A Survey for Use in Evaluating Dialogue Programs

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The following questionnaire was designed to be used to examine the outcomes of dialogue groups. The intention was to measure attitudes toward racial, ethnic and cultural groups, optimism regarding the future of race relations in this country, willingness to interact with members of other racial and ethnic groups, perceived understanding of other racial and ethnic groups, and racial and ethnic stereotypes. The questionnaire will be most effective if it is administered both before the dialogue groups begin and again after they have finished. This will make it possible to determine what changes have taken place. It is not necessary to use all of the questions that are included in the questionnaire, although it will be helpful if you include as many of these questions as possible, because then your results can be compared with those of other dialogue groups. You should feel free to add questions that are relevant to the dialogue groups you plan to conduct. You may also have to modify the questions so they are suitable for the particular racial, ethnic or cultural groups you are dealing with. As you will see, the questionnaire was set up to be used with African Americans and Whites, but you should change the group labels so they are appropriate for the groups that are participating in your dialoque program. For instance, you might wish to substitute "People of color" for African Americans. For most of measures I have created an option that asks about people of "other racial, ethnic or cultural groups" that you can use if you do not wish to specify particular groups when asking these questions.

The questionnaire was originally designed to be used with machine scorable answers sheets such as those commonly used by most universities to score tests. If you have access to such scoring sheets and a machine to score them, if will make the task of compiling the results easier. You might consider hiring a statistical consultant such as an advanced graduate student in psychology from a nearby university who is familiar with one of the major statistical analysis packages (SAS, SPSS). This person should be able to analyze this type of data relatively quickly and at a low cost. The basic analyses that you will want to request from your statistical consultant are the following:

1. The data should be separated by racial, ethnic or cultural group (and by sex, if there are enough participants to allow this).

2. Obtain the means and standard deviations for each summary measure.

- 2. Obtain the means and standard deviations for each summary measure. The items for most measures should be combined. The negatively stated items will have to be re-coded. These items are denoted by an "R" in parentheses. You will want the means and standard deviations separately for each ethnic group on the pretest and the post-test.
- 3. The means for various racial or ethnic groups on the pretest should be compared with the means for the post-test using analyses of variance (anova). For instance, your analyst should create a 2 (Group A and Group B) \times 2 (pretest vs. post-test) design that will tell you the effects of your program on the different groups participating in it.

The results of this questionnaire will provide information on what types of changes you have created, but just as importantly, it can provide information on attitudes and behaviors that you did not change as a result of the dialogues. This type of information can be useful in improving future dialogues.

Of course, you can always compile the results by hand, but this can be time consuming. I strongly urge you to add open-ended questions at the end of the questionnaire to get the participants' personal reactions to your program. I have suggested three questions at the end of this questionnaire, but you may wish to add others.

For your convenience I have labeled each scale in the questionnaire. You may keep these labels or delete them from the questionnaire. You will need to remove the notations I have used to denote the items that need to be recoded -- the R's in parentheses that precede some questions. The items in your final questionnaire should be numbered consecutively.

Origin of the scales included in this questionnaire.

The intergroup anxiety scale was adapted from: Stephan, W. G & Stephan, C. (1985). Intergroup anxiety. Journal of Social Issues, 41, 157-176.

The trait scale and the intergroup attitude scale were adapted from: Stephan, W. G., Ageyev, V. S., Coates-Shrider, L., Stephan, C. W., & Abalakina, M. (1994). On the relationship between stereotypes and prejudice: An international study. Personality and Social Psychology Bulletin, 20: 277-284.

The intergroup similarity scale was adapted from: Stephan, W. G., Ybarra, O., Martinez, C., Schwarzwald, J. & Tur-kaspa, M. (1998). Prejudice toward immigrants to Spain and Israel: An integrated threat theory analysis.

Journal of Cross Cultural Psychology, 29, 559-576.

The thermometer scale of attitudes was adapted from: Esses, V. M., Haddock, G., & Zanna, M. P. (1993). Values, stereotypes, and emotions as determinants of intergroup attitudes. In D. M. Mackie and D. L. Hamilton (Eds.), Affect, cognition and stereotyping: Interactive processes in group perception (pp. 137-166). Orlando, FL: Academic Press.

The remaining scales were developed for this questionnaire

Sample instructions for participants

We are very interested in learning about the effects of intergroup dialogues and we need your help to do so. The following questionnaire asks you about your opinions concerning relations between the racial, ethnic and cultural groups in our society. There are no right or wrong answers. We simply want you to answer the questions frankly and honestly. Thinking about these questions may also help you to reflect on what you are learning during the dialogues.

(Note: if these instructions are used for the post-test, you will need to change the last sentence to read "reflect on what you have learned during the dialogues")

Please do not put your name on the questionnaire or the answer sheet.

Dialogue Assessment Instrument

Part I Belief Similarity Scale

Instructions: Use the scale printed below each item to indicate your agreement with each of the following statements.

1. The attit education ar							the impo	ortan	ce of
A Strongly Disagree	В	С	D	E	F	G	Н		J rongly Agree
2. The famil African Amer		s of m	nost Whi	tes are	very s	imilar	to those	e of	most
A Strongly Disagree	В	С	D	E	F	G	Н		J rongly Agree
3. The value to those of			rican Am	mericans	regard	ling wor	k are v	ery s	imilar
A Strongly Disagree	В	С	D	E	F	G	Н		J rongly Agree
4. The moral African- Ame		of mo	st Whit	es are	very si	milar t	o those	of m	ost
A Strongly Disagree	В	С	D	E	F	G	Н		J rongly Agree
5. The hopes quite simila		pirati	ons of	most Af	rican A	merican	s and Wl	nites	are
A Strongly Disagree	В	С	D	E	F	G	Н		J rongly Agree
6. African A A Strongly Disagree	merican B	s and C	Whites D	share m	any of F	the sam G	e basic H	I St:	es. J rongly Agree

Part II Intergroup Anxiety Scale

For each of the items listed below, indicate how you would feel when interacting with members of other racial, ethnic or cultural groups who you did not know.

I would feel:

(R)1. A Not at all Comfortable	В	С	D	E	F	G	Н	I J Extremely Comfortable
2. A Not at all Uncertain	В	С	D	E	F	G	Н	I J Extremely Uncertain
3. A Not at all Confident	В	С	D	E	F	G	Н	I J Extremely Confident
(R)4. A Not at all Awkward	В	С	D	E	F	G	Н	I J Extremely Awkward
(R)5. A Not at all Anxious	В	С	D	E	F	G	Н	I J Extremely Anxious
6. A Not at all At Ease	В	С	D	E	F	G	Н	I J Extremely At Ease

Part III Intergroup Relations Optimism Scale

1. The carried fade	onfli	cts b	etween 2	African	America	ns and	Whites	will e	ventually
away and A Strongly Disagree	7	e to B	exist. C	D	Е	F	G	Н	I J Strongly Agree
(R)2. Af relating	ſ				es will	continu	ie to ha	ave prob	olems
to one a A Strongly Disagree	7	r in B	the U.S C	D	E	F	G	Н	I J Strongly Agree
3. White in this cou			can Ame:	ricans	will one	e day be	e able t	to truly	y get along
A Strongly Disagree	7	В	С	D	Е	F	G	Н	I J Strongly Agree
(R)4. Th			y betwe	en Whit	es and <i>I</i>	African	America	ans in :	income will
A Strongly Disagree	7	В	С	D	E	F	G	Н	I J Strongly Agree
5. The r			archy t	hat exi	sts in t	his so	ciety w	ill soon	n be a
A Strongly Disagree	7	B	С	D	Е	F	G	Н	I J Strongly Agree
6. Mutua			nding b	etween 2	African	America	ans and	Whites	is an
A Strongly Disagree	7	В	С	D	E	F	G	Н	I J Strongly Agree
OR, if y followin				specif;	y partic	cular gı	coups, y	you may	use the
1. The c	onfli	cts b	etween (diverse	groups	in our	society	y will e	eventually
away and A Strongly Disagree	7		exist. C	D	Е	F	G	Н	I J Strongly Agree
(R)2. Th				in our	society	will co	ontinue	to have	e troubles
A Strongly Disagree	7	В	C C	D	E	F	G	Н	I J Strongly Agree

3. The dialong.	verse gro	ups in	our so	ciety w	ll one	day be	able to	truly	get
A Strongly Disagree	В	С	D	E	F	G	H	I Stron Ag:	J ngly ree
(R)4. The away.	disparit	y betwe	een the	diverse	groups	in ind	come wil	l never	go
A Strongly Disagree	В	С	D	E	F	G	Н	I Stro Ag:	J ngly ree
5. The rathing of		archy t	that exi	ists in	this so	ciety v	vill soo	n be a	
A Strongly Disagree	В	С	D	E	F	G	Н	I Stron Ag:	J ngly ree
6. Mutual		_	oetween					ble goa	1.
A Strongly Disagree	В	С	D	E	F	G	Н	I Stro	J ngly ree

Part IV Intergroup Attitude Scale

For each of the items listed below, indicate what your attitudes are toward African American people.

My attitude toward African American people is:

	A Respect All	В	С	D	E	F	G	Н	I	J Extreme Respect
	A Liking All	В	С	D	Е	F	G	Н	I	J Extreme Liking
	A Acceptar All	B nce	С	D	Е	F	G	Н	I Ac	J Extreme ceptance
	A Approval	B l	С	D	Е	F	G	Н	I	J Extreme Approval
5. No At	A Warmth All	В	С	D	E	F	G	Н	I	J Extreme Warmth
	A Openness All	B	С	D	Е	F	G	Н	I	J Extreme Openness

For each of the items listed below, indicate what your attitudes are toward White people.

My attitude toward White people is:

	A Respect All	В	C	D	Е	F	G	Н	I	J Extreme Respect
	A Liking All	В	C	D	E	F	G	Н	I	J Extreme Liking
	A Accepta All	B nce	С	D	E	F	G	Н	I Ac	J Extreme ceptance
	A Approva All	B l	C	D	E	F	G	Н	I	J Extreme Approval
5. No At	A Warmth All	В	С	D	Е	F	G	Н	I	J Extreme Warmth

 $\ensuremath{\mathsf{OR}},$ if you do not wish to specify particular groups, you could use the following items.

For each of the items listed below, indicate what your attitudes are toward members of other racial, ethnic and cultural groups.

My attitude toward members of other racial, ethnic and cultural groups in general is:

1. A No Respect At All	В	С	D	E	F	G	Н	I	J Extreme Respect
2. A No Liking At All	В	С	D	E	F	G	Н	I	J Extreme Liking
3. A No Accepta At All	B ance	С	D	E	F	G	Н	I Ad	J Extreme cceptance
4. A No Approva At All	B al	С	D	E	F	G	Н	I	J Extreme Approval
5. A No Warmth At All	В	С	D	E	F	G	Н	I	J Extreme Warmth
6. A No Opennes At All	B	С	D	E	F	G	Н	I	J Extreme Openness

Part V Intergroup Attitude Scale (can be used instead of Part IV)

(R)1. Use the following thermometer to indicate your overall feelings about African American people. The scale runs from 0 to 100 degrees where 0 indicates a very cold attitude and 100 indicates a very warm attitude.

```
90-100 degrees (mark A on your answer sheet)
80-89 degrees (mark B on your answer sheet)
70-79 degrees (mark C on your answer sheet)
60-69 degrees (mark D on your answer sheet)
50-59 degrees (mark E on your answer sheet)
40-49 degrees (mark F on your answer sheet)
30-39 degrees (mark G on your answer sheet)
20-29 degrees (mark H on your answer sheet)
10-19 degrees (mark I on your answer sheet)
0-9 degrees (mark J on your answer sheet)
```

(R)2. Use the following thermometer to indicate your overall feelings about White people. The scale runs from 0 to 100 degrees where 0 indicates a very cold attitude and 100 indicates a very warm attitude.

```
90-100 degrees (mark A on your answer sheet)
80-89 degrees (mark B on your answer sheet)
70-79 degrees (mark C on your answer sheet)
60-69 degrees (mark D on your answer sheet)
50-59 degrees (mark E on your answer sheet)
40-49 degrees (mark F on your answer sheet)
30-39 degrees (mark G on your answer sheet)
20-29 degrees (mark H on your answer sheet)
10-19 degrees (mark I on your answer sheet)
0-9 degrees (mark J on your answer sheet)
```

- OR, if you do not wish to specify particular groups you can use the following item.
- (R)3.Use the following thermometer to indicate your overall feelings about members of other racial and ethnic groups in general. The scale runs from 0 to 100 degrees where 0 indicates a very cold attitude and 100 indicates a very warm attitude.

```
90-100 degrees (mark A on your answer sheet)
80-89 degrees (mark B on your answer sheet)
70-79 degrees (mark C on your answer sheet)
60-69 degrees (mark D on your answer sheet)
50-59 degrees (mark E on your answer sheet)
40-49 degrees (mark F on your answer sheet)
30-39 degrees (mark G on your answer sheet)
20-29 degrees (mark H on your answer sheet)
10-19 degrees (mark I on your answer sheet)
0-9 degrees (mark J on your answer sheet)
```

Part VI Intergroup Interaction Scale

How willing would you be to engage in the following activities with $\mbox{Whites.}$

I. Invite them as a A B Not Willing At all	_	into my	r home. E	F	G	Н	I Extrem Will	
2. Visit their hom A B Not Willing At all			E	F	G	Н	I Extrem Will	
3. Work in the sam A B Not Willing At all		group v D	vith the E	em. F	G	Н	I Extrem Will	
4. Belong to the s A B Not Willing At all	ame clu C	ıb as th D	ney do. E	F	G	Н	I Extreme Willi	ely
5. Discuss how to a A B Not Willing At all		e proble D	ems betv E	veen gro F	oups. G	Н	I Extreme Willi	-
6. Date a member o A B Not Willing At all		group (D		ere sing F	gle). G	Н	I Extreme Willi	
7. Have my child m		member	of this	group	(if I h	nad a	child c	of
marriageable age). A B Not Willing At all		D	E	F	G	Н	I Extreme Willi	
8. Eat a meal with	them i	n a res	staurant	-				
		D D	E	F	G	Н	I Extreme Willi	-
9. Intervene if a work setting.	member	of this	group	were ur	nfairly	criti	cized i	n a
	С	D	E	F	G	Н	I Extreme Willi	-
10. Reproach a mem	ber of	my grou	up for m	making a	an offer	nsive	"joke"	about
	С	D	E	F	G	Н	I Extreme Willi	

11. Work together A B Not Willing At all	to impo	rove rad D	ce rela E	tions i	n this G	count:	ry. I J Extremely Willing
12. Join and play improving intergr			e in an	organi:	zation	devote	ed to
A B Not Willing At all	С	D	Е	F	G	Н	I J Extremely Willing
How willing would African Americans		to enga	age in	the fol	lowing	activ	ities with
1. Invite them as							
A B Not Willing At all	С	D	E	F	G	Н	I J Extremely Willing
2. Visit their hor							
A B Not Willing At all	С	D	E	F	G	Н	I J Extremely Willing
3. Work in the same	me work	group v	with th	em.			
A B Not Willing At all	С	D	E	F	G	Н	I J Extremely Willing
4. Belong to the		ub as tl	hey do.				
A B Not Willing At all	С	D	E	F	G	Н	I J Extremely Willing
5. Discuss how to	resolve	e proble	ems bet	ween gr	oups.		
A B Not Willing At all	С	D	E	F	G	Н	I J Extremely Willing
6. Date a member	of this	group	(if I w	ere sing	gle).		
A B Not Willing At all	С	D	E	F	G	Н	I J Extremely Willing
7. Have my child		member	of thi	s group	(if I	had a	child of
marriageable age) A B	C	D	E	F	G	Н	I J
Not Willing At all							Extremely Willing
8. Eat a meal with					C	IJ	т -
A B Not Willing At all	С	D	E	F	G	Н	I J Extremely Willing

	Intervene if a setting.	member	of this	s group	were u	nfairly	criti	lcized i	n a
	A B Willing	С	D	E	F	G	Н	I Extreme Willi	
	_	, .		-		5.5			
	Reproach a menother group.	mber of	my grou	up for m	making .	an offe:	nsive	"joke"	about
Not At a	A B Willing all	С	D	E	F	G	Н	I Extreme Willi	-
11.	Work together	to imp	rove rad	ce relat	tions i	n this	countr	Ωy.	
Not At a	A B Willing all	С	D	E	F	G	Н	I Extreme Willi	-
	Join and play			e in an	organi	zation	devote	ed to	
Not At a	A B Willing all	С	D	E	F	G	H	I Extreme Willi	
	if you do not lowing items.	wish to	o speci	fy part.	icular :	groups :	you ma	ay use t	he
membor of a	willing would pers a different rad ricans, tes).								th
1.	Invite them as								
Not At a	A B Willing all	С	D	Е	F	G	Н	I Extreme Willi	
2. 7	Visit their ho	me as a	guest.						
	A B Willing all	С	D	E	F	G	Н	I Extreme Willi	_
3. 7	Work in the sam								
Not At a	A B Willing all	С	D	Е	F	G	Н	I Extreme Willi	_
	Belong to the a A B Willing all	same clu C	ub as th D	hey do. E	F	G	Н	I Extreme Willi	-
	Discuss how to A B Willing	resolve C	e proble D	ems betu E	ween gr	oups. G	Н	I Extreme Willi	

6. Date a A Not Willi At all	В	of this C	group ((if I we E	ere sing F	gle). G	Н	I Extrem Will	-
7. Have m			member	of this	s group	(if I	had a	child	of
A Not Willi At all	В	С	D	E	F	G	Н	I Extrem Will	_
8. Eat a	meal wit	h them :	in a res	staurant	Ξ.				
A Not Willi At all	B ng	С	D	Е	F	G	H	I Extrem Will	-
9. Interv		member	of this	group	were un	nfairly	criti	.cized	in a
A Not Willi At all	B ng	С	D	Е	F	G	Н	I Extrem Will	-
10. Repro		ember of	my grou	up for r	making a	an offe	ensive	"joke"	about
A Not Willi At all	B ng	С	D	E	F	G	Н	I Extrem Will	
11. Work	together	to imp	rove rad	ce relat	cions in	n this	countr	у.	
A Not Willi At all	B ng	С	D	Е	F	G	Н	I Extrem Will	-
12. Join improving				e in an	organiz	zation	devote	ed to	
A Not Willi At all	В	C	D	E	F	G	Н	I Extrem Will	-

Part VII Intergroup Understanding Scale

How well do you feel you understand African American people? 1. I believe that I have a good understanding of how African Americans view the world. D Ε F G Η Strongly Strongly Disagree Agree 2. I think I am able to see the world through the eyes of African Americans. Α В С D Ε F G Η J Strongly Strongly Disagree Agree 3. I believe I understand what it is like to be African American in this society. В C D Е F G Η Ι Α Strongly Strongly Disagree Agree (R)4. I cannot seem to grasp the African American perspective on most issues. В C D E F G Н J Α Strongly Strongly Disagree Agree 5. I can easily put myself in the place of African Americans when I want to understand their viewpoint. C D F Α Η J Strongly Strongly Disagree Agree (R)6. I don't understand the way African Americans view the world. C F G D E Η J Strongly Strongly Disagree Agree How well do you feel you understand White people? 1. I believe that I have a good understanding of how Whites view the world. В D F G Η J Strongly Strongly Disagree Agree 2. I think I am able to see the world through the eyes of Whites. В С G Α D \mathbf{E} F Η Ι J Strongly Strongly Disagree Agree 3. I believe I understand what it is like to be White in this society. В C D Ε F G Strongly Strongly Disagree Agree

(R)4. I cann A Strongly Disagree	ot seem B	to gr C	rasp the D	White E	perspec F	tive on G	most i H	ssues. I J Strongly Agree
5. I can easily put myself in the place of Whites when I want to understand their viewpoint.								
A Strongly Disagree	В	С	D	E	F	G	Н	I J Strongly Agree
(R)6. I don' A Strongly Disagree	t under: B	stand C	the way	Whites E	view t F	he worl G	d. Н	I J Strongly Agree
OR, If you do not wish to specify particular groups, you can use the following items.								
How well do cultural gro	_	l you	underst	and peo	ple fro	m other	racial	, ethnic or
1. I believe racial, ethn							members	of other
A Strongly Disagree	В	С	D	E	F	G	Н	I J Strongly Agree
2. I think I am able to see the world through the eyes of members of other racial, ethnic and cultural groups.								
A Strongly Disagree	В	C	D	E E	F	G	Н	I J Strongly Agree
3. I believe I understand what it is like to be a member of other racial, ethnic and cultural groups in this society.								
A Strongly Disagree	В	C	D D	E E	F	G	Н	I J Strongly Agree
(R)4. I cannot seem to grasp the perspective of members of other racial, ethnic and cultural groups on most issues.								
A Strongly Disagree	В	C	D D	E	F	G	Н	I J Strongly Agree
5. I can eas ethnic and c A Strongly Disagree								
(R)6. I don't understand the way members of other racial, ethnic and cultural groups view the world.								
A Strongly Disagree	В	C	D D	E	F	G	Н	I J Strongly Agree

Part VIII Trait Scale

What percentage of White people possess each of the following traits?

Use the following scale to indicate your answers.

A B C D E F G H I J 0-10% 11-20% 21-30% 31-40% 41-50% 51-60% 61-70% 71-80% 81-90% 91-100%

- 1. Hard-working
- 2. Intelligent
- 3. Friendly
- 4. Honest
- 5. Open
- 6. Sincere

What percentage of African American people possess each of the following traits?

Use the following scale to indicate your answers.

A B C D E F G H I J 0-10% 11-20% 21-30% 31-40% 41-50% 51-60% 61-70% 71-80% 81-90% 91-100%

- 1. Hard-working
- 2. Intelligent
- 3. Friendly
- 4. Honest
- 5. Open
- 6. Sincere

Part IX Demographic Information

1. Age:

A = 16-20 B = 21-25 C = 26-30 D = 31-35 E = 36-40 F = 41-45 G = 46-50 H = 51-55 I = 56-60 J = 61 and above

2. Race/Ethnicity:

A = African American/Black

B = Asian American

C = Caucasian, Non-Hispanic

D = American Indian

E = Hispanic/Latino

F = Mixed parentage

G = Other

3. Sex

A = Female B = Male

Part X Open-Ended Questions
1. What are the most important things that you learned about race and ethnic relations in the dialogue groups?
2. How did the dialogue groups change your attitudes about race and ethnic relations?
3. How could the dialogue groups be changed to make them more effective?