

[illegible]

Letter	Represents
A	Asian (Chinese/Korean/Japanese+)
B	African American (Black)
C	Caucasian (White)
H	Hispanic (Mexican/Puerto Rico/Cuban +)
I	Indian (India/Pakistan, West Indian)
O	Other (Natives, Mixed or Not assigned)
F	Female
M	Male
D	Embracing Difference/ LGBTQ
Direction	
Add 1 to each selection that represents the name you listed. Note: Each row will have 2 selection	
Column "A - O": Relates to race of the names you listed	
Column "F, M, & D" Relates to gender of the names you listed	
Add 1 to each selection that represents the name you listed.	
Total you level of knowledge of diversity based on your weighted score in each area.	
Your percentage can define your areas of deficiency	
The higher the score identifies lack of diversity and unaware of differences	
The lower the score identifies you are more diverse & aware of differences	

DEI Activity (Self-test Score)	Score: Which Zone are you?
Total Score / Rate <ul style="list-style-type: none"> ▪ 4 -5 20% ▪ 6 -7: 30% ▪ 8 -9: 40% ▪ 11: 50% ▪ 13+: 60% ▪ 16+: 75% 	<ul style="list-style-type: none"> < 20% = Green Zone (Diverse) ≤ 30% = Yellow Zone (Aware of Biases) ≥ 40% = Brown Zone (Aware of implicit) > 50% = Orange Zone (Awareness of DEI is limited) > 60%-75% = Red Zone (Education is required)

DEI: Strategies to Overcome or Enhance the Zone are you

- ≤ 20% = **Green Zone**
 - Continue to grow, keep awareness and represent DEI **Teach & Help Others**
- ≤ 30% = **Yellow Zone**
 - Awareness of conscious & unconscious bias: **Continue to educate and support DEI**
- ≥ 40% = **Brown Zone**
 - Knowledge of unconscious bias is present: **Improvement on embracing DEI is advised**
- > 50% = **Orange Zone**
 - **Psychological growth, understanding and accepting differences to increase DEI**
- > 60% - 75% = **Red Zone**
 - **Psychological growth to reduce stressors & fear of the unknown**
 - **Education, awareness, acceptance of differences to embrace DEI**