

April 16, 2017

Dear Researcher,

Thank you for your interest in the Conflicts in Allegiances Scale.

You are welcome to use this scale for noncommercial research as long as you cite our work in any publications that include reference to the scale. You do not need to contact any of the authors for permission to use this scale in noncommercial research. I do ask that researchers send any reports of research findings to me as soon as available, including those that remain unpublished. You may not use the scale for commercial purposes without permission.

The following pages contain the scale itself, as well as basic information about the scale. If you have questions or concerns about the scale that are not addressed in these pages, then feel free to contact me using the contact information below.

Best wishes with your research!

Sincerely,

A handwritten signature in black ink that reads "Jonathan Moore". The signature is written in a cursive style with a large, stylized 'M'.

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## **INFORMATION SHEET: *CONFLICTS IN ALLEGIANCES SCALE***

### **What does the Conflicts in Allegiances Scale measure?**

The Conflicts in Allegiances Scale (CIA) measures the extent to which participants perceive conflict or incompatibility between their identity as a lesbian, gay, or bisexual person and their racial/ethnic identity. It was developed based on the theoretical work of Morales (1989), who suggested that LGB people of color experience a state called “conflicts in allegiances” during the attempted integration of their racial and sexual orientation identities. In this state, they may feel it necessary to separate their identities, or to favor one community over another in different situations (Morales, 1989). The CIA scale is an intersectional scale in that it measures difficulties respondents face due to the combination of two of their social identities, rather than only one.

### **How should I use the CIA Scale?**

Sarno, et al. (2015) initially developed the scale as a subscale within a larger measure of Culture and LGB Identity; the other subscale of this measure is now called the Perceived Racism in LGB Communities Scale, which is also available on our website. The Conflicts in Allegiances Scale was used by Sarno, et al. (2015) to measure conflicts between racial identities and sexual orientation identities in LGB participants of color.

### **Do I need to ask for permission to use the scale?**

In the interest of promoting further study, other researchers may use this scale without contacting us to obtain prior permission. However, we do ask that researchers send any reports of research findings as soon as available, including those that remain unpublished, to Jonathan Mohr, Ph.D. (jmohr@umd.edu).

### **What do I need to know about implementing the scale?**

For comparability to the norms published in our study (Sarno et al., 2015), researchers should present respondents with the instructions included in this document (see next page).

### **Can I alter the CIA Scale for specific racial/ethnic groups or sexual orientations?**

Yes, previous studies on Black and Asian American samples have replaced “cultural identity” with “Black identity” and “Asian identity,” respectively. Studies administered via computer have also automatically added each participant’s preferred sexual orientation identity label in place of “[l/g/b].”

### **How is the CIA Scale scored?**

Average of items 1R, 2, 3R, 4, 5, 6  
(Items followed by an “R” should be reverse scored.)

### **What are the psychometric properties of the CIA Scale?**

The CIA Scale was derived as a subscale of a measure of Culture and LGB Identity using exploratory factor analyses (see article listed below). Data from a large sample of LGB people of color supported the reliability and validity of the scale. Among this sample, CIA was negatively associated with outness to family and positively associated with perceived maternal heterosexism and experiences of racism within LGB communities.

### **What else is important to know about the CIA Scale?**

Before using the CIA Scale, we suggest you read about the instrument development process in the article below:

Sarno, E.L, Mohr, J.J., Jackson, S.D., & Fassinger, R.E. (2015). When identities collide: Conflicts in allegiances among LGB people of color. *Cultural Diversity and Ethnic Minority Psychology*. Advance online publication. <http://dx.doi.org/10.1037/cdp0000026>

We also suggest reading the article which originally theorized the concept of “conflicts in allegiances” in LGB POC identity development:

Morales, E.S. (1989). Ethnic minority families and minority gays and lesbians. *Marriage & Family Review*, 14(3-4), 217-239.

## Conflicts in Allegiances Scale

These questions focus on your cultural identity and your identity as [lesbian/gay/bisexual]. Please indicate the extent to which these statements describe you at this time.

1-----2-----3-----4-----5-----6-----7  
**Disagree** **Agree**  
**Strongly** **Strongly**

- \_\_\_\_\_ 1. I feel little or no conflict between my cultural identity and my identity as [l/g/b].
- \_\_\_\_\_ 2. I have not yet found a way to integrate being [l/g/b] with being a member of my cultural group.
- \_\_\_\_\_ 3. It is easy for me to be both [l/g/b] and a member of my cultural group.
- \_\_\_\_\_ 4. I separate my [l/g/b] and cultural identities.
- \_\_\_\_\_ 5. I often feel like I'm betraying either my cultural community or the LGB community.
- \_\_\_\_\_ 6. I feel as if my sense of cultural identity is at odds with my [l/g/b] identity.