

Directions. Below are 3 sets of questions that deal with social issues in the United States (U.S.). Using the 6-point scale, please give your honest rating about the degree to which you personally agree or disagree with each statement. Please be as open and honest as you can; there are no right or wrong answers. Record your response to each item. As you complete each question. Keep a running count of the ratings you assign, as you will be prompted to sum these numbers after each question set. **Please pay attention to the rating scale provided, as the scale changes for some questions.**

Question Set 1

On a scale from 1 (strongly disagree) to 6 (strongly agree), assign your rating to the following statements.

1. Everyone who works hard, no matter what race they are, has an equal chance to become rich.

Rating given:

On a scale from 1 (strongly agree) to 6 (strongly disagree), assign your rating to the following statements.

1. Race plays a major role in the type of social services (such as type of health care or day care) that people receive in the U.S.

Rating given:

2. Race is very important in determining who is successful and who is not.

Rating given:

3. Racial and ethnic minorities do not have the same opportunities as White people in the U.S.

Rating given:

4. White people in the U.S. have certain advantages because of the color of their skin.

Rating given:

5. White people are more to blame for racial discrimination in the U.S. than racial and ethnic minorities.

Rating given:

6. Race plays an important role in who gets sent to prison.

Rating given:

Score this section:

Add the total number of points you've assigned to the questions above.

Total Points=

Divide the total number of points by 42 to get a percentage for this section.

Total Points/ 42=

Percentage=

Question Set 2

On a scale from 1 (strongly disagree) to 6 (strongly agree), assign your rating to the following statements.

1. It is important that people begin to think of themselves as American and not African American, Mexican American or Italian American.

Rating given:

2. White people in the U.S. are discriminated against because of the color their skin.

Rating given:

3. Immigrants should try to fit into the culture and adopt the values of the U.S.

Rating given:

4. English should be the only official language in the U.S.

Rating given:

5. Social policies, such as affirmative action, discriminate unfairly against White people.

Rating given:

6. Racial and ethnic minorities in the U.S. have certain advantages because of the color of their skin.

Rating given:

On a scale from 1 (strongly agree) to 6 (strongly disagree), assign your rating to the following statements.

7. Due to racial discrimination, programs such as affirmative action are necessary to help create equality.

Rating given:

Score this section:

Add the total number of points you've assigned to the questions above.

Total Points=

Divide the total number of points by 42 to get a percentage for this section.

Total Points/ 42=

Percentage=

Question Set 3

On a scale from 1 (strongly disagree) to 6 (strongly agree), assign your rating to the following statements.

1. Racism may have been a problem in the past, but it is not an important problem today.

Rating given:

2. Talking about racial issues causes unnecessary tension.

Rating given:

3. Racial problems in the U.S. are rare, isolated situations.

Rating given:

On a scale from 1 (strongly agree) to 6 (strongly disagree), assign your rating to the following statements.

4. Racism is a major problem in the U.S.

Rating given:

5. It is important for public schools to teach about the history and contributions of racial and ethnic minorities.

Rating given:

6. It is important for political leaders to talk about racism to help work through or solve society's problems.

Rating given:

Score this section:

Add the total number of points you've assigned to the questions above.

Total Points=

Divide the total number of points by 42 to get a percentage for this section.

Total Points/ 36=

Percentage=

Final Scoring

Total points from Question Set 1=

Total points from Question Set 2=

Total points from Question Set 3=

Add total points from all 3 Question sets above.

Total points=

Divide the total number of points by 120 to get a percentage for this section.

Total Points/ 120=

Percentage=

**READ AFTER
COMPLETING
ASSESSMENT**

Reflections on CoBRAS results:

Neville, Lilly, Duran, Lee, and Browne (2000) developed a scale to measure the degree to which people manifest color-blind racial attitudes (ex: I don't see color; I don't think one's race impacts outcomes). Neville and colleagues (2000) define color-blindness as the belief that racial differences are unimportant and do not impact one's experiences in society. The CoBRAS captures one's beliefs on three factors: (1) Unawareness of Racial Privilege; (2) Unawareness of Institutional Discrimination; and (3) Unawareness to Blatant Racial Issues.

- Question Set 1: The Unawareness of Racial Privilege scale refers to one's blindness to the existence of White privilege in society.
- Question Set 2: The second scale, Unawareness of Institutional Discrimination, captures the depth of one's understanding about institutional forms of racial discrimination and access.
- Question Set 3: Finally, the Unawareness of Blatant Racial Issues scale measures one's level of awareness of pervasive and covert racial discrimination experienced by members of society according to their race.

While there are not "rules" for what a "good" score is on the CoBRAS, higher scores on the CoBRAS reflect a higher levels of colorblindness.

Let's consider the following example:

Question Set 1: **Unawareness of Racial Privilege**

Total points in this section were 40 out of 42, which equals 95%

Question Set 2: **Unawareness of Institutional Discrimination**

Total points in this section were 30 out of 42, which equals 71%

Question Set 3: **Unawareness of Blatant Racism**

Total points in this section were 21 out of 36, which equals 58%

Total Points from all 3 sections:

Total points all sections was 91 out of 120, which equals 76%

This profile indicates an overall colorblind orientation. This respondent seems to demonstrate the most colorblindness when it comes to recognizing their own personal privilege. They are better able to identify acts of blatant racism as compared to being observant of systemic, or institutional, factors that hinder some groups over others.

While there are many next steps that this respondent can take, engaging in explicit observations regarding the ways in which race impacts their life and the lives of others would be a useful first step.

Helpful resources for Question Set 2: Unawareness of Racial Privilege include:

- Peggy McIntosh’s (1989) “White Privilege: Unpacking the Invisible Knapsack”
- “Is everyone really equal” by Sensoy and DiAngelo (2012)
- “Waking Up White (2014)” by Debby Irving

While not the primary need in the example above, resources that are helpful for Question Set 2 and Question Set 3 are listed below:

Question Set	Helpful Resources/ Suggestions
Question Set 2: Unawareness of Institutional Discrimination	<ul style="list-style-type: none"> • The New Jim Crow: Mass Incarceration in the Age of Colorblindness (2012) by Michelle Alexander • Stamped from the Beginning (2017) by Ibram Kennedy
Question Set 3: Unawareness of Blatant Racial Issues	<ul style="list-style-type: none"> • Watch and Critique the documentary: Who We Are - A Chronicle of Racism in America by Jeffery Robinson found on YouTube and most other streaming services

As you reflect on your own scores, especially on those scales where your scores indicates high levels of colorblindness, I encourage you to go through each question and without judgment or defense, consider how you might explore a different perspective. Ask yourself, “How might others respond to this question differently? Why might that be?”