FIGURE 1. The Social Justice Advocacy Readiness Questionnaire (SJARQ) **Part I:** Individual Social Justice Advocacy Awareness, Comfort, & Values

**Directions** (items #1-10): Answer the following questions:

1. How have staff members/clients’ cultural background(s) affected communication processes/ counseling/consultation/advocacy/leadership styles used by you/staff?
2. What cultural groups would you/staff/clients like to learn more about?
3. What multicultural, social justice, and advocacy experiences have you/staff/clients had with persons of differing cultural background(s)? Describe how these interactions have affected your perceptions of persons/groups who are different from you/your culture(s) and the changes you have made to affirm various staff and client cultural backgrounds.
4. How do you/staff/clients define the terms multicultural and social justice? Who is excluded? How might this change on individual, cultural, and systemic levels?
5. Discuss a cross-cultural experience/situation that has given you great discomfort and what you learned from it on individual/cultural/systemic levels. How can you make changes to ensure all persons are affirmed and welcomed in your organization?
6. In what ways have you made (or not made) adjustments for people who differ from you/your culture(s) at work, school, in your neighborhood, your community, your family/friends? How have your clients, colleagues, and staff made adjustments?
7. How have you/the organization/clients resisted heterosexism, biphobia, transphobia, racism, sexism, classism, linguicism, beautyism, and other oppressions over time? What oppressions have been the easiest to resist and what have been the hardest? Why? How will you continue to resist oppressions and advocate for social justice within your organization and communities and with your clients/staff?
8. Whataretheresourcesinyourlocalandmetropolitancommunitiesforaccessingmulticultural and social justice advocacy awareness, knowledge, and skills for yourself, your significant others, and your clients/colleagues in your organization?
9. When people enter your organization’s premises, what images are on the walls, in artwork, in magazines, in advertising, and in brochures? Who is missing? How could this challenge or reinforce cultural oppression?
10. When people view your organization’s brochures, handouts, and intake and service provision forms, is the language inclusive of all people? Who is missing? How could this challenge or reinforce cultural oppression?