ILLUSTRATIVE SAMPLE

Your Baseline Inventory

PRE assessment / Fictional participant / Version GWP-COSI-1.0

2.50

BUILDING CONSISTENCY

Illustrative composite baseline | Four domains scored from 1 to 5

WHAT THIS BASELINE MEANS

A snapshot of how consistently you notice, speak up, communicate across situations, and remain engaged when race-related tension or harm is present. This is a reflection tool, not a grade or diagnosis.

YOUR FOUR DOMAINS

Awareness — **3.00 / 5.00**

How reliably you recognize when race may be relevant.



Speaking Up — **2.33 / 5.00**

How consistently you move from noticing to action.



Communication Range — **2.67 / 5.00**

How flexibly you respond across situations.



Staying Engaged — **2.00 / 5.00**

Whether you remain present when tension increases.



WHAT STANDS OUT

Awareness is the strongest illustrative area (3.00). The example suggests this participant often notices when an issue is present, yet speaking up and remaining engaged are less consistent.

Staying Engaged is the lowest rating (2.00). A useful practice question is what happens after the first uncomfortable exchange - not just whether someone recognizes the problem.

Fictional example. Ratings and interpretation are illustrative, not actual participant data.

ILLUSTRATIVE SAMPLE

How to Read Your Results

An illustration of the reflection process used in GOOD WHITE PEOPLE.

YOUR 12 ITEM RATINGS

DOMAIN	ITEM 1	ITEM 2	ITEM 3	AVG.
Awareness	3	3	3	**3.00**
Speaking Up	2	2	3	**2.33**
Communication Range	2	3	3	**2.67**
Staying Engaged	2	2	2	**2.00**

Illustrative item ratings; each domain averages three responses.

INTERPRETATION GUIDE

Below 2.00	Situationally Consistent
2.00 - 2.99	**Building Consistency**
3.00 - 3.49	Generally Consistent
3.50 - 4.49	Strongly Consistent
4.50 - 5.00	Highly Consistent

HOW YOU USE THIS INVENTORY

During the cohort, observe the full sequence: what you notice, whether you act, how you communicate, and what happens after the first difficult moment. The goal is to make this sequence more dependable under pressure.

You complete the Cost of Silence Inventory again at the end to compare the starting point with your later self-ratings.

A QUESTION TO CARRY FORWARD

When I recognize something is wrong, what determines whether I speak - and whether I stay?

Fictional example. Ratings and interpretation are illustrative, not actual participant data.