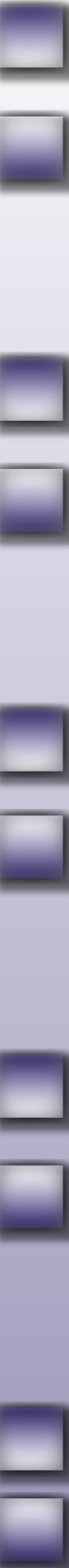

Summary of Measures



GENERAL DIVERSITY MEASURES, DIVERSITY CLIMATE, MULTIPLE ISMS

AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS
				Attitudes	Experiences	Climate	
Diaz et al. (2001) See page 39	Homophobia and Racism Scales	Experiences of homophobia and racism both as children and as adults	Homophobia: 11 items (never to many times) Racism: 10 items (never to many times)		X		Some Full
Godfrey et al. (2000) See page 41	Modified Godfrey-Richman ISM Scale (M-GRISMS-M)	Stereotypes, prejudice and discrimination towards various ethnic, religious groups; sexist and heterosexist attitudes	33 items (yes/no; various Likert rankings) Four subscales: 1. Racism subscale 2. Religion subscale 3. Sexism subscale 4. Heterosexism subscale	X			

LEGEND

TYPE OF MEASURE	Attitudes	Ratings of attitudes or beliefs about race or gender – could be general or own beliefs, observations, etc.
	Experiences	Ratings of own experiences of discrimination.
	Climate	Ratings of the climate or general practices within an organization.
WORK-RELATED ITEMS	Some	There are some items on the scale relevant to work or workplace issues.
	Full	The scale is entirely focused on work-related issues.

Summary of Measures

GENERAL DIVERSITY MEASURES, DIVERSITY CLIMATE, MULTIPLE ISMS							
AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS
				Attitudes	Experiences	Climate	
Jeanquart-Barone & Sekaran (1996) See page 44	Perceived Supervisory Discrimination	The perceived unfair treatment by immediate supervisor	8 items (agree-disagree) The items can be asked for race or gender discrimination		X		Some Full
Kossek & Zonia (1993) See page 46	Diversity Climate	Perceptions of climate supportive of diversity	16 items (agree to disagree; much higher to much lower; better chance to less chance) Five subscales: 1. Value efforts to promote diversity 2. Attitudes toward qualifications of racioethnic minorities 3. Attitudes toward qualifications of women 4. Equality of department support of racioethnic minorities 5. Equality of department support of women (3 items)			X	

GENERAL DIVERSITY MEASURES, DIVERSITY CLIMATE, MULTIPLE ISMS							
AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS
				Attitudes	Experiences	Climate	
Larkey (1996) See page 49	Workforce Diversity Questionnaire (WDQ)	Communicative interactions in diverse workgroups	15 items (agree-disagree) Four subscales: 1. Inclusion 2. Ideation 3. Understanding 4. Treatment			X	Full
Ponterotto et al. (1995) See page 53	Quick Discrimination Index	Attitudes toward racial diversity and women's equality	30 items (agree-disagree) Three factors: 1. Attitudes about diversity 2. Personal attitudes about racial diversity 3. Gender-based attitudes	X			

Summary of Measures

RACE, RACISM, ETHNICITY, RACIAL DISCRIMINATION & RELATED MEASURES

AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS
				Attitudes	Experiences	Climate	
Barbarin & Gilbert (1981) See page 61	Institutional Racism Scale (IRS)	Individual perceptions of self and the organization: how individuals construe institutional racism, engage in anti-racism, and view organizational commitment to the reduction of racism	72 items (various Likert rating systems) Six subscales: Self-attribute subscales: 1. Indices of Racism scale (8 items) 2. Strategies of Reducing Racism-Use scale (7 items) 3. Strategies of Reducing Racism-Effectiveness scale (11 items) 4. Personal Efforts to Reduce Racism scale(20 items) Organizational attribute subscales: 5. Agency Climate scale (6 items) 6. Management/Administrative Efforts to Reduce Racism scale (20 items)	X	X	X	Some
				X	X	X	Full

RACE, RACISM, ETHNICITY, RACIAL DISCRIMINATION & RELATED MEASURES

AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS
				Attitudes	Experiences	Climate	
Cervantes et al. (1991) See page 66	Hispanic Stress Inventory (HSI)	Psychosocial stress among Hispanic adults	<u>Immigrant Version</u> 73 items (yes/no, then not at all stressful to extremely stressful) 5 subscales: 1. Occupational/Economic Stress 2. Parental Stress 3. Marital Stress 4. Immigration Stress 5. Family/Cultural Stress <u>U.S.-Born Version</u> 59 items (yes/no, then not at all stressful to extremely stressful) 4 subscales: 1. Occupational/Economic Stress 2. Parental Stress 3. Marital Stress 4. Family/Cultural Stress	X			Some
Green (1995) See page 72	Perceptions Of Racism Scale (PRS)	Perceptions of racism against African Americans	20 items (agree to disagree) Single dimension = observed racism	X	X		

Summary of Measures

RACE, RACISM, ETHNICITY, RACIAL DISCRIMINATION & RELATED MEASURES

AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS
				Attitudes	Experiences	Climate	
Harrell (1997) & Harrel et al. (1997) See page 75	The Racism and Life Experience Scales (RaLES)	The RaLES is a comprehensive set of scales that measures racism-related stress, coping, socialization, and attitudes. Only the scales for frequency and stressfulness of racism-related experiences are described here.	Six primary scales and 1 brief scale available: 1. Perceived influence of race 2. Domains of racism experience 3. Daily life experiences 4. Racism experiences 5. Group impact 6. Life experiences and stress 7. Brief scale (9 items) (different rating anchors for different scales)	X		X	Some
Hughes & Dodge (1997) See page 84	Workplace Racial Bias	Experiences of interpersonal and institutional discrimination at work	13 items (agree to disagree) Two subscales: 1. Institutional racism 2. Interpersonal prejudice	X			
Krieger (1990) & Krieger & Sidney (1996) See page 87	Krieger Measure of Experiences of Discrimination	Self-reported experiences of and responses to racial discrimination	7 items (yes/no) Experiences of discrimination in variety of settings/situations	X			X
Landrine & Klonoff (1996) See page 90	Schedule of Racist Events (SRE)	Experience of specific racist events	18 items (scales vary) Specific racist events rated for: frequency in last year; in lifetime (never happened-happens all the time) and, degree of stressfulness (not at all stressful-very stressful)	X			X

RACE, RACISM, ETHNICITY, RACIAL DISCRIMINATION & RELATED MEASURES

AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS
				Attitudes	Experiences	Climate	
McConahay (1986) & McConahay et al. (1981) See page 93	Modern Racism Scale	Racial attitudes (based on belief that discrimination no longer exists)	14 items (agree to disagree) Two dimensions 1. Old-fashioned racism 2. Modern racism	X	X		Some
McNeilly et al. (1996) See page 97	Perceived Racism Scale (PRS)	Perceived exposure to racism	51 items total Two approaches to ratings: *Frequency of exposure to racist events in 4 domains (43 items): 1. job 2. academic 3. public 4. racist statements (Not applicable to several times per day) *Emotional appraisal of each event (8 items)	X			X
Plant & Devine (1998) See page 100	Motivation to respond without Prejudice	Sources of internal and external motivations to respond without prejudice toward blacks	10 items (agree to disagree) Two subscales (5 items each): 1. Internal Motivation to Respond without Prejudice (IMS) 2. External Motivation to Respond without Prejudice (EMS)	X			
Salgado de Snyder (1987) See page 105	Acculturative Stress Scale (ACS)	Acculturative stress in 5 domains: familial, marital, social, financial, and environmental	12 items (not stressful to very stressful)		X		

Summary of Measures

RACE, RACISM, ETHNICITY, RACIAL DISCRIMINATION & RELATED MEASURES

AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS
				Attitudes	Experiences	Climate	
Terrell & Terrell (1981) See page 108	Cultural Mistrust Inventory (CMI)	Beliefs about the extent to which African Americans should trust Euro Americans/whites	48 items (agree to disagree) Four subscales: 1. Political/legal system 2. Work interactions 3. Education and training 4. Interpersonal/social	X		X	Some Full
Thompson, et al. (1990) See page 111	Racism Reaction Scale (RRS)	Sense of being personally threatened, differentially treated, or singled out for differential treatment	6 items (agree to disagree)	X			
Utsey & Ponterotto (1996) See page 113	Index Of Race-Related Stress (IRRS)	The occurrence of and stress associated with specific events of racism and discrimination	46 items (never happened to I and I was extremely upset) Four subscales: 1. Cultural racism 2. Institutional racism 3. Individual racism 4. Collective racism	X		X	
Williams et al. (1997) See page 118	Race-Related Stress	Experiences of lifetime discrimination and everyday discrimination	12 items (scales vary) Two subscales: 1. Lifetime discrimination (3 items) (none-three or more events) 2. Everyday discrimination (9 items) (never-often)	X		X	

SEXISM & SEX DISCRIMINATION

AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS
				Attitudes	Experiences	Climate	
Benson & Vincent (1980) See page 123	Sexist Attitudes Toward Women Scale (SATWS)	Tendency toward and support for sexist attitudes	40 items (agree to disagree)	X			Full
Glick & Fiske (1996) See page 127	The Ambivalent Sexism Inventory (ASI)	Hostile and benevolent sexism toward women	22 items (agree to disagree) Two subscales: 1. Hostile sexism 2. Benevolent sexism	X			
Glick & Fiske (1999) See page 132	The Ambivalence Toward Men Inventory (AMI)	Women's hostile and benevolent prejudices toward men	20 items (agree-disagree) Two subscales: 1. Hostility toward men 2. Benevolence toward men	X			
Klonoff & Landrine (1995) See page 135	Schedule of Sexist Events (SSE)	Lifetime and recent sexist discrimination in women's lives	20 items (scales vary) Specific sexist events rated for frequency in last year, in lifetime (never happened to happens all the time) and degree of stressfulness (not at all stressful to very stressful)		X		X
Pinel (1999) See page 139	Stigma Consciousness Questionnaire (SCQ)	The extent to which people focus on their stereotyped status	10 items (agree to disagree)	X	X		

Summary of Measures

SEXISM & SEX DISCRIMINATION

AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS
				Attitudes	Experiences	Climate	
Riger, Stokes, Raja & Sullivan (1997) See page 146	Working Environment For Women In Academic Settings	Perceptions of attitudes toward women faculty in university settings	35 items (agree to disagree; not at all likely to very likely) Three subscales: 1. Differential treatment 2. Balancing work and personal obligations 3. Sexist attitudes and comments	X			Some Full
Stokes, Riger, & Sullivan (1995) See page 149	Working Environment For Women In Corporate Settings	Perceptions of attitudes toward women in the work environment	36 items (agree to disagree; not at all likely to very likely) Five subscales: 1. Dual standards and opportunities (10 items) 2. Sexist attitudes and comments (7 items) 3. Informal socializing (7 items) 4. Balancing work and personal obligations (9 items) 5. Remediation policies and practices (3 items)	X			X

SEXISM & SEX DISCRIMINATION

AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS	
				Attitudes	Experiences	Climate		
Swim et al. (1995) See page 153	Old-Fashioned And Modern Sexism Scale	Old-fashioned sexism and modern sexism	13 items (agree to disagree) Two subscales: 1. Old-Fashioned Sexism (5 items) 2. Modern Sexism (8 items)	X			Some X	Full
Swim et al. (2001) See page 156	Everyday Sexism	Observations of daily instances of sexism experienced both by self and by others	Diary approach		X		X	
Tougas et al. (1995) See page 159	General Attitudes Toward Affirmative Action (AA) And Men's Collective Interest (CI)	Attitudes toward affirmative action	3 items (AA) (agree to disagree) 6 items (CI) (agree to disagree)	X				X
Tougas et al. (1995) See page 162	Neosexism Scale	Conflict between egalitarian values and residual negative feeling toward women	11 items (agree to disagree)	X			X	

Summary of Measures

SEXUAL HARASSMENT

AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS
				Attitudes	Experiences	Climate	
Bingham & Scherer (1993) See page 167	Responses to Sexual Harassment and Satisfaction With The Outcome	Three constructs: Work climate regarding sexual harassment Responses to sexual harassment Satisfaction with the outcome	<u>Work Climate</u> 3 items (strongly agree to strongly disagree) <u>Responses to sexual harassment</u> 1. General (5-item checklist) 2. Communication strategies (checklist) <u>Satisfaction with outcome</u> 1 item (definitely not satisfied, yes, definitely satisfied)	X	X	X	Some Full
Cortina (2001) See page 170	Sexual Experiences Questionnaire – Latinas (SEQ-L)	Experiences of sexual harassment among Latinas	20 items (never to most of the time) Three subscales: 1. Sexist hostility 2. Sexual hostility 3. Unwanted sexual attention	X			X

SEXUAL HARASSMENT							
AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS
				Attitudes	Experiences	Climate	
Fitzgerald, Gelfand, & Drasgow (1995) See page 173	Sexual Experience Questionnaire (SEQ-W)	Experience of sexual harassment in the workplace	20 items (never to many times) Three subscales: 1. Gender harassment 2. Unwanted sexual attention 3. Sexual coercion	X			Some Full
Hulin, Fitzgerald, & Drasgow (1996) See page 177	Organizational Tolerance For Sexual Harassment Inventory (OTSHI)	Perceptions of likelihood of organizational reactions to various forms of harassment	18 items Three subscales: 1. Risk of reporting 2. Likelihood of being taken seriously 3. Probability of sanctions		X		X
Murdoch & McGovern (1998) See page 180	Sexual Harassment Inventory (SHI)	Experiences of sexual harassment	20 items (yes/no) and one open-ended question Responses can be severity weighted Three subscales: 1. Hostile environment 2. Quid pro quo 3. Criminal sexual misconduct	X	X		X

Summary of Measures

WORK-FAMILY/WORK-LIFE RELATED MEASURES

AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS
				Attitudes	Experiences	Climate	
Bacharach, Bamberger, & Conley (1991) See page 184	Work-Family Conflict	Interrole conflict where role pressures from work and family (home) domains are mutually incompatible in some respect	4 items (seldom/never to almost always)	X			Some Full
Barnett & Gareis (under review) See page 189	Parental After-School Stress (PASS)	Degree to which employed parents are concerned about the welfare of their school-aged children during the after-school hours	10 items (not at all to extremely)	X			

WORK-FAMILY/WORK-LIFE RELATED MEASURES

AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS
				Attitudes	Experiences	Climate	
Eaton (1999) See page 209	Work-Family Policies- Perceived Management Support and Usability	The extent to which the organization supports employee efforts to balance work and family	Two scales 1. General perceptions of management support for policies (7 items; not at all to a great deal) 2. Assessment of availability of specific policies (10 items; yes/no on various dimensions)			X	Some Full
Friedman & Greenhaus (2000) See page 212	Employer Support For Family	Organizational support for work and family balance	5 items (agree to disagree)		X		X
Friedman & Greenhaus (2000) See page 214	Work- Family Interference And Tradeoffs	The perception that the demands of the work role and the demands of the family role interfere with one another	13 items (agree to disagree) Interference: three subscales: 1. Behavioral work interference with family (2 items) 2. Work interference with family (4 items) 3. Family interference with work (5 items) Tradeoffs (2 items)		X		X

Summary of Measures

WORK-FAMILY/WORK-LIFE RELATED MEASURES

AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS
				Attitudes	Experiences	Climate	
Friedman & Greenhaus (2000) See page 217	Adjustment Of Work Schedule	Adjustment of work schedule for family and personal reasons	4 items (never to frequently)	X			Some Full
Frone & Yardley (1996) See page 219	Work-Family Conflict	Interference of job with the family life and of the family with the job	12 items Two subscales: 1. Interference of job with family life (6 items) 2. Interference of family with job (6 items)	X			X

WORK-FAMILY/WORK-LIFE RELATED MEASURES

AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS
				Attitudes	Experiences	Climate	
Geurts et al. (in preparation) Wägena & Geurts (2000) See page 222	Survey Work-Home Interaction-Nijmegen (SWING)	The extent to which one's functioning in one domain is influenced by demands from the other domain	27 items (almost never to almost always) Four types of work-home interaction (WHI): 1. Work negatively influencing home (WHI-) 2. Home negatively influencing work (HWI-) 3. Work positively influencing home (WHI+) 4. Home positively influencing work (HWI+)	X			Some Full
Gurek, Searle, & Klepa (1991) See page 227	Work-Family Conflict	Extent to which work demands interfere with family and family demands interfere with work	8 items (agree to disagree) Two subscales: 1. Work interference with family (4 items) 2. Family interference with work (4 items)	X			X

Summary of Measures

WORK-FAMILY/WORK-LIFE RELATED MEASURES

AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS
				Attitudes	Experiences	Climate	
Hughes & Galinski (1994) See page 230	Work Family Interference	Work-family interference	14 items (never to very often) Two subscales: 1. Family role difficulty (8 items) 2. Job role difficulty (6 items)	X			Some Full
Kopelman, Greenhaus, & Connolly (1983) See page 233	Interrole Conflict Scale	Conflict between work and family roles	8 items (agree to disagree)	X			X
Netemeyer, Boles, & McMurrian (1996) See page 237	Work-Family Conflict And Family-Work Conflict Scales	Conflict generated in family life because of work, and conflict generated at work because of family	10 items (agree to disagree) Two subscales: 1. Work to family conflict (5 items) 2. Family to work conflict (5 items)	X			X

WORK-FAMILY/WORK-LIFE RELATED MEASURES

AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS
				Attitudes	Experiences	Climate	
Small & Riley (1990) See page 241	Worker Perception Of Work Spillover	Spillover of work into home/ personal life	20 items (agree to disagree) Four subscales: 1. Spillover into the marital relationship 2. Spillover into the parent-child relationship 3. Spillover into leisure time 4. Spillover into household tasks	X			Some Full
Stephens, & Sommer (1996) See page 244	Work-To-Family Conflict	Extent to which work demands affect family	14 items (agree to disagree) Three subscales: 1. Time-based conflict (4 items) 2. Strain-based conflict (4 items) 3. Behavior-based conflict (6 items)	X			X

Summary of Measures

SEXUAL ORIENTATION/HOMOPHOBIA

AUTHOR	NAME OF SCALE	CONSTRUCT MEASURED	BRIEF DESCRIPTION # of items (scale anchors); subscales	TYPE OF MEASURE			WORK-RELATED ITEMS
				Attitudes	Experiences	Climate	
Krieger & Sidney (1997) See page 249	Discrimination Based On Sexual Orientation Questionnaire	Self-reported experiences of discrimination based on sexual orientation	7 items (yes/no) Experiences of discrimination in a variety of settings/situations	X	X	Climate	Some X Full
Larsen, Reed, & Hoffman (1980) See page 251	Heterosexual Attitudes Toward Homosexuals (HATH)	Heterosexual attitudes toward homosexuals	20 items (agree to disagree)	X			
Waldo (1999) See page 254	Workplace Heterosexist Experiences Questionnaire (WHEQ)	Employees' experiences of sexual orientation-based harassment and discrimination	22 items (never to most of the time)	X	X	X	X