

# The first time you...

Recall when you first experienced your racial identity. It may have been when you were a child. It may have been last week. If a scenario doesn't apply to you, feel free to leave it blank and move on to the next one.

**1. ...noticed your racial identity.**

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**2. ...noticed how your race affected your beauty standards.**

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**3. ...felt your accent impacted people's perception of your intelligence or competence.**

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**4. ...altered your communication style (dialed it up or down) to avoid playing into stereotypes.**

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5. ...had a friend of a different race who regularly visited your home.

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6. ...felt distracted at work because of external events related to race.

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7. ...had a senior role model in your organization with a similar racial identity as your own.

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8. ...went to work with your natural hair without comments or questions from others.

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9. ...felt your race affected your ability to build a rapport with your manager.

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