

**Multi-generational**

1. Have people of your ethnic background colonised many other countries to acquire land and resources?
2. Were the laws and infrastructure of this state created by and for people of your ethnic background?
3. Were your grandparents counted as human beings in their own country, free to speak their own languages and practise their own cultures?
4. Were your ancestors able to work, acquire property and leave a legacy for their children?

**Societal**

5. Can you operate successfully in public life, knowing only your first language?
6. When you pick up the local paper, can you be sure you'll read a positive story about someone from your cultural background?
7. Do you feel that police are there to protect you and your property?
8. Are almost all authority figures, models in mainstream advertisements, and leading characters in Australian TV shows of your 'race'?
9. Are your cultural traditions celebrated and expected to be adopted by most newcomers to this country?

**Organisational**

10. When you apply for a job, if you submit an excellent resume with your birth name on it, can you be quietly confident you'll get an interview?
11. Are you in the clear 'racial' majority in your workplace, together with the senior leaders, the Board, and the administrators?
12. Can you be late to a meeting without your lateness reflecting on your ethnic group?
13. Can you raise personal issues at work without fear that you'll be labelled as "playing the race card" or "over-sensitive" " "?

**Interpersonal**

14. Will people sit next to you on public transport without hesitation?
15. Are you welcome as a shopper in most retail premises?
16. If you move to a house in a nice neighbourhood, can you be fairly confident your new neighbours will be neutral or pleasant to you?
17. When you leave home, are you confident you'll get home later without suffering racist attacks or abuse?
18. Do people in the street nod, say giddyay, give a wave or smile, and generally make you feel as if you belong around here?

**Internalised**

19. Does a word that describes your 'racial' group mean "clean", "pure", "innocent", "good", and "well-intentioned"?
20. Were you taught that people of your skin colour are the source of all civilisation, morality and progress?