

Name _____ Class _____ Date _____
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Chapter 02: Theories and Thinking About Diversity

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

ANSWER:

c

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

ANSWER:

d

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

ANSWER:

a

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

ANSWER:

b

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

ANSWER:

c

6. Regarding discrimination and/or prejudice:
- Discrimination is differential treatment but does not limit the economic opportunities of members of particular groups.

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- b. Prejudice is described as rationally based, negative attitudes about certain groups and their members.
- 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.

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- c. decreasingly important in today's diverse society.
- d. dissimilar from the text's conceptualization of group awareness.

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

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

- a. True
- b. False

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-

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group.

- a. True
- b. False

ANSWER: True

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