

1. What is your present work situation? **(Check all that apply)**

- Employed by others; part-time
- Employed by others; full-time
- Self-employed owner of own business or service, or professional practice
- Temporarily laid off
- Unemployed but looking for work
- Unemployed but NOT looking for work
- On long-term sick leave
- On maternity/parental leave
- Permanently disabled
- Full-time homemaker
- Working, not for money
- Other (Please explain) _____

1. If you are a full-time college student, do **NOT** fill out this book (**GO TO BOOK 2A**).
2. If you have not worked since high school, **skip to Page 11, Question 27**.
3. If you are not currently working, please answer the questions on the **following pages** about your **most recent job**.
4. If you are currently working, please answer the questions on the **following pages** while thinking about your **current job**, that is, the job you spend the most time at.

2. Currently, what is your MAIN occupation or job?

(Please be specific, for example, if you are a secretary, also indicate the type of business; if you are in retail, indicate what you sell; if you work in child care, indicate the age group of the children you are responsible for, etc.)

3. What kind of work do you do on this job?

4. How many people do you supervise? _____
(Write in number)

5. How many hours per week do you work at this job? _____ hours per week

6. In what month and year did you begin working at this job? _____
(month) (year)

7. Do you think of this job as... **(Circle only one)**

1. a long-term job
2. a step in your career
3. a short-term job (you are planning to do something else in the future)

8. Approximately how much do you earn in this job? **(Fill in one line only)**

\$ _____ per hour \$ _____ per week \$ _____ per month \$ _____ per year

9. Please use the following scale for the next set of questions. **(Write a number on each line)**

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5

- _____ My job allows me to use my skills and abilities.
- _____ My job matches what I like to do.
- _____ I am overqualified for the work that I do in this job.
- _____ A person with my experience or training should be in a better job.
- _____ I wonder whether my education and experience could be put to better use in another job.
- _____ I have a flexible work schedule in this job.
- _____ In this work, I am my own boss.
- _____ There is a lot of stress and tension in this job.
- _____ I have a lot of conflicts with my supervisor.
- _____ This job gives me the amount of independence I like.
- _____ I really enjoy the people I work with in this job.
- _____ I have to work too many hours on this job.
- _____ I like the work setting for this job.
- _____ I have a lot of opportunity to use my ideas and imagination in this job.
- _____ My boss is a fair and honest person.
- _____ My job gives me a chance to learn a lot of new things.
- _____ Most of my interests are centered around my job.
- _____ I am very much involved personally in my job.
- _____ I have too much work to be able to do everything well.
- _____ I am unclear about what I have to do on my job.
- _____ I feel drained of my energy when I get off work.
- _____ I have a lot of freedom to make important decisions about what I do at work and how I do it.
- _____ I feel that my work is meaningful and important.
- _____ I learn things that will be useful to me later in my life.
- _____ My job has influenced my career choice.
- _____ I admire my supervisor.
- _____ I feel harassed at my job because of my sex.
- _____ I feel harassed at my job because of my race.
- _____ What I learned in school helps me do better on my job.
- _____ I'm certain I can master the skills needed for this job.
- _____ I can do even the most difficult work needed for this job if I try.
- _____ Even if the work is hard, I can learn it.
- _____ I'm certain I can figure out how to do even the most difficult work needed for this job.
- _____ I can do all of the work needed for this job, if I don't give up.

10. How do you feel the support for people of color in your workplace environment compares to other workplaces?

Much Less Supportive		About the Same		Much More Supportive
1	2	3	4	5

11. To what extent do you think each of the following has made an active effort to support a workplace community that is **culturally diverse**?

	No Effort	Some Effort	Substantial Effort		
A. Company president or other workplace administrators	1	2	3	4	5
B. Managers	1	2	3	4	5
C. Yourself	1	2	3	4	5
D. Other employees	1	2	3	4	5

12. To what extent do you think each of the following has made an active effort to support a workplace community that is **supportive of all members**?

	No Effort	Some Effort	Substantial Effort		
A. Company president or other workplace administrators	1	2	3	4	5
B. Managers	1	2	3	4	5
C. Yourself	1	2	3	4	5
D. Other employees	1	2	3	4	5

13. How easy or difficult has it been for you to do each of the following at your workplace?

	Very Difficult	Fairly Difficult	Fairly Easy	Very Easy	Not Important or Relevant to Me
Find people in my workplace who share my background/experiences.	1	2	3	4	0
Get to know co-workers	1	2	3	4	0
Feel comfortable with people in my workplace with different backgrounds	1	2	3	4	0
Find where to get job-related information or help	1	2	3	4	0
Find information about career advancement and/or development	1	2	3	4	0
Find information about professional activities and organizations	1	2	3	4	0

14. Below are questions about your work environment and experiences on the job. If you are not working currently, please answer these questions based on your past experiences.

Almost Never	Not Very Often	Fairly Often	Very Often	Almost Always
1	2	3	4	5

At work, how often:

- ___ do you believe you are expected to take charge and lead the group?
- ___ are you asked your opinion when problems arise?
- ___ are your ideas actually implemented on the job?
- ___ have others acted like they thought you got a position or job for reasons other than your merit?
- ___ do others act as if they think you might need help with a challenging task?
- ___ do others in your workplace act as if they are uncomfortable being around you?
- ___ have you heard your ethnic group referred to in a derogatory way?
- ___ have you experienced what you perceived as racist behavior or treatment?
- ___ do you feel that your judgments or opinions are trusted and respected by others?
- ___ do you feel that if you make mistakes you would be judged more harshly than other workers?
- ___ have fears of representing your ethnic group in a negative way discouraged you from participating in work related activities?

- ___ have you found Black people who would be willing to talk with and advise you about your professional career?
- ___ have you found White people who would be willing to talk with and advise you about your professional career?

15. Have you ever thought about whether a person from your ethnic group would be accepted or allowed to do what you really want to do in your job/career?

Yes	No— Skip to Q. 17
1	2

16. To what extent do you agree that these thoughts have discouraged you from:

	A Little				A Great Deal
Pursuing a higher or different position?	1	2	3	4	5
Taking courses that might advance your career?	1	2	3	4	5
Talking with career counselors about career options?	1	2	3	4	5
Sharing your goals with peers?	1	2	3	4	5
Sharing your goals with family?	1	2	3	4	5
Enrolling in college (for first time, continuing, or graduate education)?	1	2	3	4	5

17. How often are the following true of you? **Please use the following scale for the next set of questions. (Write a number on the line for each item.)**

**Almost
Never**

1

2

3

4

5

6

**Almost
Always**

7

____ I feel like part of a family at my workplace.

____ I feel emotionally attached to my workplace.

____ I feel that any problems faced by my company/organization are also my problems.

____ My company/organization really cares about me.

____ My company/organization values my contributions to it.

____ My company/organization is willing to help me when I have special needs.

____ I do not feel comfortable talking about my culture in discussions at work.

____ I cannot talk to people at my workplace about my family or culture.

____ I cannot talk to my family about my co-workers or what I am doing at work.

____ I feel like a chameleon, having to change my "colors" according to the ethnicity of the person I am with.

____ I feel as though I cannot be myself at my workplace because of my ethnicity.

____ I feel that my ethnicity is incompatible with the new people I am meeting and the new things that I am learning at work.

18. Compared to the average person at my job, I am able to:

**Much less
Able
1**

2

**Somewhat
Able
3**

4

**Much more
Able
5**

_____ get dates with people I'm attracted to.

_____ get to know other co-workers.

_____ make my own decisions.

_____ do my work quickly and efficiently.

_____ set and achieve personal goals.

_____ make deadlines in a timely manner.

_____ excel in the skills needed for my job.

_____ feel that I'm pretty intelligent.

_____ be liked by others just for being myself.

_____ talk about personal problems with others.

_____ stand up for my rights.

19. In your workplace, how often do you feel that...

Never

1

2

3

4

**Almost
always**

5

_____ White women are given the same opportunities as most others?

_____ Black women are given the same opportunities as most others?

_____ White men are given the same opportunities as most others?

_____ Black men are given the same opportunities as most others?

_____ managers/supervisors tend to encourage and respond to White males more positively than others?

_____ managers/supervisors tend to encourage and respond to Black males more positively than others?

_____ managers/supervisors tend to encourage and respond to White females more positively than others?

_____ managers/supervisors tend to encourage and respond to Black females more positively than others?

_____ White women at your job still face many barriers to success?

_____ Black women at your job still face many barriers to success?

_____ White men at your job still face many barriers to success?

_____ Black men at your job still face many barriers to success?

20. How much do you agree or disagree with the following statement?

Strongly Agree

Strongly Disagree

1

2

3

4

5

_____ I have gained commitment to my ethnic/racial identity since entering my workplace.

_____ Since entering my workplace, my attitudes and beliefs regarding my own racial identity have changed.

_____ Since entering my workplace, my understanding of other groups (e.g., ethnic, gender, political) has increased.

_____ My workplace environment has allowed me to interact with people from other groups.

_____ The multicultural policies and programs at my job have resulted in my learning about other racial groups.

21. How satisfied are you with your current employment? **(Circle one number)**

Very Unsatisfied

Unsatisfied

Satisfied

Very Satisfied

1

2

3

4

5

6

7

22. How effective do you think you are in your job?

Very Ineffective

Ineffective

Effective

Very Effective

1

2

3

4

5

6

7

23. Are you currently looking for a different job?

Yes

No

1

2

24. Do you have a second job?

Yes

No

(SKIP TO NEXT PAGE)

1

2

25. How many hours per week do you work at your second job?
hours per week _____

26. Approximately how much do you earn in your second job? **(Fill in one line only.)**

\$_____ per hour \$_____ per week \$_____ per month \$_____ per year

27. Have you had any personal difficulties (e.g. stress, depression, emotional problems) over the past year?

1
Yes

2
No (**Skip to page 12**)

28. Did you seek any help for your personal difficulties?

1
Yes

2
No (**Go to Q. 30**)

29. How helpful were the following sources of help?

	Did Not Ask for Help	Not Helpful at All				Very Helpful
Your boss/employer	0	1	2	3	4	5
Your co-workers	0	1	2	3	4	5
Your friends	0	1	2	3	4	5
Your family (i.e., parents, siblings)	0	1	2	3	4	5
Your partner/spouse	0	1	2	3	4	5
Your pastor/clergy/priest	0	1	2	3	4	5
Other (specify)_____	0	1	2	3	4	5

Skip to page 12

30. What prevented you from seeking help?

If you are currently working, skip to Page 15, Question 35.

If you are not currently working and do not want a job, skip to Page 14, Question 34.

If you are not currently working but looking for a job, skip to Page 13, Question 31.

**The following set of questions are for those who are NOT currently working
but are LOOKING FOR A JOB.**

31. What kind of job would you like to have? **(Please be specific, for example, if you would like to be a secretary, also indicate the type of business you'd like to work in; if you would like to work in retail, indicate what you would like to sell; if you'd like to work with children, indicate the age group of the children you want to be responsible for, etc.)**

32. How much would you like to make per hour? \$_____ per hour

33. What have you been doing in the last four weeks to find a job? **(Check all that apply)**

- _____ Nothing
- _____ Contacted state employment agency(s)
- _____ Contacted private employment agency(s)
- _____ Contacted military recruiter
- _____ Contacted employer(s) directly
- _____ Contacted friends or relatives
- _____ Placed or answered ads
- _____ Looked in the newspaper
- _____ Used a school employment service
- _____ Other (Please specify): _____

[Now skip to page 15, Question 35.]

The following set of questions are for those who are NOT currently working and DO NOT WANT A JOB.

34. Tell us the reasons you are not looking for work right now. **(Check all that apply)**

Taking care of my children

Pregnancy

Own health problems, disability

In school

Can't find a job

Lost hope of finding a job

Can't make enough money, wouldn't pay to work

Don't want or need to work

Spouse or partner doesn't want me to work

Lack the necessary schooling, training, skills

Can't find child care

Other (Please explain) _____

***** **EVERYONE CONTINUES HERE** *****

35. Have you participated in any vocational/technical training in the last two years?

- | | |
|-----|---------------------------|
| Yes | No (GO TO Q. 36) |
| 1 | 2 |

35a. What type of training? _____

36. During the past 12 months, how many months were you in a job training program or class that was **not** a high school or college course? (**Do not consider job training programs that were less than one month.**)

_____ months

37. Are you involved in any vocational/technical training now?

- | | |
|-----|-----------------------------|
| Yes | No (SKIP TO Q. 42) |
| 1 | 2 |

37a. What type of training are you receiving? _____

38. How many hours per week do you spend in vocational/technical training? _____
hours/week

39. How important is it to you to have these vocational/technical skills? (**Circle one number**)

- | | | | | | | |
|------------------|---|-------------|---|-----------|---|----------------|
| Very Unimportant | | Unimportant | | Important | | Very Important |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

40. How helpful will this training be for you when looking for a job?

- | | | | | | | |
|----------------|---|-----------|---|---------|---|--------------|
| Very Unhelpful | | Unhelpful | | Helpful | | Very Helpful |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

41. How satisfied are you with the vocational/technical training that you have received after high school?

Very Unsatisfied Unsatisfied Satisfied Very Satisfied
 1 2 3 4 5 6 7

42. Are you currently serving in any branch of the Military?

Yes No **(GO TO Q. 43)**
 1 2

42a. What branch? _____ _____
(GO TO Q. 44)

43. Have you ever served in any branch of the Military?

Yes No **(GO TO Q. 44)**
 1 2

43a. What branch? _____ _____

44. Have you taken any college courses since high school?

Yes No **(SKIP TO Q. 53)**
 1 2

45. During the past two years, how many months did you attend school or college (not including vocational training) either full or part time? **(Do not include periods of vacation.)**

_____ months

46. Please list the colleges and universities you have attended in the last two years beginning with your current or most recent college/university. Please tell us the month and year you started and ended your enrollment at each college/university. Please tell us if you were taking classes as a part-time student or a full-time student.

Name of College/University	Attendance			Why did you stop attending?
	From Mo/Yr	To Mo/Yr	Part /Full	
a.	/	/		
b.	/	/		
c.	/	/		

47. What is your current Grade Point Average (G.P.A)?

 G.P.A. on a 4-point scale

48. What are your 2 favorite school subjects?

A. _____ B. _____

49. What are your 2 **least** favorite school subjects?

A. _____ B. _____

50. Use the following scale to answer questions about your college/university experiences. If you have completed college, please reflect back on your college experiences in answering these questions. If you are presently in college part-time, please answer the questions about your present experiences. **(Write a number on each line.)**

**Strongly
Disagree**

1

2

3

4

**Strongly
Agree**

5

____ I have gained commitment to my ethnic/racial identity since going to my college/university.

____ Since enrolling at my school, my attitudes and beliefs regarding my own racial identity have changed.

____ Since enrolling at my school, my understanding of other groups (e.g., ethnic, gender, political) has increased.

____ My college/university environment has allowed me to interact with people from other groups.

____ The multicultural policies and programs at my school have resulted in my learning about other racial groups.

51. How often are the following true of you?

**Almost
Never**

1

2

3

4

5

6

**Almost
Always**

7

____ I feel like part of a family at my college.

____ I feel emotionally attached to my school.

____ I feel that any problems faced by my school are also my problems.

____ My school really cares about me.

____ My school values my contributions to it.

____ My college is willing to help me when I have special needs.

____ I do not feel comfortable talking about my culture in class discussions.

____ I cannot talk to my family about my friends at school or what I am learning at school.

____ I feel like a chameleon at school, having to change my "colors" according to the ethnicity of the person I am with.

____ I feel as though I cannot be myself at my school because of my ethnicity.

____ I feel that my ethnicity is incompatible with the new people I am meeting and the new things that I am learning.

52. Are you currently in college?

No
2

Yes, part time (**GO TO Q. 54**)
1

53. Would you like to go to college?

1. Yes, definitely - **Continue with Q. 54.**

2. Maybe - **Continue with Q. 54.**

3. Probably not – **SKIP TO Q. 56.**

4. Absolutely not - **SKIP TO Q. 56.**

54. People have different reasons for wanting to go to college. We would like to know why you want to be in college.

Strongly Disagree				Neither Agree Nor Disagree			Strongly Agree
1	2	3	4	5	6	7	

I want to go to college because...

- I might as well since there are no jobs available
- My friends want me to go to college
- I will be able to get a better job than if I didn't go to college
- I will be able to get a certain kind of job that I can only get if I go to college
- I will be able to meet a spouse/romantic partner
- My parent(s) want me to go to college
- I like being a student and learning new things
- I can get a higher paying job
- Most of my high school friends went to college
- My romantic partner wants me to go to college
- My friends are in college

55. How much college would you like to complete? **(check all that apply)**

- An associate arts degree from a community college
- A bachelor's degree. In what field? _____
- A master's degree. In what field? _____
- An advanced degree. What degree (e.g., Ph.D., Law, M.D., etc.)? _____
In what field? _____

56. How likely do you think it is that you will go back to college full time?

_____ (Check here if you are already in college and go to the next question.)

Very Unlikely			Unlikely		Likely		Very Likely
1	2	3	4	5	6	7	

57. How likely do you think it is that you will get a degree from a two-year community college program?

_____ (Check here if you already have one and go to the next question.)

Very Unlikely			Unlikely		Likely		Very Likely
1	2	3	4	5	6	7	

58. How likely do you think it is that you will get a bachelor's degree from a four-year college or university?

Very Unlikely			Unlikely		Likely		Very Likely
1	2	3	4	5	6	7	

59. How likely do you think it is that you will get to earn the highest degree you would like to get?

Very Unlikely			Unlikely		Likely		Very Likely
1	2	3	4	5	6	7	

THANK YOU VERY MUCH!!

YOU'VE JUST COMPLETED THIS BOOKLET!

Please go to Book 3, Romantic Relationships.
