

ARE YOU A CLOSET BIGOT? A RACIAL BIAS QUIZ

By
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(FORTUNE Magazine) – The recent diversity scandal at Texaco, which featured tapes of top company officials referring to minority employees as "jelly beans," has focused attention on lingering corporate bigotry. Below, a bias quiz developed by Lawrence Otis Graham for his book *Proversity*. Score five points for each YES answer.

1. What you notice first about people around you are the characteristics that make them different from you. Yes No
2. You make it a general rule never to discuss the subject of race, ethnicity, politics, age, religion, gender, and sexuality when you are at work. Yes No
3. When others make bigoted remarks or jokes, you either laugh or say nothing because you don't want to seem sensitive or self-righteous. Yes No
4. When you see media that are targeted at an ethnic, gender, or religious group that you do not represent, you usually ignore them. Yes No
5. When you look for a mentor or protégé, you pick someone like yourself.
 Yes No
6. If someone tells you about a cultural difference that you have never heard of, you rarely ask questions. Yes No
7. You are affiliated with organizations that practice subtle discrimination, but you say nothing because you didn't create the rules. Yes No
8. Before you hire someone for a position, you have a vague picture in mind of what the ideal candidate would look like. Yes No
9. Your conversations make use of the phrases like "you people" or "our kind."
 Yes No
10. You avoid talking about cultural differences when dealing with people different from you because you're afraid of saying the wrong thing. Yes No
11. When complimenting someone from a different background, you might tell them, "You are nothing like the other _____s" or "I really don't think of you as a _____."
 Yes No

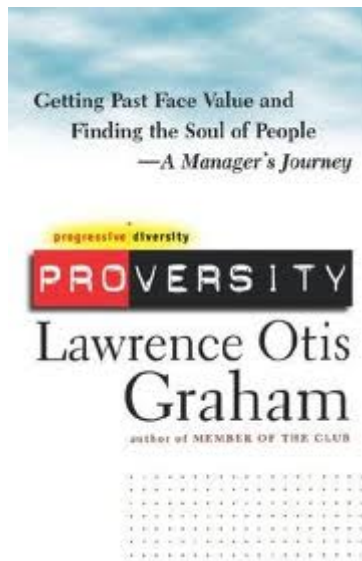
12. There are people in your organization whom you like and respect but whom you would feel uncomfortable introducing to your family or close friends. _____ Yes _____ No

TOTAL _____

40 to 60 Don your hood

20 to 40 Better watch it.

0 to 20 You're trying



Proversity is the combination of the words progressive diversity. Proversity is different from diversity in the fact that diversity looks at the characteristics that make each of us different. But proversity is the idea of accepting the similarities that people have rather than setting someone apart because they are different; proversity brings different people together because they share many similar characteristics.



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