**MEMORANDUM**

To: Informed Inclusion Group

From: Roxann S. Smithers

Re: Practice and Principles Survey

Date: 1/25/2022

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Here are the potential questions:

Premise: Most of us like to think that we are advocates for equality and the commonality of humanity. Many of us see ourselves as open to different cultures. Some of us think of ourselves as allies or advocates for people who are different from us. How often do we check to see if our day to day Practices match our Principles? The following questions are meant to inspire self-reflection.

1. Think of your professional service providers—accountant, doctor, dentist, attorney, financial advisor. How many of them are of a different race, ethnicity, gender, religion, or sexual orientation than you?
2. Think of the last three parties or social events you attended (pre-covid of course), were you in the racial, ethnic, gender, or sexual orientation minority at any of those parties?
3. How often are you in social or work settings where you are the in the racial, ethnic, gender or sexual orientation minority?
4. When you are in such situations how does it make you feel?
5. Think of your monthly budget—what percentage of your monthly expenditures are spent with minority or women owned businesses, vendors, or producers.
6. Think of your five favorite television programs, how many of them featured casts or lead characters that are of a different race, ethnicity, gender, religion, or sexual orientation as you?
7. Think of the last five movies or theatrical productions you viewed/attended, how many of them featured casts or lead characters that are of a different race, ethnicity, gender, religion, or sexual orientation as you?
8. In a work or social event, how often do you notice the presence of anyone who is a member of a racial, ethnic, gender, religious or sexual orientation minority group?
9. How often are you in social or work setting in which there are no (or only a few) members of racial, ethnic, gender, or sexual orientation minority groups?
10. Often do you notice that you are in social or work settings in which there are no (or only a few) members of racial, ethnic, gender, or sexual orientation minority groups.
11. Think of your five closet friends. How many of them are of a different race, ethnicity, gender, religion, or sexual orientation as you?
12. When you are asked for a referral for a professional or service provider, how often do you refer someone a different race, ethnicity, gender, religion, or sexual orientation than you?
13. When you are seeking a referral for professional or service provider, does your network include members of racial, ethnic, gender, or sexual orientation minority groups?