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***Race, Racism, Ethnicity,  
Racial Discrimination &  
Related Measures***



# Race, Racism, Ethnicity, Racial Discrimination & Related Measures

TITLE OF MEASURE

*INSTITUTIONAL RACISM SCALE (IRS)*

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**Source/Primary reference**

Barbarin, O. A., & Gilbert, R. (1981). Institutional racism scale: Assessing self and organizational attributes. In O. A. Barbarin, P. R. Good, O. M. Pharr, & J. Siskind (Eds.), *Institutional Racism and Community Competence* (pp.147-171). Rockville, MD: U.S. Department of Health and Human Services.

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**Construct measured**

How individuals construe institutional racism, engage in anti-racism, and view organizational commitment to the reduction of racism

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**Brief description**

The IRS consists of four subscales that assess self attributes and two subscales that assess organizational attributes.

The self-attribute subscales include:

1. Indices of Racism subscale. This includes 8 items frequently cited in the literature as racist to assess individual sensitivity to racism. Respondents rate the items on the extent to which they believe the items are an indication of institutional racism (1 = not at all, 7 = most sensitive).
2. Use of Strategies for Reducing Racism subscale. This subscale includes 7 interventions such as voting, litigation, educating friends, lobbying, and cross-racial interaction. Respondents are first asked to indicate on a four-point scale the effectiveness of the intervention (poor to excellent) and then the extent to which they have personally used these strategies for the purpose of reducing racism (1 = never, 5 = very frequently).
3. Effectiveness of Strategies for Reducing Racism subscale. This subscale consists of 11 items that are similar to the above use items but the items are rated in relation to their effectiveness in reducing racism (1 = poor, 4 = excellent).
4. Personal Efforts to Reduce Racism subscale. This subscale consists of 20 semantic differential ratings regarding how active and how favorably the respondents perceive themselves in reducing racism.

The organizational attribute subscales include:

Agency Climate subscale. This subscale consists of 6 statements related to the extent to which the organizational policies and climate incorporate a respect for minorities and cultural diversity, e.g., in terms of interpersonal processes, decision-making processes, and reward system/ career development processes.

Management/Administrative Efforts to Reduce Racism subscale. This includes 20 semantic-differential ratings to describe how workers perceive management's efforts to reduce racism.

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## Sample items

Indices of Racism:

- Personnel selection based on written tests.
- Seniority as a major criterion for promotion.

Organizational Attributes:

- Minority groups have little to say about decisions which affect functioning in this agency.
- The organization goes out of its way to make minorities feel at home.

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## Appropriate for whom (i.e. which population/s)

Adults

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## Translations & cultural adaptations available

None known

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## How developed

The initial IRS items were developed based on a literature review of dimensions of institutional racism. Administration of the original IRS raised questions about the suitability and wording of some of the items as well as about the length of time required to complete the questionnaire. The IRS was refined on the basis of Pearson's test-retest and Kuder Richardson's reliability tests. Items with a test-retest reliability of  $r = .30$  or less or intercorrelation with their test mean of  $.15$  or less were eliminated from their respective subscales. The final instrument consists of 72 items – 35 items were eliminated from the original IRS.

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## Psychometric properties

### STUDY SAMPLE

The IRS was administered to three separate reference groups:

Group 1: A conference group. The first group consisted of 56 individuals from educational, religious, and mental health agencies who attended a three-day conference on institutional racism. The participants were given the IRS questionnaire both before and after the conference. A three-day interval separated the administration of pre- and post-tests. The IRS was a part of the battery used to evaluate the impact of the conference.

Group 2: A government group. This group included the employees of a single Federal agency (N was not given). The IRS questionnaire was administered on an individual basis with 2-3 month intervals separating pre- and post-test administrations. Also, this government group was asked to indicate examples of racism which had occurred at their workplaces and strategies for the reduction of racism which could potentially serve as measures of institutional racism against which IRS subscales could be compared.

Group 3: A student group. The student group included 48 students enrolled in an undergraduate community psychology class who participated in the study for course credit. A 2-month interval separated

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the administration of pre- and post-tests. The questionnaire was designed to solicit comments about perceived weaknesses and/or ambiguities of the measures, as well as the extent to which the IRS had influenced further thinking about institutional racism.

Participants in all three groups were classified as minorities when they identified themselves as Afro-American, Asian-American, American Indian, or Latinos. Most of the minorities in the sample were Afro-American.

## VALIDITY

### *Concurrent Validity*

Pearson correlation coefficients of the IRS subscales among Group 2.

| <i>IRS subscales</i>                          | <i>Spontaneous report of racist incidents</i> | <i>Identification of racist practice from a list</i> | <i>Hope for change</i> |
|---|---|--|------------------------|
| <i>Indices of racism (n = 25)</i>             | .33   | .51**  | -.20                   |
| <i>Effectiveness of strategies (n = 21)</i>   | .10   | .22  | -.21                   |
| <i>Use of strategies (n = 19)<sup>a</sup></i> | .38   | -.4**  | .41*                   |
| <i>Personal efforts (n = 24)<sup>a</sup></i>  | .16   | .3   | -.39*                  |
| <i>Agency policies (n = 25)</i>               | .53**   | .44*   | .32                    |
| <i>Administrative efforts (n = 19)</i>        | -.43*   | -.26   | .51*                   |

<sup>a</sup>n in each cell varies slightly due to missing values

\* $p \leq .05$  \*\* $p \leq .01$

## RELIABILITY

### *Test-Retest and Internal Consistency*

The IRS subscales' Test-Retest and KR-14 internal consistency correlations by racial and three reference groups

# Race, Racism, Ethnicity, Racial Discrimination, & Related Measures

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| <i>IRS</i>                             | <i>Test-retest correlations</i> |                     |                             |                             |                           |
|--|---------------------------------|---------------------|-----------------------------|-----------------------------|---------------------------|
|  | <i>Minority</i>                 | <i>Non-minority</i> | <i>Group 1 (conference)</i> | <i>Group 2 (government)</i> | <i>Group 3 (students)</i> |
| <i>Subscale</i>                        |                                 |                     |                             |                             |                           |
| <i>Indices of racism (n)</i>           | .39 (16)                        | .6 (48)             | .5 (8)                      | .72 (23)                    | .52 (37)                  |
| <i>Effectiveness of strategies (n)</i> | .66 (13)                        | .81 (42)            | .87 (7)                     | .65 (19)                    | .79 (32)                  |
| <i>Use of strategies (n)</i>           | .79 (9)                         | .69 (27)            | .35 (9)                     | .7 (18)                     | .55 (11)                  |
| <i>Personal efforts (n)</i>            | .85 (11)                        | .74 (42)            | .98 (7)                     | .8 (17)                     | .7 (22)                   |
| <i>Agency policies (n)</i>             | .61 (13)                        | .66 (39)            | .95 (6)                     | .71 (19)                    | .60 (31)                  |
| <i>Administrative efforts (n)</i>      | .72 (8)                         | .73 (37)            | .97 (5)                     | .85 (19)                    | .69 (25)                  |

| <i>IRS</i>                             | <i>Internal consistency correlations</i> |                     |                             |                             |                           |
|--|--|---------------------|-----------------------------|-----------------------------|---------------------------|
|  | <i>Minority</i>                          | <i>Non-minority</i> | <i>Group 1 (conference)</i> | <i>Group 2 (government)</i> | <i>Group 3 (students)</i> |
| <i>Subscale</i>                        |  |                     |                             |                             |                           |
| <i>Indices of racism (n)</i>           | na                                       | na                  | na                          | na                          | na                        |
| <i>Effectiveness of strategies (n)</i> | .56 (45)                                 | .56 (71)            | .57 (49)                    | .26 (41)                    | .64 (41)                  |
| <i>Use of strategies (n)</i>           | .69 (40)                                 | .73 (60)            | .55 (44)                    | .48 (34)                    | .76 (35)                  |
| <i>Personal efforts (n)</i>            | .83 (42)                                 | .91 (65)            | .85 (39)                    | .88 (41)                    | .91 (37)                  |
| <i>Agency policies (n)</i>             | .79 (37)                                 | .72 (64)            | .86 (38)                    | .69 (37)                    | .73 (38)                  |
| <i>Administrative efforts (n)</i>      | .93 (33)                                 | .94 (66)            | .95 (35)                    | .91 (39)                    | .95 (36)                  |

## Comments

- The IRS seems to be a reliable measure of individual construction of racism, strategies for altering racist practices, and perceptions of agency climate.
- The IRS subscales seem to have good reliability and their validity is supported by their strong relationship with other measures of institutional racism.
- The IRS concentrates mostly on processes rather than outputs. Also, it provides global ratings that may require the addition of agency-specific items before recommendations for change can be developed.
- The full scale is available in the book chapter.

# Race, Racism, Ethnicity, Racial Discrimination & Related Measures

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- The post-questionnaire responses of the conference group participants may have been influenced by the conference itself, therefore affecting test-retest reliabilities. This group had only a 3-day interval between pre- and post-test administration whereas the two other reference groups had a 2-month interval.
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## Bibliography (studies that have used the measure)

Jeanquart-Barone, S., & Sekaran, U. (1996) Institutional racism: An empirical study. *Journal of Social Psychology, 136*(4), 477-482.

Watts, R. J., & Carter, R. T. (1991). Psychological aspects of racism in organizations. *Group and Organization Management, 16*(3), 328-345.

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# Race, Racism, Ethnicity, Racial Discrimination, & Related Measures

TITLE OF MEASURE

**HISPANIC STRESS INVENTORY (HSI)**

|  |   |
|--|---|
| <b>Source/Primary reference</b>                          | Cervantes, R. C., Padilla, A. M., & Salgado de Snyder, N. (1991). The Hispanic Stress Inventory: A culturally relevant approach to psychosocial assessment. <i>Journal of Consulting and Clinical Psychology, 3</i> (3), 438-447.   |
| <b>Construct measured</b>                                | Five psychological stressors in the Hispanic population: marital stress, family stress, occupational/economic stress, discrimination stress, and acculturation stress   |
| <b>Brief description</b>                                 | <p>There are two versions of the scale: one for immigrant Hispanics and one for U.S.-born Hispanics.</p> <p><u>Immigrant Version</u></p> <p>73 items (yes/no, then not at all stressful-extremely stressful)</p> <p>5 Subscales:</p> <ol style="list-style-type: none"> <li>1. Occupational/Economic Stress</li> <li>2. Parental Stress</li> <li>3. Marital Stress</li> <li>4. Immigration Stress</li> <li>5. Family/Cultural Stress</li> </ol> <p><u>U.S.-Born Version</u></p> <p>59 items (yes/no, then not at all stressful-extremely stressful)</p> <p>4 Subscales:</p> <ol style="list-style-type: none"> <li>1. Occupational/Economic Stress</li> <li>2. Parental Stress</li> <li>3. Marital Stress</li> <li>4. Family/Cultural Stress</li> </ol> <p>Participants respond by rating whether they have experienced the situation described in each item during the past three months. If affirmative, the degree of stress that the participant associates with the corresponding item is to be rated on a 5-point Likert scale (1 = not at all stressful to 5 = extremely stressful).</p> |
| <b>Sample items</b>                                      | <ul style="list-style-type: none"> <li>■ Since I'm Latino, I felt isolated at work.</li> <li>■ Boss thought I was too passive.</li> <li>■ Others worried about amount/quality of work I do.</li> </ul>  |
| <b>Appropriate for whom (i.e. which population/s)</b>    | Hispanic adults living in the US  |
| <b>Translations &amp; cultural adaptations available</b> | Spanish translation; there is an 11-item variation developed for Mexican women (Salgado de Snyder, 1987).   |

# Race, Racism, Ethnicity, Racial Discrimination & Related Measures

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HISPANIC STRESS INVENTORY (HSI)

## How developed

Phase 1: Semi-structured interview consisted of 33 open-ended questions around six psychological stress domains: marital stress, family stress, occupational stress, economic stress, discrimination stress, and acculturation stress. Interviews were tape-recorded. Commonly reported stressor events were identified, developed into short statements, and included in the initial 176 HSI items.

Phase 2: Five Hispanic judges – two women and three men – rated all 176 items and categorized them into six conceptually meaningful stressor categories (cultural, marital, familial, occupational, economic, and discrimination). Items could be assigned to as many categories as needed to allow overlapping. The judges were asked to pay attention to any awkwardly worded items or items that were irrelevant for the population. Through this process, a new refined HSI, with 133 items in five subscales, was developed.

Phase 3: The HSI developed in Phase 2 was administered to 493 people. The scale was refined further. If a particular item was reported to be experienced by less than 5% of immigrants, that item was deleted and not included in the further analysis. Items with means less than 2.0 (somewhat stressful) were also deleted. The construct validity and correlations with other pre-selected measures were examined. Two HSI versions were established: (i) for immigrant Hispanics, and (ii) for U.S.-born Hispanics.

Phase 4: Reliability estimates – estimates of internal consistency and test-retest procedure – were obtained.

## Psychometric properties

### STUDY SAMPLES:

| <i>Participants</i> |                         | <i>Phase 1</i>                           |   |
|---------------------|-------------------------|--|---|
|                     |                         | <i>Group 1</i>                           | <i>Group 2</i>  |
| <i>Sample Size</i>  |                         | <i>n</i> = 43                            | <i>n</i> = 62   |
| <i>Description</i>  |                         | convenience sample of 43 Hispanic adults | sample of 62 Mexican and Central American adults who were more recent immigrants - these respondents had 5 years of residency in the US |
| <i>Age</i>          | <i>Range Mean Mean</i>  | 20-69<br>39                              | 33.8  |
| <i>Gender</i>       | <i>Female</i>           | 44.2%                                    | 50.0%   |
|                     | <i>Male</i>             | 55.8%                                    | 50.0%   |
| <i>Ethnicity</i>    | <i>Mexican born</i>     | 53.5%                                    |   |
|                     | <i>Mexican-American</i> | 46.5%                                    |   |
|                     | <i>Salvadoran</i>       |  | 51.6%   |
|                     | <i>Guatemalan</i>       |  | 27.4%   |
|                     | <i>Honduran</i>         |  | 17.7%   |
|                     | <i>Nicaraguan</i>       |  | 1.6%  |









































































































