Assessment

Dynamics of Diversity
First Edition

The objectives of this book are to help the user:

- Understand the meaning of diversity in the workplace

- Explore the desirable elements of a diversity training program

- Learn the qualities of good diversity trainers

- Understand the reasons for diversity training

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Assessment Questions for
Dynamics of Diversity, First Edition

Select the best response.

1. *Managing* diversity means:
   - A. Simply recognizing that people are different
   - B. Trying not to divide and separate people
   - C. Encouraging the benefits of diversity
   - D. Believing in the equality of people

2. If a company is found guilty of discrimination, it must pay damages, all attorney fees, and court costs.
   - A. True
   - B. False

3. The most effective diversity training will emphasize:
   - A. Facts, figures, and data
   - B. Large group lecture
   - C. Participation and discussion

4. Of the population of the United States:
   - A. Immigrants make up the largest share of the population increase
   - B. There are more people over age 65 than there are teenagers
   - C. Ten percent of the population is gay or lesbian
   - D. All of the above

5. The belief that addressing diversity issues in the workplace has economic and social benefits is a conviction of:
    A. A few CEOs of progressive companies
    B. Diversity trainers only
    C. Many Fortune 500 companies

6. Starting a diversity effort in a company can be undertaken by:
    A. The CEO only
    B. The Human Resource Department only
    C. Any committed individual

7. Diversity management differs from Affirmative Action and Equal Employment Opportunity in that:
    A. Its main purpose is to eliminate barriers faced by certain groups
    B. It is designed to combat racism and prejudice in hiring practices
    C. It downplays the differences within the population
    D. It takes advantage of the positive aspects of differences

8. When conducting a cultural audit, focus groups should be comprised of small groups of people who share a similar situation or characteristic.
    A. True
    B. False

9. A diversity vision statement should:
    A. Preferably be formulated by senior management
    B. Clarify the current state of diversity management in your organization
    C. Reflect the core principles and values the organization has identified

10. A cultural audit may not be successful if it:
    A. Asks open-ended questions
    B. Conducts one-on-one interviews
    C. Is a one-way information gathering tool
    D. Is conducted by an outside consultant

11. The main function of a diversity task force is to devise strategies for fulfilling the organization's diversity mission.
  A. True
  B. False

12. A human resource manager who works with diversity issues should do all but one of the following. Which one?
  A. Gather comprehensive information
  B. Focus primarily on short-term goals
  C. Work to influence decision makers
  D. Open channels of safe communication
  E. Trust others to help and participate

13. Providing information about diversity through the lecture method is probably the most important part of a diversity training program.
  A. True
  B. False

14. In designing diversity training you should do all but one of the following. Which one?
  A. Review existing programs that might impact on your diversity initiative
  B. Give equal focus to all issues identified in the cultural audit
  C. Design a course to meet your organization's needs
  D. Plan your system of measurement
  E. Start with a pilot program

15. Adults learn best when they can participate in the learning process.
  A. True
  B. False

16. When diversity training participants read and discuss a case study to determine the best ways to act, this is an example of which kind of training focus?
  A. Cognition
  B. Behavior
  C. Emotion
  D. Organization

17. When a diversity trainer helps employees examine company policies on family leave, this is an example of which kind of training focus?
     A. Cognition
     B. Behavior
     C. Emotion
     D. Organization

18. When a diversity training group exercise is designed to reveal how people perpetuate exclusion and prejudice, this is an example of which kind of training focus?
     A. Cognition
     B. Behavior
     C. Emotion
     D. Organization

19. When a diversity trainer presents statistics, demographic data, and laws, this is an example of which kind of training focus?
     A. Cognition
     B. Behavior
     C. Emotion
     D. Organization

20. Diversity training can be far more difficult than most technical and supervisory training because:
     A. Emotions are prominent
     B. Money issues are present
     C. You have to get personal
     D. You have to be a tour guide, not a know-it-all
     E. All of the above

21. For diversity training, pairing up trainers who are different in some visible dimension:
     A. Is a good idea
     B. Is not a good idea

22. The cost of trying to include all employees in diversity training may best be alleviated by:
     A. Training people to be trainers in their own department or unit
     B. Hiring outside consultants

23. Diversity is really a new name for Affirmative Action (AA) and Equal Employment Opportunity (EEO).
    A. True
    B. False

24. A valuable quality for diversity trainers is the ability to:
    A. Manage their own feelings
    B. Make the environment safe
    C. Be skilled with group dynamics
    D. Be comfortable with what they do not know
    E. All of the above

25. Diversity training is morally desirable but is not likely to translate into economic benefits.
    A. True
    B. False

Answer Key for
Dynamics of Diversity, First Edition

Recommended response (Corresponding workbook page)

1. C (4-5)	6. C (10)	11. A (39)	16. B (54-55)	21. A (63)
2. A (6)	7. D (14)	12. B (47)	17. D (57)	22. A (65)
3. C (53)	8. A (34)	13. B (53)	18. C (56)	23. B (13-14)
4. D (6)	9. C (27)	14. B (52)	19. A (54)	24. E (70-71)
5. C (9)	10. C (30)	15. A (53)	20. E (59-61)	25. B (22)