

Abridged Scale of Ethno-cultural Empathy*

Statement

- 1 I know what it feels like to be the only person of a certain race, ethnicity or gender-identity in a group of people.
- 2 I can relate to the frustration that some people feel about having fewer opportunities due to their racial or ethnic backgrounds.
- 3 It is difficult for me to put myself in the shoes of someone who is racially or ethnically different from me. *(Reverse Scored)*
- 4 It is difficult for me to relate to stories in which people talk about about discrimination in their day-to-day life. *(Reverse Scored)*
- 5 I feel irritated when people of a different linguistic heritage speak their language around me. *(Reverse Scored)*
- 6 I feel uncomfortable when I am around a significant number of people who are racially or ethnically different from me. *(Reverse Scored)*
- 7 I don't understand how people of different national, racial or ethnic backgrounds enjoy wearing traditional clothing. *(Reverse Scored)*
- 8 I do not understand why people of different ethnic or racial backgrounds want to keep their old cultural traditions instead of trying to fit in. *(Reverse Scored)*
- 9 I am aware of institutional barriers that discriminate against racial, gender-identity or ethnic groups other than my own.
- 10 I can see how other racial, ethnic or gender groups are systematically oppressed in our society.
- 11 I recognize how the media often portrays people based on ethnic, gender or racial stereotypes.
- 12 I am aware of how society differentially treats racial, gender or ethnic groups other than my own.
- 13 When I hear people make ethnically offensive or gender-biased jokes, I tell them I am offended even if I am not a member of that group.
- 14 I seek opportunities to speak with individuals of other national, racial or ethnic backgrounds about their experiences.
- 15 When other people struggle with racial, ethnic or gender-based oppression, I share their frustration.
- 16 When I interact with people from other national, racial or ethnic backgrounds, I show appreciation of their cultural norms.
- 17 I am likely to participate in events that promote equal rights for people of all racial and ethnic backgrounds
- 18 When I know my friends are treated unfairly because of their racial or ethnic background or gender-identity, I speak up for them.

Responses should be measured using a 6-point Likert Scale from "Completely Disagree" to "Completely Agree"

Factors Measured

Empathetic Perspective-Taking (Questions 1-4)

Acceptance of Cultural Difference (Questions 5-8)

Empathetic Awareness (Questions 9-12)

Empathetic Feeling & Expression (Questions 13-18)

* Adapted from a 30-item survey instrument; described in Wang et al (2003), *Journal of Counseling Psychology*, Vol. 50 #2.