

## Chapter 2

### **Suggested Theories, Models, and Frameworks Used to Address Emerging Diversity Issues in the Workforce**

#### *Multiple Choice Questions*

1. A framework is a:
  - A. General synopsis of interconnected components that links to a certain process that has explicit goals
  - B. General synopsis of interconnected components that links to a certain process that has no goals
  - C. General synopsis of interconnected components that links to a certain process that has few goals

*Answer: A*

2. A model is a:
  - A. Visual explanation of a concept or idea being proposed.
  - B. Non-visual explanation of a concept or idea being proposed.
  - C. Written summary of a concept or idea being proposed.

*Answer: A*

3. A theory is a:
  - A. Non-credible explanation of cause-and-effect relationships among a group of observed phenomena.
  - B. Credible and practical explanation of cause-and-effect relationships among a group of observed phenomena.
  - C. None of the above.

*Answer: B*

4. The purpose of Byrd and Scott's Critical Racism Pedagogy Discussion Model is to:
  - A. Highlight its utility in guiding constructive dialogue on various forms of racism, which includes individual racism.
  - B. Highlight its utility in guiding constructive dialogue on various forms of racism, which includes individual racism and institutional racism.
  - C. Highlight its utility in guiding constructive dialogue on various forms of racism, which includes individual racism, institutional racism, and cultural racism.

*Answer: C*

5. Byrd and Scott's Critical Racism Pedagogy Discussion Model applies these steps to promote Diversity Education and Social Justice:
- A. Education—to introduce historical aspects of racism
  - B. Education—to identify and discuss modern day recurring patterns of historical racism.
  - C. Education—to identify and develop strategies for dismantling racism using structured dialogue.
  - D. Social Justice—to take action and implement strategies identified through dialogue/discussions
  - E. All of the above.

*Answer: E*

6. Diversity Intelligence is a concept and theory that seeks that to advance organizational leaders' understanding of diversity, along with their ability to lead diverse organizations, by:
- A. Integrating diversity intelligence with intellectual intelligence.
  - B. Integrating diversity intelligence with intellectual intelligence and emotional intelligence.
  - C. Integrating diversity intelligence with intellectual intelligence, emotional intelligence, and cultural intelligence.

*Answer: C*

7. The Diverse Voices Conference at Oakland University provides supportive forum for college students, faculty, business professionals, and community members to speak out in support of dismantling social ills as:
- A. Racism.
  - B. Discrimination.
  - C. Sexual Harassment.
  - D. None of the above.

*Answer: D*

8. Which of the following statements do not describe strategies associated with the Model for Creating Diversity:

- A. Hiring a new CEO.
- B. Unfreezing top management's current commitment, vision, and mission towards diversity management in workplace settings.
- C. Moving or developing new diversity management practices and goals.
- D. Refreezing new management policies and practices.

*Answer: A*

9. The Multicultural Organization Framework is one that helps employees reach their personal and professional goals while contributing to the success of the organization by drawing upon the following components:
- A. Leadership, Research and Measurement and Education.
  - B. Culture and management system audit.
  - C. Follow-up.
  - D. All the above

*Answer: D*

10. The Embedded Intergroup Relations Theory Framework explains:
- A. Intergroup dynamics in the workplace.
  - B. The effects of diversity in relation to one's group identity in organizational settings.
  - C. The effects of manager roles in the workplace.

*Answer: B*