions. Each lens corresponds to 3 questions on your Self-Assessment. Be sure to only add those corresponding results to each lens.

3-6 = Low Preference for Lens 7-10 = Medium Preference for Lens 11-15 = High Preference for Lens	Total Score
Assimilationist: Add scores for questions 1, 11, 21	
Culturalcentrist: Add scores for questions 3, 13, 23	
Integrationist: Add scores for questions 5, 15, 25	
Multiculturalist: Add scores for questions 7, 17, 27	
Transcendent: Add scores for questions 9, 19, 29	
Colorblind: Add scores for questions 2, 12, 22	
Elitists: Add scores for questions 4, 14, 24	
Meritocratist: Add scores for questions 6, 16, 26	
Seclusionist: Add scores for questions 8, 18, 28	
Victim/Caretaker: Add scores for questions 10, 20, 30	