Detailed Contents

Preface xvii

Acknowledgments xix

List of Measures xx

Chapter 1. Introduction 1

1.1 Historical Perspective 2
1.2 Purpose and Structure 3
1.3 Method for Inclusion 5
1.4 Moving Forward 5

Chapter 2. Testing, Measurement, and Culture 7

2.1 Scales of Measurement 7
2.1.1 Nominal Scales 7
2.1.2 Ordinal Scales 7
2.1.3 Summative Response Scales 8
2.1.4 Interval Scales 8
2.1.5 Ratio Scales 8
2.1.6 Qualitative Versus Quantitative Scales 8
2.2 Central Tendency and Variability 8
2.2.1 Central Tendency: The Mean 8
2.2.2 Central Tendency: The Median 9
2.2.3 Central Tendency: The Mode 9
2.2.4 Variability: The Range 9
2.2.5 Variability: The Variance 9
2.2.6 Variability: The Standard Deviation 10
2.2.7 Variability: Other Measures 10
2.2.8 Standard Error of the Mean 10
2.2.9 Skewness 10
2.2.10 Kurtosis 10
2.3 Standardization 10
2.4 Norms 12
2.5 Reliability and Error 12
2.5.1 Repeatability 13
2.5.2 Rater Agreement 13
2.5.3 Internal Consistency 13
2.5.4 Split-Half (Reliability) Method 14

2.5.5 Kuder-Richardson Procedure 14
2.5.6 Cronbach's Coefficient Alpha 14
2.5.7 Precision 15
2.6 Validity and Its Sources of Evidence 16
2.6.1 Evidence Based on Test Content 16
2.6.2 Evidence Based on Response Processes 16
2.6.3 Evidence Based on Internal Structure 17
2.6.4 Evidence Based on Relations to Other Variables 17
2.6.4.1 Convergent and Divergent Evidence 17
2.6.4.2 Test–Criterion Correlations 17
2.6.5 Validity Generalization 18
2.6.6 Evidence Based on Consequences of Testing 18
2.7 A Multicultural Augmentation 18

Chapter 3. The Utility of Measurement: Application of the Multicultural Assessment-Intervention Process (MAIP) Model 21

3.1 Multicultural Assessment 21
3.1.1 Multicultural Assessment Procedure (MAP) 21
3.1.2 Cultural Assessment Framework and Interview Protocol (CAIP) 22
3.1.3 Multicultural Personality Assessment Guidelines (MPAG) 22
3.2 MAIP Overview 22
3.3 Client Intake Assessment 24
3.4 Client–Provider Match 25
3.5 Multicultural Status Assessment 26
3.6 Provider Self-Perceived Cultural Competence 26
3.7 Provider Multicultural Training 27
3.8 Cultural Components Embedded in Service 27
3.9 Disposition Coordination 28
3.10 Outcome Assessments and Computerized Tracking 28
3.11 Case Illustration: Lisa 30
3.12 Assessment of Multicultural Variability 32

Chapter 4. Multicultural Competence Measures 33

4.1 Multicultural Competence Defined 33
4.2 Multicultural Models 34
4.2.1 Personal Characteristics Models 34
4.2.2 Skills or Tactics Models 35
4.2.3 Process-Oriented Models 35
4.3 Cultural Competence Instrumentation 36
4.3.1 Practitioner Self-Reports 36
4.3.2 Counseling Supervisor Evaluation 36
4.3.3 Self-Efficacy Measures 36
4.3.4 Counseling Gay, Lesbian, and Bisexual Individuals 36
4.3.5 Counseling Women 37
4.3.6 Consumer Perspective 37
4.3.7 Teacher/Education Measures 37
4.3.8 Multicultural Personality 37
4.4 Future Research 37
4.5 Practitioner Self-Report Measures 38
4.5.1 California Brief Multicultural Competence Scale 38

4.5.2 Multicultural Awareness, Knowledge, and Skills Survey—Counselor Edition—Revised 40
4.5.3 Multicultural Mental Health Awareness Scale 42
4.5.4 Multicultural Counseling Competence and Training Survey—Revised 44
4.5.5 Multicultural Counseling Knowledge and Awareness Scale 46
4.5.6 Multicultural Counseling Inventory 48
4.5.7 Cultural Competence Assessment Instrument 50
4.6 Counseling Supervisor Evaluation 52
4.6.1 Cross-Cultural Counseling Inventory—Revised 52
4.6.2 Multicultural Supervision Inventory 54
4.6.3 Multicultural Environmental Inventory—Revised 56
4.7 Self-Efficacy Measures 58
4.7.1 School Counselor Multicultural Self-Efficacy Scale 58
4.7.2 Culturally Responsive Teaching Self-Efficacy Scale 60
4.7.3 Multicultural Counseling Self-Efficacy Scale—Racial Diversity Form 61
4.8 Counseling Gay, Lesbian, and Bisexual Individuals 63
4.8.1 Sexual Orientation Counselor Competency Scale 63
4.8.2 Lesbian, Gay, Bisexual Working Alliance Self-Efficacy Scales 65
4.8.3 Gay Affirmative Practice Scale 67
4.8.4 Lesbian, Gay, and Bisexual Affirmative Counseling Self-Efficacy Inventory 69
4.9 Counseling Women 71
4.9.1 Counseling Women Competencies Scale 71
4.10 Consumer Perspective 73
4.10.1 Consumer-Based Cultural Competency Inventory 73
4.11 Teacher/Education Measures 75
4.11.1 Multicultural Awareness-Knowledge-Skills Survey—Teachers Form 75
4.11.2 Multicultural Teaching Concerns Survey 77
4.11.3 Teacher Multicultural Attitude Survey 79
4.11.4 Multicultural Competence in Student Affairs—Preliminary 2 81
4.11.5 Multicultural School Psychology Counseling Competency Scale 82
4.11.6 Culturally Responsive Teaching Outcome Expectancy Scale 83
4.12 Multicultural Personality 84
4.12.1 Multicultural Personality Questionnaire 84

Chapter 5. Racial Identity and Ethnic Identity Measures 87

5.1 Definitions 87
5.2 Theoretical Foundations of Racial Identity and Ethnic Identity Models 87
5.3 Overview of Racial Identity and Ethnic Identity Development Models 88
5.4 Summary 90
5.5 Measures 90
5.6 African American Racial Identity or Ethnic Identity Measures 90
5.7 Latino/a American Ethnic Identity Measures 90
5.8 Asian American Ethnic Identity Measures 90
5.9 White American Racial Identity or Racial Consciousness Measures 90
5.10 Italian, Jewish American, Arab, Native American, and Multiracial Identity Measures 91
5.11 Multigroup Measures of Ethnic Identity 91
5.12 Future Research 91
5.13 African American Racial Identity and Ethnic Identity Measures 92
5.13.1 African Self-Consciousness Scale 92

5.13.2 Multidimensional Inventory of Black Identity 94
5.13.3 Cross Racial Identity Scale 96
5.13.4 Multidimensional Inventory of Black Identity—Teen 98
5.13.5 Racial Identity Attitude Scale 100
5.13.6 Racial Identity Scale for Low-Income African Americans 103
5.14 Latino/a American Ethnic Identity Measures 105
5.14.1 Cuban Behavioral Identity Questionnaire 105
5.14.2 Ethnic Consciousness Among Mexican-Origin Populations 107
5.14.3 Multidimensional Measure of Cultural Identity Scale for Latinos 109
5.14.4 Strength of Ethnic Identity 112
5.15 Asian American Ethnic Identity Measures 113
5.15.1 East Asian Ethnic Identity Scale 113
5.15.2 Ethnocultural Identity Behavioral Index 115
5.15.3 Internal-External Identity Measure 117
5.15.4 Taiwanese Ethnic Identity Scale 119
5.16 White Racial Identity Measures 121
5.16.1 Oklahoma Racial Attitudes Scale—Preliminary 121
5.16.2 White Racial Consciousness Development—Revised 124
5.16.3 White Racial Identity Attitude Scale 126
5.17 Italian, Jewish American, Arab, Native American, Multiracial Identity Measures 128
5.17.1 Italian Canadian Ethnic Identity 128
5.17.2 Jewish-American Identity Scale 130
5.17.3 Male Arabic Ethnic Identity Measure 132
5.17.4 Measure of Enculturation for Native American Youth 134
5.17.5 Multiracial Identity Integration Scale 136
5.18 Multigroup Ethnic Identity Measures 138
5.18.1 Ethnic Group Membership Questionnaire 138
5.18.2 Ethnic Identity Scale 140
5.18.3 Collective Self-Esteem Scale 143
5.18.4 Self-Identity Inventory 146
5.18.5 Multigroup Ethnic Identity Measure—Revised 149

Chapter 6. Acculturation Measures 151

6.1 Acculturation Defined 151
6.2 Context of Acculturation 151
6.3 Acculturation Dimensionality 152
6.4 African American Acculturation Issues 153
6.5 Asian American Acculturation Issues 154
6.6 Latino/a American Acculturation Issues 154
6.7 Native American Acculturation Issues 155
6.8 Multigroup Acculturation Issues 156
6.9 Future Research 156
6.10 African American Acculturation Measures 158
6.10.1 African American Acculturation Scale—Revised 158
6.10.2 African American Acculturation Scale 160
6.10.3 Two-Dimensional Black Acculturation Scale 162
6.10.4 Africentrism Scale 164
6.11 Asian American Acculturation Measures 166
6.11.1 Asian American Multidimensional Acculturation Scale 166
6.11.2 Asian Values Scale—Revised 169

6.11.3 Asian American Values Scale—Multidimensional 171
6.11.4 Suinn-Lew Asian Self-Identity Acculturation Scale 173
6.11.5 European American Values Scale for Asian Americans—Revised 175
6.11.6 Acculturation Scale for Southeast Asians 177
6.11.7 Acculturation Scale for Vietnamese Adolescents 179
6.11.8 Khmer Acculturation Scale 181
6.11.9 Cultural Values Conflict Scale for South Asian Women 183
6.11.10 A Short Acculturation Scale for Filipino Americans 185
6.11.11 General Ethnicity Questionnaire 187
6.11.12 Brief Acculturation Scale 189
6.11.13 Asian American Family Conflicts Scale 191
6.11.14 Cultural Adjustment Difficulties Checklist 193
6.12 Latino/a American Acculturation Measures 195
6.12.1 Short Acculturation Scale for Hispanics 195
6.12.2 Acculturation Rating Scale 197
6.12.3 Acculturation and Structural Assimilation Scales 199
6.12.4 Bidimensional Acculturation Scale for Hispanics 201
6.12.5 Acculturation Rating Scale for Mexican Americans—II 203
6.12.6 Multidimensional Acculturation Scale 205
6.12.7 Los Angeles Epidemiologic Catchment Area Acculturation Scale 207
6.12.8 Psychological Acculturation Scale 209
6.12.9 Puerto Rican Biculturality Scale 210
6.12.10 Children's Acculturation Scale 212
6.12.11 Short Acculturation Scale for Hispanic Youth 213
6.12.12 Acculturative Stress Inventory for Children 215
6.12.13 Measure of Acculturation for Chicano Adolescents 217
6.12.14 Cultural Life Styles Inventory 218
6.12.15 Padilla's Acculturation Scale 220
6.12.16 Cultural Socialization Scale 222
6.12.17 Pan-Hispanic Familism Scale 224
6.12.18 Attitudinal Familism Scale 225
6.12.19 Expectations of Filial Piety Scale—Spanish Version 227
6.12.20 Latino/a Values Scale 229
6.12.21 Multiphasic Assessment of Cultural Constructs—Short Form 231
6.13 Multigroup Acculturation Measures 233
6.13.1 Orthogonal Cultural Identification Scale 233
6.13.2 Vancouver Index of Acculturation 235
6.13.3 American–International Relations Scale 237
6.13.4 Majority–Minority Relations Survey 239
6.13.5 Acculturation, Habits, and Interests Multicultural Scale for Adolescents 241
6.13.6 Stephenson Multigroup Acculturation Scale 243
6.13.7 Abbreviated Multidimensional Acculturation Scale 245
6.13.8 Cortes, Rogler, and Malgady Bicultural Scale 247
6.13.9 Acculturative Stress Scale for International Students 249

Chapter 7. Racism- and Prejudice-Related Measures 251

7.1 An Overview of Racism and Prejudice 251
7.2 Brief History of Racism Research in American Psychology 251
7.3 Theoretical Foundations 253
7.4 Racial Attitudes and Prejudice 253
7.5 Perceived Racial Discrimination 253

7.6 Psychological Responses to Racism 254
7.7 Adolescent Experiences 254
7.8 Future Research 255
7.9 Racial Attitudes and Prejudice 256
7.9.1 Intolerant Schema Measure 256
7.9.2 Attitudes Toward Black Males Scale 259
7.9.3 Motivation to Control Prejudiced Reactions Scale 261
7.9.4 Modified Godfrey-Richman ISM Scale 263
7.9.5 Privilege and Oppression Inventory 265
7.9.6 The Symbolic Racism 2000 Scale 267
7.9.7 Scale of Anti-Asian American Stereotypes 269
7.9.8 Modern and Old Fashioned Racism Scale 271
7.9.9 Miville-Guzman Universality-Diversity Scale 273
7.9.10 Color-Blind Racial Attitudes Scale 275
7.9.11 The White Privilege Attitudes Scale 278
7.9.12 Internal Motivation to Respond Without Prejudice Scale and External Motivation to Respond Without Prejudice Scale 280
7.9.13 Quick Discrimination Index 282
7.10 Perceptions of Discrimination 284
7.10.1 Intragroup Marginalization Inventory 284
7.10.2 Own-Group Conformity Pressure Scale 286
7.10.3 Perceived Ethnic Discrimination Questionnaire 288
7.10.4 Perceptions of Racism Scale 290
7.10.5 Experience of Discrimination 291
7.10.6 Schedule of Racist Events 293
7.10.7 General Ethnic Discrimination Scale 296
7.10.8 Scale of Ethnic Experience 298
7.10.9 Perceived Racism Scale 300
7.11 Psychological Responses to Racism 303
7.11.1 Hispanic Stress Inventory 303
7.11.2 Stereotype Confirmation Concern Scale 306
7.11.3 Colonial Mentality Scale 308
7.11.4 Asian American Racism-Related Stress Inventory 310
7.11.5 Race-Related Stressor Scale 312
7.11.6 Psychosocial Costs of Racism for Whites 314
7.11.7 Cultural Mistrust Inventory 316
7.11.8 Africultural Coping Systems Inventory 318
7.11.9 Index of Race-Related Stress 320
7.11.10 Internalization of the Model Minority Myth Measure 323
7.12 Adolescent Experiences 325
7.12.1 Everyday Discrimination Scale—Modified 325
7.12.2 Adolescent Discrimination Distress Index 326
7.12.3 The Racial Bias Preparation Scale 328
7.12.4 Scale of Racial Socialization—Adolescents 330
7.12.5 Teenager Experience of Racial Socialization Scale 332

Chapter 8. Gender-Related Measures 335

8.1 The Importance of Gender 335
8.2 Gender Defined 335
8.3 The Evolution of the Psychological Study of Gender 336
8.4 Gender Traits and Gender Role Ideology 337

8.5 Psychological Costs of Gender Role Conformity 337
8.6 Gender Prejudice and Perceived Sexism 338
8.7 Identity Development 339
8.8 Parental Attitudes and Gender Socialization 339
8.9 Gender Identity 339
8.10 Future Research 339
8.11 Gender Traits and Gender Role Ideology 341
8.11.1 Machismo Measure 341
8.11.2 Bem Sex Role Inventory—Short 343
8.11.3 Auburn Differential Masculinity Inventory—60 345
8.11.4 Adolescent Masculinity Ideology in Relationships Scale 347
8.11.5 Multicultural Masculinity Ideology Scale 349
8.11.6 Male Role Norm Inventory—Revised 351
8.11.7 Femininity Ideology Scale 353
8.11.8 Conformity to Masculine Norms Inventory 355
8.11.9 Conformity to Feminine Norms Inventory 358
8.11.10 Hypermasculinity Inventory 361
8.11.11 Male Role Attitude Scale 363
8.11.12 Extended Personal Attributes Questionnaire 364
8.11.13 Macho Belief Inventory 366
8.11.14 Male Role Norms Scale 368
8.11.15 Adolescent Femininity Ideology Scale 370
8.12 Psychological Costs of Gender Role Conformity 372
8.12.1 Masculine Gender Role Stress Scale 372
8.12.2 Feminine Gender Role Stress Scale 374
8.12.3 Normative Male Alexithymia Scale 376
8.12.4 Barriers to Help Seeking Scale 378
8.12.5 Gender Role Conflict Scale 380
8.13 Gender Prejudice and Sexism 382
8.13.1 Perceived Social Inequity Scale—Women's Form 382
8.13.2 The Ambivalent Sexism Inventory 384
8.13.3 The Ambivalence Toward Men Inventory 386
8.13.4 Genderism and Transphobia Scale 388
8.13.5 Schedule of Sexist Events 390
8.13.6 Transphobia Scale 393
8.13.7 Attitudes Toward Women Scale—25 394
8.13.8 Modern and Old Fashioned Sexism Scale 396
8.13.9 Neosexism Scale 398
8.14 Identity Development 400
8.14.1 Feminist Identity Development Scale 400
8.14.2 Feminist Identity Composite 402
8.14.3 Feminist Identity Scale 404
8.14.4 Feminist Perspectives Scale 406
8.14.5 Womanist Identity Attitudes Scale 408
8.14.6 Reference Group Identity Dependence Scale 410
8.15 Parental Attitudes and Gender Role Socialization 412
8.15.1 Parent Gender-Based Attitudes Scale 412
8.15.2 The Child Gender Socialization Scale 414
8.16 Gender Identity 416

8.16.1 Gender Identity/Gender Dysphoria Questionnaire—Adolescents and Adults 416
8.16.2 Gender Identity 417
8.16.3 Gender Identity Questionnaire for Children 419
8.16.4 The Recalled Childhood Gender Questionnaire—Revised 420

Chapter 9. Sexual Orientation–Related Measures 423

9.1 Terminology 423
9.2 History of Study of Sexual Minority Issues 425
9.3 Theoretical Foundations 425
9.4 Sexual Prejudice and Attitudes 425
9.5 Identity Development 426
9.6 Internalized Prejudice and Attitudes 426
9.7 Environments and Climates 426
9.8 Future Research 427
9.9 Attitudes Toward Lesbians, Gay Men, and Bisexuals 428
9.9.1 Attitudes Toward Lesbians and Gay Men Scale 428
9.9.2 Kite Homosexuality Attitude Scale 430
9.9.3 Modern Heterosexism and Queer/Liberationist Scales 432
9.9.4 Attitudes Regarding Bisexuality Scale 435
9.9.5 Homopositivity Scale 438
9.9.6 Modern Homonegativity Scale 440
9.9.7 Homonegativity Scale 442
9.9.8 Attitudes Toward Same-Sex Marriage Scale 444
9.9.9 The Modern Homophobia Scale—Lesbian 446
9.9.10 The Modern Homophobia Scale—Gay 448
9.9.11 Lesbian, Gay, and Bisexual Knowledge and Attitudes Scale for Heterosexuals 450
9.9.12 Homophobia Scale 452
9.10 Sexual Orientation Identity 454
9.10.1 Lesbian and Gay Identity Scale 454
9.10.2 Outness Inventory 456
9.10.3 Measure of Sexual Identity Exploration and Commitment 458
9.11 Internalized Homophobia 461
9.11.1 Short Internalized Homonegativity Inventory 461
9.11.2 Internalized Homonegativity Inventory for Gay Men 463
9.11.3 Internalized Homophobia Scale 465
9.12 Climate and Experiences 467
9.12.1 Lesbian, Gay, Bisexual, and Transgendered Climate Inventory 467
9.12.2 Homophobic Content Agent Target Scale 469
9.12.3 Heterosexist Harassment, Rejection, and Discrimination Scale 471

Chapter 10. Disability Attitude Measures 473

10.1 Historical Overview and Definition 473
10.2 Study of Attitudes 474
10.3 Stigma 475
10.4 Scope of the Research on Attitudes Toward Persons With Disabilities 475
10.5 Measures 476
10.6 General Measures of Disability Attitudes 477

10.7 Attitudes Toward People With Mental Retardation 477
10.8 Attitudes Toward People With Epilepsy 477
10.9 Attitudes Toward Inclusion 477
10.10 Attitudes Toward People With Mental Illness 477
10.11 Attitudes Toward People Who Are Blind or Deaf 477
10.12 Attitudes Toward Self-Acceptance 477
10.13 Attitudes of Self-Stigma 478
10.14 Future Research 478
10.15 Measures of Attitudes Toward Persons With Disabilities in General 479
10.15.1 Attitudes to Sexuality Questionnaire (Individuals With an Intellectual Disability) 479
10.15.2 Attitudes Toward Disabled Persons Scale 481
10.15.3 Disability Factor Scales—General 484
10.15.4 Disability Social Relations Generalized Disability 487
10.15.5 Interaction With Disabled Persons Scale 489
10.15.6 Multidimensional Attitude Scale Toward Persons With Disabilities 492
10.15.7 Scale of Attitudes Toward Disabled Persons 494
10.15.8 Questions About Disability Survey 496
10.15.9 Contact With Disabled Persons Scale 498
10.16 Measures of Attitudes Toward Persons With Mental Retardation 500
10.16.1 Attitudes Toward Mentally Retarded People Scale 500
10.16.2 Attitudes Toward the Retarded 501
10.16.3 Community Living Attitudes Scale—Mental Retardation 503
10.16.4 Mental Retardation Attitude Inventory—Revised 505
10.17 Measures of Attitudes Toward Persons With Epilepsy 507
10.17.1 Attitudes and Beliefs About Living With Epilepsy 507
10.17.2 Scale of Knowledge and Attitudes Toward Epilepsy and Persons With Epilepsy 509
10.17.3 Thinking About Epilepsy Questionnaire 511
10.17.4 Test of Knowledge About Epilepsy 514
10.18 Measures of Attitudes Toward Inclusion and Mainstreaming 516
10.18.1 Attitudes Toward Mainstreaming Scale 516
10.18.2 Mainstreaming Opinionnaire 518
10.18.3 Multidimensional Attitudes Toward Inclusive Education Scale 520
10.18.4 Opinion Related to Integration 522
10.18.5 Response to Inclusion Survey 524
10.19 Measures of Attitudes Toward Persons With Mental Illness 526
10.19.1 Beliefs About Illness 526
10.19.2 Community Attitudes Toward the Mentally Ill 528
10.19.3 Opinion About Mental Illness 530
10.19.4 Participation in Research Attitude Scale 533
10.19.5 Standardized Stigmatization Questionnaire—Version 1 535
10.20 Measures of Attitudes Toward Persons Who Are Blind and Those Who Are Deaf 537
10.20.1 Attitudes Toward Blindness 537
10.20.2 Opinion About Deaf People 539
10.21 Measures of Self-Acceptance for Persons With Disabilities 541
10.21.1 Acceptance of Disability 541
10.21.2 Appearance Management and Social Interaction Scale 543
10.22 Measures of Self-Stigma for Persons With Disabilities 545

10.22.1 Depression Self-Stigma Scale 545
10.22.2 Internalized Stigma of Mental Illness 548
10.22.3 Perceived Stigma in People With Intellectual Disability 551
10.22.4 Stigma Questionnaire 553
10.22.5 Stigma Scale 555

Appendix **557**

References **565**

Author Index **615**

Subject Index **637**

About the Authors **657**