American  2. What is your gender?  Female  C Male  3. How many years have you been practicing as a school counselor?  Under 5 years  5-10 years  10-15 years  15-20 years  More than 20 years  More than 20 years  Middle public school  High public school  High public school  Private/Charter school  I do not currently work as a school counselor  Other (please specify)  5. What setting best describes where your school is located?  Urban  Suburban	☐ White (Non-	☐ Latino/Hispanic	African		Asian	☐ Multiracial	☐ Other
3. How many years have you been practicing as a school counselor?  Under 5 years  5-10 years  10-15 years  More than 20 years  4. What best describes the location at which you are currently employed?  Elementary public school  Middle public school  Private/Charter school  I do not currently work as a school counselor  Other (please specify)  5. What setting best describes where your school is located?  Urban  Suburban	Hispanic)		American				
3. How many years have you been practicing as a school counselor?  Under 5 years 5-10 years 10-15 years 15-20 years More than 20 years  4. What best describes the location at which you are currently employed? Elementary public school Middle public school High public school Private/Charter school I do not currently work as a school counselor Other (please specify)  5. What setting best describes where your school is located? Urban Suburban	2. What is you	ır gender?					
C Under 5 years C 5-10 years C 10-15 years More than 20 years  A. What best describes the location at which you are currently employed? Elementary public school Middle public school High public school Private/Charter school I do not currently work as a school counselor Other (please specify)  5. What setting best describes where your school is located? Urban Suburban	C Female			0	Male		
<ul> <li>5-10 years</li> <li>10-15 years</li> <li>15-20 years</li> <li>More than 20 years</li> </ul> 4. What best describes the location at which you are currently employed? <ul> <li>Elementary public school</li> <li>Middle public school</li> <li>High public school</li> <li>Private/Charter school</li> <li>I do not currently work as a school counselor</li> </ul> Other (please specify) 5. What setting best describes where your school is located? <ul> <li>Urban</li> <li>Suburban</li> </ul>	3. How many	years have you l	been practic	ing as	a school	counselor?	
<ul> <li>10-15 years</li> <li>15-20 years</li> <li>More than 20 years</li> </ul> 4. What best describes the location at which you are currently employed? <ul> <li>Elementary public school</li> <li>Middle public school</li> <li>High public school</li> <li>Private/Charter school</li> <li>I do not currently work as a school counselor</li> </ul> Other (please specify) 5. What setting best describes where your school is located? <ul> <li>Urban</li> <li>Suburban</li> </ul>	C Under 5 years						
<ul> <li>15-20 years</li> <li>More than 20 years</li> <li>4. What best describes the location at which you are currently employed?</li> <li>Elementary public school</li> <li>Middle public school</li> <li>High public school</li> <li>Private/Charter school</li> <li>I do not currently work as a school counselor</li> <li>Other (please specify)</li> <li>5. What setting best describes where your school is located?</li> <li>Urban</li> <li>Suburban</li> </ul>	C 5-10 years						
More than 20 years  4. What best describes the location at which you are currently employed?  Elementary public school  Middle public school  High public school  Private/Charter school  I do not currently work as a school counselor  Other (please specify)  5. What setting best describes where your school is located?  Urban  Suburban	© 10-15 years						
4. What best describes the location at which you are currently employed?  © Elementary public school  © Middle public school  © High public school  © Private/Charter school  © I do not currently work as a school counselor  Other (please specify)  5. What setting best describes where your school is located?  © Urban  © Suburban	C 15-20 years						
C Elementary public school C Middle public school C High public school C Private/Charter school C I do not currently work as a school counselor Other (please specify)  5. What setting best describes where your school is located? C Urban C Suburban	More than 20 ye	ears					
C Elementary public school C Middle public school C High public school C Private/Charter school C I do not currently work as a school counselor Other (please specify)  5. What setting best describes where your school is located? C Urban C Suburban	4. What best d	lescribes the loc	ation at which	ch vou	are curre	ently employed?	
<ul> <li>Middle public school</li> <li>High public school</li> <li>Private/Charter school</li> <li>I do not currently work as a school counselor</li> <li>Other (please specify)</li> <li>What setting best describes where your school is located?</li> <li>Urban</li> <li>Suburban</li> </ul>				,		yp-oyout	
C High public school C Private/Charter school C I do not currently work as a school counselor Other (please specify)  5. What setting best describes where your school is located? C Urban C Suburban							
Other (please specify)  5. What setting best describes where your school is located?  C Urban  C Suburban	C High public scho	ool					
Other (please specify)  5. What setting best describes where your school is located?  © Urban  © Suburban	C Private/Charter	school					
5. What setting best describes where your school is located?  O Urban  O Suburban	C I do not currently	y work as a school counsel	or				
C Urban C Suburban	Other (please specify)	)					
C Urban C Suburban							
© Suburban	5. What settin	g best describes	s where your	schoo	l is locat	ed?	
	O Urban						
C Rural	C Suburban						
	C Rural						
			or the studen	it popu	nation at	your school rece	FIVE I AINII
6. Roughly, what percentage of the student population at your school receive FARM (Free and Reduced Meals)?	C Less than 25%	,					
(Free and Reduced Meals)?	C 25%- 50%						
(Free and Reduced Meals)?  C Less than 25%	C 50%-75%						
(Free and Reduced Meals)?  C Less than 25%  C 25%- 50%							

#### **Social Issues Survey** 7. Roughly, what percentage of the student population at your school are students of color (i.e. African American, Latino/Hispanic, Asian, Native American)? C Less than 25% C 25%- 50% © 50%-75% More than 75% Using the 6-point scale, please give the rating to which you personally agree or disagree with each of the following statements. 8. Everyone who works hard, no matter what race they are, has an equal chance to become rich. 1 Strongly 2 ○ 3 O 4 O 5 6 Strongly Disagree Agree 9. Race plays a major role in the type of social services (such as type of health care or day care) that people receive in the U.S. C 1 Strongly 2 3 O 4 O 5 6 Strongly Disagree Agree 10. It is important that people begin to think of themselves as American and not African American, Mexican American or Italian American. O 4 O 2 3 O 5 1 Strongly 6 Strongly Disagree Agree 11. Due to racial discrimination, programs such as affirmative action are necessary to help create equality. 1 Strongly O 2 O 3 O 4 5 © 6 Strongly Disagree Δατρρ

Dioagree					rigico
12. Racism is	a major prol	blem in the U.S.			
C 1 Strongly Disagree	○ 2	С 3	O 4	○ 5	C 6 Strongly Agree
13. Race is ve	ery importan	t in determining	y who is succes	sful and who is	not.
1 Strongly	O 2	O 3	O 4	O 5	© 6 Strongly

Disagree

Agree

C 1 Strongly Disagree	○ 2	С 3	O 4	C 5	6 Strongly Agree
	d ethnic mind	orities do not ha	ave the same op	pportunities as	White people in tl
U. S.					
C 1 Strongly Disagree	○ 2	© 3	⊙ 4	© 5	6 Strongly Agree
16. White peo	ple in the U.	S. are discrimin	ated because o	f the color of th	eir skin.
C 1 Strongly Disagree	C 2	С 3	O 4	C 5	6 Strongly Agree
17. Talking a	bout racial is	sues causes ui	nnecessary ten	sion.	
C 1 Strongly Disagree	○ 2	О 3	O 4	O 5	C 6 Strongly Agree
18. It is impoi society's pro	<del>-</del>	ical leaders to	talk about racis	m to help throu	gh or solve
C 1 Strongly Disagree	C 2	О 3	O 4	O 5	6 Strongly Agree
19. White ped	ple in the U.	S. have certain	advantages bed	cause of the col	or of their skin.
C 1 Strongly Disagree	C 2	○ 3	O 4	C 5	C 6 Strongly Agree
20. Immigran	ts should try	to fit into the c	ulture and adop	t the values of t	the U.S.
C 1 Strongly Disagree	○ 2	О 3	O 4	O 5	C 6 Strongly Agree
21. English sl	hould be the	only official lar	guage in the U.	.s.	
C 1 Strongly Disagree	<b>⊙</b> 2	С 3	C 4	C 5	C 6 Strongly Agree
22. White peo	-	to blame for th	e racial discrim	ination in the U	.S. than racial an
C 1 Strongly	C 2	<b>О</b> 3	○ 4	○ 5	© 6 Strongly

	•		•		inst White people.
C 1 Strongly Disagree	© 2	O 3	O 4	C 5	6 Strongly Agree
24. It is impor and ethnic mi	-	ic schools to te	each about the h	nistory and cont	ributions of racia
C 1 Strongly Disagree	O 2	О 3	O 4	O 5	C 6 Strongly Agree
25. Racial an their skin.	d ethnic mind	orities in the U.S	S. have certain	advantages bed	cause of the color
C 1 Strongly Disagree	C 2	О 3	<b>O</b> 4	© 5	6 Strongly Agree
26. Racial pro	blems in the	U.S. are rare, is	solated situation	ns.	
C 1 Strongly Disagree	○ 2	О 3	O 4	O 5	C 6 Strongly Agree
27. Race play	s an importa	nt role in who g	jets sent to pris	ion.	
C 1 Strongly Disagree	O 2	О 3	O 4	○ 5	C 6 Strongly Agree
C 1 Strongly Disagree The following is a	a list of social jus	C 3 stice activities. Pleas point scale below t	se indicate how muc	h confidence you ha	Agree
C 1 Strongly Disagree The following is a	a list of social jus	stice activities. Pleas	se indicate how muc	h confidence you ha	Agree
C 1 Strongly Disagree The following is a	a list of social jus	stice activities. Pleas	se indicate how muc	h confidence you ha	Agree
O 1 Strongly Disagree  The following is a	a list of social jus	stice activities. Pleas	se indicate how muc	h confidence you ha	Agree
© 1 Strongly Disagree  The following is a	a list of social jus	stice activities. Pleas	se indicate how muc	h confidence you ha	Agree
© 1 Strongly Disagree  The following is a	a list of social jus	stice activities. Pleas	se indicate how muc	h confidence you ha	Agree
© 1 Strongly Disagree  The following is a	a list of social jus	stice activities. Pleas	se indicate how muc	h confidence you ha	Agree
C 1 Strongly Disagree The following is a	a list of social jus	stice activities. Pleas	se indicate how muc	h confidence you ha	Agree
C 1 Strongly Disagree The following is a	a list of social jus	stice activities. Pleas	se indicate how muc	h confidence you ha	Agree

# Social Issues Survey

### 28. How much confidence do you have in your ability to:

	No No									
	Confidence at All	1	2	3	4	5	6	7	8	Complete Confidence
respond to social injustices (e.g., discrimination, racism, religious intolerance) with nonviolent actions.	0	0	0	0	0	0	0	0	0	0
examine your own worldview, biases, and prejudicial attitudes after witnessing or hearing about social injustice.	O	0	0	0	0	0	0	0	0	O
actively support needs of marginalized groups.	$\odot$	0	0	0	0	0	0	0	0	0
help members from marginalized groups create more opportunities for success (e.g., educational, career) by developing relevant skills.	0	0	0	0	0	0	0	0	0	O
raise others' awareness of the oppression and marginalization of minority groups.	0	0	0	0	0	0	0	0	0	О
confront others who speak disparagingly about members of underprivileged groups.	O	0	0	0	0	0	0	0	0	O
challenge an individual who displays racial, ethnic, and/or religious intolerance.	0	0	0	0	0	0	0	0	0	O
convince others as to the importance of social justice.	0	0	0	0	0	0	0	0	0	0
discuss issues related to racism, classism, sexism, heterosexism, and ableism with your friends.	0	0	0	0	0	0	0	0	0	O
volunteer as a tutor or mentor with youth from an underserved and underprivileged group.	O	0	0	0	0	0	0	0	0	0
support efforts to reduce social injustice through your own local fundraising efforts.	0	0	0	0	O	O	0	0	0	0
identify the unique social, economic, political, and/or cultural needs of a marginalized group in your own community.	of ©	0	0	0	0	0	0	0	0	0
encourage and convince others to participate in community-specific social issues.	0	0	0	0	O	O	0	0	0	0
develop and implement a solution to a community social issue such a unemployment, homelessness or racial tension.	s O	0	0	0	0	0	0	0	0	0
challenge or address institutional policies that are covertly or overtly discriminatory.	0	0	0	0	0	0	0	0	0	O
lead a group of coworkers in an effort to eliminate workplace discrimination in your place of employment.	0	0	0	0	0	0	0	0	0	0
serve as a consultant for an institutional committee aimed at providing equal opportunities for underrepresented groups.	9 0	0	0	0	0	0	0	0	0	O
advocate for social justice issues be becoming involved in local government.	0	0	0	0	0	0	0	0	0	0
address structural inequalities and barriers facing racial and ethnic minorities by becoming politically active (e.g., helping to create government policy).	O	0	0	0	0	0	0	0	O	О
raise awareness of social issues (e.g., inequality, discrimination) by engaging in political discourses or debates.	O	0	0	0	0	0	0	0	0	0

Using the scale below, please indicate the extent to which you agree or disagree with each of the following statements.

# Social Issues Survey

#### 29. Engaging in social justice activities would likely allow me to:

	Strongly Disagree		Disagree		Unsure		Agree		Strongly Agree
reduce the oppression of certain groups.	0	0	0	0	0	0	0	0	0
help provide equal opportunities for all groups and individuals.	0	0	O	0	0	0	0	0	0
fulfill a sense of personal obligation.	0	0	0	0	0	0	0	0	•
fulfill a sense of moral responsibility.	O	0	0	0	0	0	0	0	0
fulfill a sense of social responsibility.	0	0	0	0	0	0	0	0	0
make a difference in peoples' lives.	0	0	0	0	0	0	0	0	0
do work or activities that are personally satisfying.	0	0	0	0	0	0	0	0	O
get respect from others.	$\circ$	0	$\circ$	0	0	0	0	0	$\circ$
be more competitive in applying for school or work.	0	0	0	0	0	0	0	0	0
increase my own sense of self-worth.	0	0	0	0	0	0	$\circ$	0	0

Please indicate your degree of interest in doing each of the following activities from very low interest to very high interest.

### 30. How much interest do you have in:

	Very Low Interest									Very High Interest
volunteering your time at a community agency (e.g., Big Brother/Big Sister, volunteering at a homeless shelter).	C	0	0	0	O	O	O	O	0	O
reading about social issues (e.g., racism, oppression, inequality).	O	0	0	O	0	O	0	0	0	О
going on a weeklong service or work project.	0	0	0	0	0	0	0	0	0	0
enrolling in a course on social issues.	0	0	0	0	0	0	0	0	0	0
watching television programs that cover social issues (e.g., history of marginalized group).	0	0	0	O	0	0	0	0	0	O
supporting a political candidate on the basis of her or his stance on social issues.	O	O	0	O	0	0	0	0	O	0
donating money to an organization committed to social issues.	O	0	0	0	0	0	0	0	0	О
talking to others about social issues.	0	0	O	0	O	O	O	0	0	0

the future, I intend to C C C C C C C C C C C C C C C C C C	the future, I intend to orgage in social justice extivities.  In ave a plan of action for ays I will remain or ecome involved in social stice activities over the ext year.  Ithink engaging in social stice activities is a realistic goal for me.  In an fully committed to an againg in social justice	1. How much do	Strongly Disagree					•				Strongly Agree
any factors can either support of hinder an individual's plan for engaging in social justice activities. I am interested i arning about the types of situations that could help or hinder your plans if you were to continue on in social justice activity at your solutions.	ays I will remain or ecome involved in social stice activities over the ext year.  Ithink engaging in social C C C C C C C C C C C C C C C C C C C	the future, I intend to ngage in social justice ctivities.		O	O	О	O	O	O	0	O	
stice activities is a alistic goal for me.  In fully committed to C C C C C C C C C C C C C C C C C C	stice activities is a alistic goal for me.  In fully committed to C C C C C C C C C C C C C C C C C C	ays I will remain or ecome involved in social stice activities over the	0	0	0	0	0	O	O	O	O	O
gaging in social justice tivities.  any factors can either support of hinder an individual's plan for engaging in social justice activities. I am interested is arning about the types of situations that could help or hinder your plans if you were to continue on in social justice tivities. For the questions below, assume that you wanted to pursue some type of social justice activity at your sol	rigaging in social justice stivities.  The social property of hinder an individual's plan for engaging in social justice activities. I am interested is arning about the types of situations that could help or hinder your plans if you were to continue on in social justice activities. For the questions below, assume that you wanted to pursue some type of social justice activity at your social property.		0	0	0	0	0	O	0	O	0	0
any factors can either support of hinder an individual's plan for engaging in social justice activities. I am interested i arning about the types of situations that could help or hinder your plans if you were to continue on in social justice tivities. For the questions below, assume that you wanted to pursue some type of social justice activity at your sol	any factors can either support of hinder an individual's plan for engaging in social justice activities. I am interested arning about the types of situations that could help or hinder your plans if you were to continue on in social justice ctivities. For the questions below, assume that you wanted to pursue some type of social justice activity at your so	alistic goal for me.										
		earning about the type ctivities. For the quest	support of s of situatic tions below	hinder a ons that ons assum	an individi could help e that you	ual's plan o or hinde u wanted t	for engag your pla o pursue	ing in soo ns if you some typ	cial justice were to co	activities ontinue or al justice a	I am inte in social activity at	rested i justice your scl

And at All Likely  have access to a role model at your school (i.e. someone you can look up to and learn from by observing).  feel support for this decision from important people in your life.  feel that there are educators "like you" engaged in the same activities.  feel that your collegues support this decision.  have access to a mentor who could offer you advice and encouragement.  receive negative comments or discouragement from collegues and family members about your engagement in social justice activities.  worry that getting involved would require too much time or energy.  feel that you didn't fit in socially with other people involved in the same activities.  feel pressure from your principal or other important people to change your	o o	A Little Likely  C	0 0	ities, ho Moderately Likely  C		o o	Quite Likely	to:  o	Extremely Likely
have access to a role model at your school (i.e. someone you can look up to and learn from by observing).  feel support for this decision from important people in your life.  feel that there are educators "like you" engaged in the same activities.  feel that your collegues support this decision.  have access to a mentor who could offer you advice and encouragement.  receive negative comments or discouragement from collegues and family members about your engagement in social justice activities.  worry that getting involved would require too much time or energy.  feel that you didn't fit in socially with other people involved in the same activities.  feel pressure from your principal or other important	0 0	0 0	0 0	0	0	0	0	0	0
from important people in your life.  feel that there are educators "like you" engaged in the same activities.  feel that your collegues support this decision.  have access to a mentor who could offer you advice and encouragement.  receive negative comments or discouragement from collegues and family members about your engagement in social justice activities.  worry that getting involved would require too much time or energy.  feel that you didn't fit in socially with other people involved in the same activities.  feel pressure from your principal or other important	0	0	0	0	0	О	О	С	
educators "like you" engaged in the same activities.  feel that your collegues support this decision. have access to a mentor who could offer you advice and encouragement.  receive negative comments or discouragement from collegues and family members about your engagement in social justice activities.  worry that getting involved would require too much time or energy.  feel that you didn't fit in socially with other people involved in the same activities.  feel pressure from your principal or other important	0	0	0	0	0				0
support this decision.  have access to a mentor who could offer you advice and encouragement.  receive negative comments or discouragement from collegues and family members about your engagement in social justice activities.  worry that getting involved would require too much time or energy.  feel that you didn't fit in socially with other people involved in the same activities.  feel pressure from your principal or other important	O	O	O			0	$\odot$	0	
who could offer you advice and encouragement.  receive negative comments or discouragement from collegues and family members about your engagement in social justice activities.  worry that getting involved would require too much time or energy.  feel that you didn't fit in socially with other people involved in the same activities.  feel pressure from your principal or other important				0	0			O	0
or discouragement from collegues and family members about your engagement in social justice activities.  worry that getting involved would require too much time or energy. feel that you didn't fit in socially with other people involved in the same activities. feel pressure from your principal or other important	0	0				0	0	0	O
would require too much time or energy.  feel that you didn't fit in socially with other people involved in the same activities.  feel pressure from your principal or other important			O	©	O	0	O	O	0
socially with other people involved in the same activities.  feel pressure from your principal or other important	0	O	O	0	O	О	О	0	0
principal or other important	0	О	O	O	O	О	O	O	0
mind regarding your decision to engage in social justice activities.	C	0	O	0	O	0	C	0	•