

# HUMAN RELATIONS ATTITUDE INVENTORY

*Understanding Human Differences:  
Multicultural Education for a Diverse America,  
Edition Two*  
Derived from the Work of Flavio Vega

This attitude inventory [HRAI] allows instructors to assess changes in attitudes and values as a result of reading *Understanding Human Differences, Edition Two*. Statements in the inventory pertain to issues addressed and information provided in the text.

During the first week of the semester, one half of any course or training session population are administered the statements in the inventory as described in the directions. The other half of the population is administered the inventory at the end of the course.

Look for any changes as you compare the responses from the beginning and the end of the semester. Course instructors may wish to employ this inventory to compare changes in the group means of student responses at the beginning and end of the study rather than analyze differences of individual students.

See the Preface - Part One for other information on the HRAI. See Appendix D for an executive summary of HRAI research procedures.

# PART I - DEMOGRAPHIC INFORMATION

1. Based on your major, identify the general discipline area in which you are enrolled:

- Arts and Humanities
- Science, Medicine, Nursing
- Education
- Business Administration
- Mathematics, Engineering
- Other

2. Gender:

- Female
- Male

3. Student status:

- Graduate
- Traditional undergraduate student (age 16-24)
- Nontraditional undergraduate (age 25 or over)

4. Race:

- White
- Black
- Hispanic/Latino
- American Indian
- Bi-racial (check all that apply)
- Asian/Pacific Islander
- Other (please specify) \_\_\_\_\_

5. Class:

- Freshman
- Sophomore
- Junior
- Senior
- Graduate

6. Overall GPA:

- 3.5 - 4.0
- 3.0 - 3.49
- 2.5 - 2.99
- 2.0 - 2.49
- 1.99 or less

## PART II - ATTITUDE INVENTORY

### Directions:

This instrument is composed of 64 statements representative of various attitudes toward race, gender, and social class in the United States.

Each statement is followed by five possible responses:

SA, A, U, D, and SD (Strongly Agree, Agree, Undecided, Disagree, and Strongly Disagree).

For each statement, select the response most representative of your own thinking and select the space corresponding to that response.

Make each response a separate and independent one. Please respond to all statements.

Respond as honestly as possible and work through the inventory as quickly as possible.

Do not include your name when submitting form.

### Note:

Reference to "minority" or "minorities" in this inventory is to racial minorities in the U.S.(i.e. , African Americans, Hispanic Americans, Asian/Pacific Island Americans, and American Indians) and does not include white ethnic groups and/or religious minorities.

| Statement  | SA                    | A                     | U                     | D                     | SD                    |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 07. One's gender has little to do with one's educational opportunity   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 08. Our welfare system doesn't give people enough money to get off welfare   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 09. Minorities do not achieve as much in our society because they do not aspire to achieve as much as white people do                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 10. Homosexuality is unnatural because it is contrary to human nature  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 11. The sex role stereotypes of employers and supervisors prevent women from being promoted to positions of authority in our society | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12. People on welfare don't have the will power needed to get off welfare  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 13. Most white people in our society are not aware of their racist attitudes   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 14. Gay rights means gay men and lesbians demanding special privileges   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 15. Because they are so angry, feminists increase the problems of sexism   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 16. Schools are biased against low-income students   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 17. We should not notice differences in people's skin color  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 18. There are many cultures in the world which accept homosexuality  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 19. Both females and males are victims of sexism   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

| Statement  | SA                    | A                     | U                     | D                     | SD                    |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 20. Most people receiving welfare benefits don't really want to work   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 21. Institutional racism is always due to racial prejudice   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 22. Most psychologists no longer consider homosexuality a mental illness   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 23. The issue of discrimination against women is overly exaggerated  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 24. Very few people who are receiving welfare assistance are white   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 25. Racism isn't going to end overnight so minorities need to be patient   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 26. Homosexuals are mainly interested in having sex with many partners   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 27. Legislation requiring employers to recruit women into traditionally male occupations should be more strictly enforced                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 28. Women on welfare have illegitimate babies to get more money  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 29. Most school textbooks and instructional materials are racist because they emphasize white people and omit or stereotype minorities   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 30. People who fantasize about homosexual activities really want to be gay   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 31. Most feminists are just too sensitive about sexism   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 32. Poverty is a serious problem which our society must address  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 33. Affirmative Action requires employers to hire unqualified minorities   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 34. Homosexuals have made many contributions to their societies  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 35. Courses on sexism should be required in our schools  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 36. The homeless are never going to be successful so people advocating for them should spend their time on more worthy causes            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 37. White people often get hired because their white friends recommend them  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 38. Homosexuals are more promiscuous than heterosexuals  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 39. Women shouldn't be given the rights feminists are demanding; women must first work hard and earn them                                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 40. School textbooks and instructional materials are biased toward the middle class because they omit or stereotype working class people | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 41. Racism is not a serious problem in all-white communities   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 42. Employers should have the right to fire someone who is a homosexual  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 43. All occupations should be open to both men and women   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 44. Welfare makes people dependent which is why most never get off welfare   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

