

## Evaluation of Dialogue Programs

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The following questionnaire was designed to be used to examine the outcomes of dialogue groups. The intention was to measure attitudes toward racial, ethnic and cultural groups, optimism regarding the future of race relations in this country, willingness to interact with members of other racial and ethnic groups, perceived understanding of other racial and ethnic groups, and racial and ethnic stereotypes.

The questionnaire will be most effective if it is administered both before the dialogue groups begin and again after they have finished. This will make it possible to determine what changes have taken place.

It is not necessary to use all of the questions that are included in the questionnaire, although it will be helpful if you include as many of these questions as possible, because then your results can be compared with those of other dialogue groups. You should feel free to add questions that are relevant to the dialogue groups you plan to conduct. You may also have to modify the questions so they are suitable for the particular racial, ethnic or cultural groups you are dealing with. As you will see, the questionnaire was set up to be used with African Americans and Whites, but you should change the group labels so they are appropriate for the groups that are participating in your dialogue program. For instance, you might wish to substitute "People of color" for African American. For most of measures I have created an option that asks about people of "other racial, ethnic or cultural groups" that you can use if you do not wish to specify particular groups when asking these questions.

The questionnaire was originally designed to be used with machine scorable answers sheets such as those commonly used by most universities to score tests. If you have access to such scoring sheets and a machine to score them, it will make the task of compiling the results easier. You might consider hiring a statistical consultant such as an advanced graduate student in psychology from a nearby university who is familiar with one of the major statistical analysis packages (SAS, SPSS). This person should be able to analyze this type of data relatively quickly and at a low cost.

The basic analyses that you will want to request from your statistical consultant are the following:

1. The data should be separated by racial, ethnic or cultural group (and by sex, if there are enough participants to allow this).
2. Obtain the means and standard deviations for each summary measure. The items for most measures should be combined. The negatively stated items will have to be re-coded. These items are denoted by an "R" in parentheses. You will want the means and standard deviations separately for each ethnic group on the pretest and the post-test.
3. The means for various racial or ethnic groups on the pretest should be compared with the means for the post-test using analyses of variance (anova). For instance, your analyst should create a 2 (Group A and Group B) x 2 (pretest vs. post-test) design that will tell you the effects of your program on the different groups participating in it.

The results of this questionnaire will provide information on what types of changes you have created, but just as importantly, it can provide information on attitudes and behaviors that you did not change as a result of

the dialogues. This type of information can be useful in improving future dialogues.

Of course, you can always compile the results by hand, but this can be time consuming.

I strongly suggest that you add open-ended questions at the end of the questionnaire to get the participants' personal reactions to your program. We have suggested three questions at the end of this questionnaire, but you may wish to add others.

For your convenience I have labeled each scale in the questionnaire. You may keep these labels or delete them from the questionnaire.

You will need to remove the notations I have used to denote the items that need to be recoded -- the R's in parentheses that precede some questions.

The items in your final questionnaire should be numbered consecutively.

Origin of the scales included in this questionnaire.

The intergroup anxiety scale was adapted from: Stephan, W. G & Stephan, C. (1985). Intergroup anxiety. Journal of Social Issues, 41, 157-176.

The trait scale and the intergroup attitude scale were adapted from: Stephan, W. G., Ageyev, V. S., Coates-Shrider, L., Stephan, C. W., & Abalakina, M. (1994). On the relationship between stereotypes and prejudice: An international study. Personality and Social Psychology Bulletin, 20: 277-284.

The intergroup similarity scale was adapted from: Stephan, W. G., Ybarra, O., Martinez, C., Schwarzwald, J. & Tur-kaspa, M. (1998). Prejudice toward immigrants to Spain and Israel: An integrated threat theory analysis. Journal of Cross Cultural Psychology, 29, 559-576.

The thermometer scale of attitudes was adapted from: Esses, V. M., Haddock, G., & Zanna, M. P. (1993). Values, stereotypes, and emotions as determinants of intergroup attitudes. In D. M. Mackie and D. L. Hamilton (Eds.), Affect, cognition and stereotyping: Interactive processes in group perception (pp. 137-166). Orlando, FL: Academic Press.

The remaining scales were developed for this questionnaire

Sample instructions for participants

We are very interested in learning about the effects of intergroup dialogues and we need your help to do so. The following questionnaire asks you about your opinions concerning relations between the races in our society. There are no right or wrong answers. We simply want you to answer the questions frankly and honestly. Thinking about these questions may also help you to reflect on what you are learning during the dialogues.

(Note: if these instructions are used for the post-test, you will need to change the last sentence to read "reflect on what you have learned during the dialogues")

Please do not put your name on the questionnaire or the answer sheet.





Part III Intergroup Relations Optimism Scale

1. The conflicts between African Americans and Whites will eventually fade away and cease to exist.

A B C D E F G H I J  
Strongly Strongly  
Disagree Agree

(R)2. African Americans and Whites will continue to have problems relating to one another in the U.S.

A B C D E F G H I J  
Strongly Strongly  
Disagree Agree

3. Whites and African Americans will one day be able to truly get along in this country.

A B C D E F G H I J  
Strongly Strongly  
Disagree Agree

(R)4. The disparity between Whites and African Americans in income will never go away.

A B C D E F G H I J  
Strongly Strongly  
Disagree Agree

5. The racial hierarchy that exists in this society will soon be a thing of the past.

A B C D E F G H I J  
Strongly Strongly  
Disagree Agree

6. Mutual understanding between African Americans and Whites is an achievable goal.

A B C D E F G H I J  
Strongly Strongly  
Disagree Agree

OR, if you do not wish to specify particular groups, you may use the following questions.

1. The conflicts between diverse groups in our society will eventually fade away and cease to exist.

A B C D E F G H I J  
Strongly Strongly  
Disagree Agree

(R)2. The diverse groups in our society will continue to have troubles relating to one another.

A B C D E F G H I J  
Strongly Strongly  
Disagree Agree

3. The diverse groups in our society will one day be able to truly get along.

A B C D E F G H I J

Strongly  
Disagree

Strongly  
Agree

(R)4. The disparity between the diverse groups in income will never go away.

A B C D E F G H I J  
Strongly  
Disagree

Strongly  
Agree

5. The racial hierarchy that exists in this society will soon be a thing of the past.

A B C D E F G H I J  
Strongly  
Disagree

Strongly  
Agree

6. Mutual understanding between diverse groups is an achievable goal.

A B C D E F G H I J  
Strongly  
Disagree

Strongly  
Agree





Part V Intergroup Attitude Scale (can be used instead of Part IV)

(R)1. Use the following thermometer to indicate your overall feelings about African American people. The scale runs from 0 to 100 degrees where 0 indicates a very cold attitude and 100 indicates a very warm attitude.

90-100 degrees (mark A on your answer sheet)  
80-89 degrees (mark B on your answer sheet)  
70-79 degrees (mark C on your answer sheet)  
60-69 degrees (mark D on your answer sheet)  
50-59 degrees (mark E on your answer sheet)  
40-49 degrees (mark F on your answer sheet)  
30-39 degrees (mark G on your answer sheet)  
20-29 degrees (mark H on your answer sheet)  
10-19 degrees (mark I on your answer sheet)  
0-9 degrees (mark J on your answer sheet)

(R)2. Use the following thermometer to indicate your overall feelings about White people. The scale runs from 0 to 100 degrees where 0 indicates a very cold attitude and 100 indicates a very warm attitude.

90-100 degrees (mark A on your answer sheet)  
80-89 degrees (mark B on your answer sheet)  
70-79 degrees (mark C on your answer sheet)  
60-69 degrees (mark D on your answer sheet)  
50-59 degrees (mark E on your answer sheet)  
40-49 degrees (mark F on your answer sheet)  
30-39 degrees (mark G on your answer sheet)  
20-29 degrees (mark H on your answer sheet)  
10-19 degrees (mark I on your answer sheet)  
0-9 degrees (mark J on your answer sheet)

OR, if you do not wish to specify particular groups you can use the following item.

(R)3. Use the following thermometer to indicate your overall feelings about members of other racial and ethnic groups in general. The scale runs from 0 to 100 degrees where 0 indicates a very cold attitude and 100 indicates a very warm attitude.

90-100 degrees (mark A on your answer sheet)  
80-89 degrees (mark B on your answer sheet)  
70-79 degrees (mark C on your answer sheet)  
60-69 degrees (mark D on your answer sheet)  
50-59 degrees (mark E on your answer sheet)  
40-49 degrees (mark F on your answer sheet)  
30-39 degrees (mark G on your answer sheet)  
20-29 degrees (mark H on your answer sheet)  
10-19 degrees (mark I on your answer sheet)  
0-9 degrees (mark J on your answer sheet)



11. Work together to improve race relations in this country.  
 A B C D E F G H I J  
 Not Willing Extremely  
 At all Willing
12. Join and play an active role in an organization devoted to improving intergroup relations.  
 A B C D E F G H I J  
 Not Willing Extremely  
 At all Willing

How willing would you be to engage in the following activities with African Americans.

1. Invite them as guests into my home.  
 A B C D E F G H I J  
 Not Willing Extremely  
 At all Willing
2. Visit their home as a guest.  
 A B C D E F G H I J  
 Not Willing Extremely  
 At all Willing
3. Work in the same work group with them.  
 A B C D E F G H I J  
 Not Willing Extremely  
 At all Willing
4. Belong to the same club as they do.  
 A B C D E F G H I J  
 Not Willing Extremely  
 At all Willing
5. Discuss how to resolve problems between groups.  
 A B C D E F G H I J  
 Not Willing Extremely  
 At all Willing
6. Date a member of this group (if I were single).  
 A B C D E F G H I J  
 Not Willing Extremely  
 At all Willing
7. Have my child marry a member of this group (if I had a child of marrigable age).  
 A B C D E F G H I J  
 Not Willing Extremely  
 At all Willing
8. Eat a meal with them in a restaurant.  
 A B C D E F G H I J  
 Not Willing Extremely  
 At all Willing
9. Intervene if a member of this group were unfairly criticized in a work setting.







(R)4. I cannot seem to grasp the White perspective on most issues.

A	B	C	D	E	F	G	H	I	J
Strongly									Strongly
Disagree									Agree

5. I can easily put myself in the place of Whites when I want to understand their viewpoint.

A	B	C	D	E	F	G	H	I	J
Strongly									Strongly
Disagree									Agree

(R)6. I don't understand the way Whites view the world.

A	B	C	D	E	F	G	H	I	J
Strongly									Strongly
Disagree									Agree

OR, If you do not wish to specify particular groups, you can use the following items.

How well do you feel you understand people from other racial, ethnic or cultural groups?

1. I believe that I have a good understanding of how members of other racial, ethnic and cultural groups view the world.

A	B	C	D	E	F	G	H	I	J
Strongly									Strongly
Disagree									Agree

2. I think I am able to see the world through the eyes of members of other racial, ethnic and cultural groups.

A	B	C	D	E	F	G	H	I	J
Strongly									Strongly
Disagree									Agree

3. I believe I understand what it is like to be a member of other racial, ethnic and cultural groups in this society.

A	B	C	D	E	F	G	H	I	J
Strongly									Strongly
Disagree									Agree

(R)4. I cannot seem to grasp the perspective of members of other racial, ethnic and cultural groups on most issues.

A	B	C	D	E	F	G	H	I	J
Strongly									Strongly
Disagree									Agree

5. I can easily put myself in the place of members of other racial, ethnic and cultural groups when I want to understand their viewpoint.

A	B	C	D	E	F	G	H	I	J
Strongly									Strongly
Disagree									Agree

(R)6. I don't understand the way members of other racial, ethnic and cultural groups view the world.

A	B	C	D	E	F	G	H	I	J
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Strongly  
Disagree

Strongly  
Agree

Part VIII Trait Scale

What percentage of White people possess each of the following traits?

Use the following scale to indicate your answers.

A	B	C	D	E	F	G	H	I	J
0-10%	11-20%	21-30%	31-40%	41-50%	51-60%	61-70%	71-80%	81-90%	91-100%

1. Hard-working
2. Intelligent
3. Friendly
4. Honest
5. Open
6. Sincere

What percentage of African American people possess each of the following traits?

Use the following scale to indicate your answers.

A	B	C	D	E	F	G	H	I	J
0-10%	11-20%	21-30%	31-40%	41-50%	51-60%	61-70%	71-80%	81-90%	91-100%

1. Hard-working
2. Intelligent
3. Friendly
4. Honest
5. Open
6. Sincere

Part IX Demographic Information

1. Age:

A = 16-20   B = 21 -25   C = 26-30   D = 31-35   E = 36-40  
F = 41-45   G = 46-50   H = 51-55   I = 56-60   J = 61 and above

2. Race/Ethnicity:

A = African American/Black  
B = Asian American  
C = Caucasian, Non-Hispanic  
D = American Indian  
E = Hispanic/Latino  
F = Mixed parentage  
G = Other

3. Sex

A = Female      B = Male

Part X Open-Ended Questions

1. What are the most important things that you learned about race and ethnic relations in the dialogue groups?

2. How did the dialogue groups change your attitudes about race and ethnic relations?

3. How could the dialogue groups be changed to make them more effective?