

## A Personal Assessment on Removing Racial Residue

If you answer a question “yes”, this may be an area of residue you could work on. Don’t be surprised if you have a lot of “yes” answers; we all do! Just choose one you want to address and become part of the solution!

### Assess Your Residue If You’re a White Person:

If you’re a White Person, how would you answer the questions below?

#### Signs of Level One Residue:

1. Have you always lived, gone to school and worked in places where you were in the majority as a white person? If so, how might that have caused you to be wearing blinders?
2. Can you think of ways you might be have benefitted from being White without knowing it?

#### Signs of Level Two Residue:

3. Have you avoided conversations about racial tension because you are not a Person of Color and didn’t want to say something offensive and be judged for it?
4. Have ever you seen a racial injustice or heard a racial slur, but kept silent because it wasn’t your issue – or because you didn’t know what to say?

#### Signs of Level Three Residue:

5. Have you ever been surprised by the high level of accomplishment of a Person of Color?
  6. Have you ever judged the decisions or performance of a Person of Color to be inferior, without knowing about challenges in their current environment or the obstacles they’ve faced in the past?
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### Assess Your Residue If You’re A Person of Color:

If you’re a Person of Color, how would you answer the questions below?

#### Signs of Level One Residue:

1. Have you ever made an assumption (or had a feeling), before or after you got to know a person, that you could not trust them because of their ethnic background or skin color?
2. Is the portrayal of your culture, or people who look like you, in American media ever upsetting to you?

#### Signs of Level Two Residue:

3. Can you think of many instances when being a Person of Color worked against you, or put you at risk of being humiliated or harmed? Have you come to expect things like this to happen or worry that they will?
4. Have you ever thought you were being discriminated against based on a racial stereotype or bias, and later found out it was a misperception on your part?

#### Signs of Level Three Residue:

5. Have you ever felt that as a Person of Color you were expected to fail or fall short of the performance of your White counterparts in a school or work setting? Or that you just didn’t belong there?
6. Have you ever felt that you weren’t good enough to compete with your White colleagues, or that you had to work twice as hard to measure up?