

MIVILLE-GUZMAN UNIVERSALITY-DIVERSITY SCALE – SHORT FORM, (M-GUDS-S)

The following items are statements using several terms that are defined below for you. Please refer to these definitions throughout the rest of the questionnaire.

Culture refers to the beliefs, values, traditions, ways of behaving, and language of any social group. A social group may be racial, ethnic, religious, etc.

Race or racial background refers to a sub-group of people possessing common physical or genetic characteristics. Examples include White, Black, American Indian, etc.

Ethnicity or ethnic group refers to a specific social group sharing a unique cultural heritage (e.g., customs, beliefs, language, etc.). Two people can be of the same race (i.e., White), but from different ethnic groups (e.g., Irish-American, Italian-American, etc.).

Country refers to groups that have been politically defined; people from these groups belong to the same government (e.g., France, Ethiopia, United States). People of different races (White, Black, Asian) or ethnicities (Italian, Japanese) can be from the same country (United States).

Instructions: Please indicate how descriptive each statement is of you by circling the number corresponding to your response. This is not a test, so there are neither right nor wrong, good nor bad answers. All responses are anonymous and confidential.

Indicate how descriptive each statement is of you by circling the number corresponding to your response.	Strongly Disagree	Disagree	Disagree a Little Bit	Agree a Little Bit	Agree	Strongly Agree
1. I would like to join an organization that emphasizes getting to know people from different countries.	1	2	3	4	5	6
2. Persons with disabilities can teach me things I could not learn elsewhere.	1	2	3	4	5	6
3. Getting to know someone of another race is generally an uncomfortable experience for me.	1	2	3	4	5	6
4. I would like to go to dances that feature music from other countries.	1	2	3	4	5	6
5. I can best understand someone after I get to know how he/she is both similar to and different from me.	1	2	3	4	5	6
6. I am only at ease with people of my race.	1	2	3	4	5	6
7. I often listen to music of other cultures.	1	2	3	4	5	6
8. Knowing how a person differs from me greatly enhances our friendship.	1	2	3	4	5	6
9. It's really hard for me to feel close to a person from another race.	1	2	3	4	5	6
10. I am interested in learning about the many cultures that have existed in this world.	1	2	3	4	5	6
11. In getting to know someone, I like knowing both how he/she differs from me and is similar to me.	1	2	3	4	5	6
12. It is very important that a friend agrees with me on most issues.	1	2	3	4	5	6
13. I attend events where I might get to know people from different racial backgrounds.	1	2	3	4	5	6
14. Knowing about the different experiences of other people helps me understand my own problems better.	1	2	3	4	5	6
15. I often feel irritated by persons of a different race.	1	2	3	4	5	6

Items 3,6,9,12, and 15 above are reverse scored.

Below are the items listed by subscale:

Diversity of Contact – students' interest in participating in diverse social and cultural activities

1. I would like to join an organization that emphasizes getting to know people from different countries.
2. I would like to go to dances that feature music from other countries.
3. I often listen to music from other cultures.
4. I am interested in learning about the many cultures that have existed in this world.
5. I attend events where I might get to know people from different racial backgrounds.

Relativistic Appreciation – the extent to which students value the impact of diversity on self-understanding and personal growth

1. Persons with disabilities can teach me things I could not learn elsewhere.
2. I can best understand someone after I get to know how he/she is both similar to and different from me.
3. Knowing how a person differs from me greatly enhances our friendship.
4. In getting to know someone, I like knowing both how he/she differs from me and is similar to me.
5. Knowing about the different experiences of other people helps me understand my own problems better.

Comfort With Differences – students' degree of comfort with diverse individuals (all of these items are reverse scored)

1. Getting to know someone of another race is generally an uncomfortable experience for me.
2. I am only at ease with people of my race.
3. It's really hard for me to feel close to a person of another race.
4. It is very important that a friend agrees with me on most issues.
5. I often feel irritated with persons of a different race.

References

Fuertes, J. N., Miville, M. L., Mohr, J. J., Sedlacek, W. E., & Gretchen, D. (2000). Factor structure and short form of the Miville-Guzman Universality-Diversity Scale. *Measurement and Evaluation in Counseling and Development*, 33, 157–169.

Miville, M. L., Gelso, C. J., Pannu, R., Liu, W., Touradji, P., Holloway, P., et al. (1999). Appreciating similarities and valuing differences: The Miville-Guzman Universality-Diversity Scale. *Journal of Counseling Psychology*, 46, 291–307.