

## Chapter 02: Theories and Thinking About Diversity

1. According to the text, characteristics of minority or non-dominant groups often include
  - a. identifiability, differential income, discrimination, and group awareness.
  - b. identifiability, visibility, discrimination, and group dynamics.
  - c. identifiability, differential power, discrimination, and group awareness.
  - d. visibility, differential income, discrimination, group awareness

ANSWER: c

2. Stereotypes
  - a. can only be “negative”.
  - b. prevent individuals from being fired.
  - c. are not part of the categorization process that help individuals order their environment.
  - d. are overgeneralizations of characteristics to large human groups.

ANSWER: d

3. In-group favoritism
  - a. can result in the similarity effect in organizations.
  - b. is of little consequence in today’s carefully monitored organizations.
  - c. reduces one’s self-esteem.
  - d. is necessarily negative, even when not coupled with power.

ANSWER: a

4. The fundamental attribution error
  - a. advantages non-dominant group members while disadvantaging dominant group members.
  - b. is the tendency to underestimate the influence of external factors and overestimate the influence of internal factors when evaluating behaviors of others.
  - c. is the tendency to underestimate the influence of internal factors and overestimate the influence of external factors when evaluating behaviors of oneself.
  - d. only happens when dominant group members evaluate the behavior of out-group members.

ANSWER: b

5. Prescriptive stereotyping refers to
  - a. statements such as women are caring and it is appropriate that they become nurses.
  - b. statements such as women are nurturing and it is appropriate that they become elementary school teachers.
  - c. perceptions about how people should behave based on their group memberships.
  - d. ideas about how people do or will behave, based on their group memberships.

ANSWER: c

6. Regarding discrimination and/or prejudice:
  - a. Discrimination is differential treatment but does not limit the economic opportunities of members of particular groups.
  - b. Prejudice is described as rationally based, negative attitudes about certain groups and their members.

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- c. Given power to act on prejudice, discrimination is actually less likely to occur.
- d. Discrimination serves to limit the social and political opportunities of members of particular groups.

ANSWER: d

7. Which of the following best describes "structured interviews"?

- a. A series of job-related questions with pre-determined answers that are consistently applied across all interviews for a particular job.
- b. A series of job-related questions without specific answers that are consistently applied across all interviews for a particular job.
- c. A series of job-related questions with pre-determined answers that are targeted toward specific interviews for a particular job.
- d. A series of job-related questions without specific answers that are targeted toward specific interviews for a particular job.

ANSWER: a

8. Aversive racism

- a. is one of the traditional forms of racism.
- b. consists of overt and open racist behavior.
- c. may be more difficult to identify and change than traditional racism.
- d. occurs when those who say they hold egalitarian values possess positive feelings about racial issues and minority group members.

ANSWER: c

9. John believes that women are incompetent at work and makes statements to this effect, but also makes statements that indicate women must be protected. He is exhibiting

- a. neosexism
- b. hostile sexism
- c. benevolent sexism
- d. ambivalent sexism

ANSWER: d

10. Strategies to reduce propensities to engage in in-group, out-group categorizations include

- a. helping group members work to achieve common goals.
- b. increasing competition among group members.
- c. encouraging group members to view themselves as two separate groups.
- d. encouraging group members to continue automatic stereotyping.

ANSWER: a

11. Social identity is

- a. the manner in which organizations can identify members of particular social groups.
- b. the part of a person's self-concept that derives from membership in a particular social group and the value and emotional significance attached to that group membership.
- c. decreasingly important in today's diverse society.
- d. dissimilar from the text's conceptualization of group awareness.

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ANSWER: b

12. Which of the following is true of the media and diversity issues?

- a. Blacks and Hispanics commit a greater proportion of drug-related crimes but are less likely to be shown on television being arrested for such crimes.
- b. Most crime is intra-racial, but news reports are more likely to portray Black on White crime.
- c. Use of divisive or misleading terminology by the media aids in the acceptance of diversity.
- d. Reformation within the media has resulted in the elimination of anything that might be a barrier to diversity.

ANSWER: b

13. Which of the following is **not true** of age and diversity at work?

- a. Older workers are more likely to occupy high-status organizational positions than younger workers.
- b. At times younger workers are preferred over older workers.
- c. At times younger workers are viewed as irresponsible and not dependable.
- d. Older workers are clearly the dominant group in all contexts.

ANSWER: d

14. Minority groups are not necessarily fewer in number than majority groups.

- a. True
- b. False

ANSWER: True

15. Stereotyping is often an unconscious process.

- a. True
- b. False

ANSWER: True

16. For subordinating systems to work, distinguishing physical or cultural traits between minority and majority group members must exist.

- a. True
- b. False

ANSWER: True

17. When out-group members are successful, their success is attributed to personal attributes of the out-group members.

- a. True
- b. False

ANSWER: False

18. Because they are often so unrealistic, media portrayals do not contribute to stereotyping.

- a. True
- b. False

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ANSWER: False

19. Multiple group memberships make relationships between in-groups and out-groups complex.

- a. True
- b. False

ANSWER: True

20. Demonstration of overt, intentional discrimination is considerably less likely now than it has been in the past.

- a. True
- b. False

ANSWER: True

21. At times, non-dominant group members adhere to stereotypes about their own groups.

- a. True
- b. False

ANSWER: True

22. Neosexism occurs when people's reported egalitarian values are in agreement with their negative attitudes toward women.

- a. True
- b. False

ANSWER: False

23. Benevolent sexism is positive and not detrimental to women.

- a. True
- b. False

ANSWER: False

24. Hostile sexism is an antipathy toward women based on negative stereotypes.

- a. True
- b. False

ANSWER: True

25. Practice in negating stereotypes tends to backfire resulting in increased activation of stereotypes.

- a. True
- b. False

ANSWER: False

26. When we first come into contact with others, we categorize them as belonging to an in-group or an out-group.

- a. True
- b. False

ANSWER: True

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27. Efforts to change attitudes of those who are prejudiced but think they are unbiased are the same as efforts to change attitudes of those who acknowledge and express overt prejudice.

- a. True
- b. False

*ANSWER:* False

28. Egalitarians strongly oppose such concepts as human equality and support social, political, and economic privilege.

- a. True
- b. False

*ANSWER:* False

29. Hostile sexism pertains exclusively to women who are hostile toward men based on negative stereotypes.

- a. True
- b. False

*ANSWER:* False

30. Consumer racial profiling involves differential treatment of consumers in the marketplace based on race/ethnicity that constitutes denial of a degradation in the products and/or services that are offered to the consumer.

- a. True
- b. False

*ANSWER:* True