

MULTIPLE CHOICE

1. Which of the following best describes the framework of the concept of diversity?
 - a. cross cultural sensitivity and being respectful of different cultures, ethnic groups and races
 - b. intercultural communication in the workplace, as employees require communication skills and cultural savvy to do business in a global context
 - c. all forms of difference using guiding principles of social equity, social justice and anti-oppression
 - d. cultural competency as the ability to practice in a manner that is respectful of and consistent with a person's culture

ANS: C

PTS: 1

REF: The Concept of Diversity: Key Challenges

MSC: Remember

2. Marginalization occurs when groups of lesser social power are pushed to the margins of society. Of the following groups, which would be the most marginalized?
 - a. heterosexual males
 - b. lesbian women of colour
 - c. gay white males
 - d. transgender people of colour

ANS: D

PTS: 1

REF: The Concept of Diversity: Key Challenges

MSC: Remember

3. Which term refers to a macro theory that is interested in those who are oppressed, that critiques social structures that exploit and marginalize members of a society, and whose goal is liberation from oppression?
 - a. social injustice theory
 - b. anti-oppression approach
 - c. celebratory approach
 - d. critical social theory

ANS: D

PTS: 1

REF: Anti-Oppression and Critical Social Theory

MSC: Remember

4. Your grandfather believes that all people of Asian heritage are good at math. What is this an example of?
 - a. cultural relativism
 - b. marginalization
 - c. stereotyping
 - d. tokenism

ANS: C

PTS: 1

REF: The Nature and Dynamics of Oppression

MSC: Higher Order

5. If you live in Canada and are a white, heterosexual male who practises Christianity and speaks English, what are you considered to be, according to these aspects of your social identity?
 - a. a marginalized member of society
 - b. a member of the dominant group
 - c. a member of a historically underserved population
 - d. a member of the non-dominant group

ANS: B PTS: 1 REF: The Nature and Dynamics of Oppression
MSC: Higher Order

6. If you live in Canada and are a woman of colour who does not speak English and you live below the poverty line, what are you considered to be, according to these aspects of your social identity?
- a member of the dominant group
 - a historically privileged member of society
 - a member of the non-dominant group
 - a socially included member of society

ANS: C PTS: 1 REF: The Nature and Dynamics of Oppression
MSC: Higher Order

7. Asher came to Canada when he was 13 as a refugee from Syria. Life was full of challenges and hardships. School was difficult, trying to learn the new language and a new way of life. Despite these hardships, he successfully completed post-secondary education and become a successful lawyer. Although he specializes in immigration law, he refuses to accept cases for individuals from the Middle East, because he does not want to let in any terrorists. What level of internalized oppression is Asher exhibiting?
- personal
 - community
 - structural
 - non-dominant

ANS: B PTS: 1 REF: Multi-Levels of Oppression
MSC: Higher Order

8. In 2005, Canadian law changed to recognize same-sex marriage as legal. Which level of oppression does this change affect?
- structural
 - community
 - personal
 - dominant

ANS: A PTS: 1 REF: Multi-Levels of Oppression
MSC: Higher Order

9. Which statement is the best example of inclusive language?
- The average student worries about test scores.
 - The book was written for firemen.
 - I had a meeting with my female professor.
 - I met with my physician, who is gay, this morning.

ANS: A PTS: 1 REF: Multi-Levels of Oppression
MSC: Higher Order

10. What is the definition of culture?
- the customs and traditions that are unique to a particular ethnic group
 - everything in our social environment that we learn through socialization
 - the race, ethnicity, and language of a particular group
 - similarities and differences across human groups

ANS: B PTS: 1 REF: Multi-Levels of Oppression
MSC: Remember

11. Which workplace diversity initiative is a good example of best practice?
- a. giving mandatory diversity training workshops that all employees attend in order to prevent lawsuits or human rights complaints
 - b. giving diversity training in which employees can learn what makes some groups different
 - c. creating an inclusive working environment by promoting equity and removing barriers that prevent full participation
 - d. creating an inclusive working environment by establishing affinity groups that people can identify with

ANS: C

PTS: 1

REF: Multi-Levels of Oppression

MSC: Higher Order

12. Sarah is a woman who has experienced oppression and who has been marginalized in the community where she lives. It is hard for Sarah to know if this oppression is a result of her race, gender, religion, sexual orientation, or physical abilities. She believes it is likely a combination of all of these. What is this complexity of identity called?
- a. fluidity
 - b. salience
 - c. homogeneity
 - d. intersectionality

ANS: D

PTS: 1

REF: Intersectionality and the Matrix of Oppression

MSC: Higher Order

13. Which of the following is part of every form of oppression and experienced by every oppressed group?
- a. heterogeneity
 - b. homogeneity
 - c. intersectionality
 - d. power

ANS: A

PTS: 1

REF: Heterogeneity Within Oppressed Groups

MSC: Remember

14. Every day at school Lu experiences fellow students making comments towards her about her appearance. They call her a boy, lesbian, and dyke. Some say "I am only joking," but it doesn't make it hurt any less. What is Lu experiencing?
- a. person-specific bullying
 - b. cyberbullying
 - c. biased-based bullying
 - d. homogeneity

ANS: C

PTS: 1

REF: Bullying as Oppression

MSC: Higher Order

15. Which term refers to the use of the Internet, social networking sites, websites, email, text messaging, and instant messaging to intimidate or harass others?
- a. person-specific bullying
 - b. cyberbullying
 - c. biased-based bullying
 - d. homogeneity

ANS: B

PTS: 1

REF: Bullying as Oppression

MSC: Remember

16. John comes from a wealthy, white suburban family with a long history of attending a prestigious private school. Although he is not the strongest academic student applying, because of his family's connection to the institution, he is accepted over a stronger academic student. Which of the following is tied to John's acceptance?
- privilege
 - wealth
 - race
 - geographical location

ANS: A

PTS: 1

REF: Unpacking Our Privilege

MSC: Higher Order

17. Company XYZ is made up of 40 senior and mid-level executives who are all men, and 45 administrative assistants who are all women. The president of the company, to show he is all about equal opportunity, agrees to hire a woman executive. What is this hiring practice an example of?
- equality
 - inclusion
 - tokenism
 - equity

ANS: C

PTS: 1

REF: Journey Towards Justice and Equity

MSC: Higher Order

18. A group of women who were survivors of sexualized violence decided to create a not-for-profit organization in their community to assist other survivors. In the planning and development of this organization, they were careful to ensure they would create an environment where everyone would feel welcomed, invited to participate, and valued for their contributions. They were also careful in developing hiring and service practices that recognized that people who experienced multiple or intersecting inequities—such as racism, classism, homophobia, transphobia, ableism, and so on—were often targeted to a greater extent for sexualized violence. What was this organization intentionally practising?
- equality
 - inclusion
 - tokenism
 - social stratification

ANS: B

PTS: 1

REF: Journey Towards Justice and Equity

MSC: Higher Order

19. Rico and Danielle have both been working for the same company for the past three years. They have comparable education and work experience; however, Rico is making \$10,000 more a year than Danielle. What is this inconsistency of wage an example of?
- social inequality
 - equality
 - equity
 - social norms

ANS: A

PTS: 1

REF: Journey Towards Justice and Equity

MSC: Higher Order

20. What is the goal of the 94 recommendations made by the Truth and Reconciliation Commission?
- to increase social awareness of residential schools
 - to bring about social justice to reverse effects of cultural genocide
 - to generate payment and compensation for the harm done to those affected
 - to make people feel guilty

ANS: B
MSC: Higher Order

PTS: 1

REF: Journey Towards Justice and Equity

21. Which term refers to a social justice model that is concerned with fair allocation of resources between different groups within a society?
- a. tokenism
 - b. distributive and redistributive justice
 - c. marginalization
 - d. institutionalized justice

ANS: B
MSC: Remember

PTS: 1

REF: Journey Towards Justice and Equity

22. A group of women came to a clothing redistribution centre and were all given a pre-packaged bag of clothes. This is an example of equality. A second group of women went to a different centre and were asked what they were looking for and were given clothing specific to their needs. What is this an example of?
- a. equanimity
 - b. equity
 - c. undeserved justice
 - d. redistributive justice

ANS: B
MSC: Higher Order

PTS: 1

REF: Journey Towards Justice and Equity

23. Canada's publicly funded health care system is designed to ensure that everyone has the same access to health care services and providers regardless of their ability to pay for care. Which concept is the basis this health-care system's design?
- a. equality
 - b. inclusion
 - c. tokenism
 - d. equity

ANS: A
MSC: Higher Order

PTS: 1

REF: Equity Versus Equality

24. You are a health-care planner working with a community affected by poverty. Your responsibility is to plan services and programs to ensure that members of the community have what they need to achieve and maintain health and well-being. Research evidence has told you that people who live in poverty are frequently less healthy than those with greater income. As a result, you develop additional services and programs, rather than just the standard ones, to offset the impact of substandard housing, limited access to fresh, nutritious foods, and exposure to unsafe environments. What concept does your approach use?
- a. equality
 - b. inclusion
 - c. tokenism
 - d. equity

ANS: D
MSC: Higher Order

PTS: 1

REF: Equity Versus Equality

25. You attend a conference where lunch is provided to the participants. Everyone is seated at a table in the dining hall at noon. Servers deliver each person a plate with the same food of equal portions. What concept is the design and distribution of your lunch reflecting?

- a. equality
- b. inclusion
- c. tokenism
- d. equity

ANS: A PTS: 1 REF: Equity Versus Equality
 MSC: Higher Order

26. You attend a wedding with a buffet dinner for guests. You are invited to serve yourself from a large variety of food dishes designed to meet a wide range of tastes, nutritional needs, and dietary requirements. The buffet style allows guests to choose their own portion sizes. What concept is the design and distribution of your dinner reflecting?
- a. equality
 - b. inclusion
 - c. tokenism
 - d. equity

ANS: D PTS: 1 REF: Equity Versus Equality
 MSC: Higher Order

27. Alyssa attended a group session where she was asked to tell members something about herself. She described herself to the group as someone who was “well-educated with a great sense of humour and a contagious laugh.” What was Alyssa conveying aspects of?
- a. her ascribed identity
 - b. her social identity
 - c. her hybrid identity
 - d. her personal identity

ANS: D PTS: 1 REF: Knowing Your Own Story
 MSC: Higher Order

28. On the first day of class, the teacher asks Samantha to tell her classmates something about herself. Samantha responds, “The most important thing about me is that I am a loving daughter from a very happy family.” What is Samantha conveying aspects of?
- a. her ascribed identity
 - b. her social identity
 - c. her hybrid identity
 - d. her personal identity

ANS: B PTS: 1 REF: Knowing Your Own Story
 MSC: Higher Order

29. When discussing someone’s identity, which term refers to the focus on their most noticeable or most important characteristics?
- a. fluidity
 - b. salience
 - c. homogeneity
 - d. intersectionality

ANS: B PTS: 1 REF: Knowing Your Own Story
 MSC: Remember

30. Chapter 1’s “In Their Shoes” feature relates the story of a 21-year-old post-secondary student who, while studying at university, discovers he has a brain tumour. In a matter of days his life changes, as does his identity. What is this change of identity called?

- a. fluidity
- b. salience
- c. homogeneity
- d. intersectionality

ANS: A

PTS: 1

REF: In Their Shoes

MSC: Higher Order

SHORT ANSWER

1. Explain the three levels of oppression? Give a real-world example for each level.

ANS:

Personal level – negative stereotypes or prejudice, both conscious and unconscious

Cultural level – dominant groups maintaining hierarchy and imposing their culture as the superior culture

Structural level – society's laws, policies and practices, institutions, economic and political systems favour the dominant group at the expense of the non-dominant group

Remainder of answer will vary.

PTS: 1

REF: Multiple Levels of Oppression

2. Give a real-world example to demonstrate the difference between equality and equity.

ANS:

Answers will vary. Any example should demonstrate that equality means same and social equity means that everyone has what is right for them. An example could be as follows: you play on a softball team and everyone gets a size large shirt verses the team manager asking each player what size they would like and ordering what they want.

PTS: 1

REF: Equity Versus Equality