

## **Chapter 2: Theories and Thinking About Diversity**

### **Multiple Choice**

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, p. 39

2. Stereotypes
  - A. can be “positive” or “negative”.
  - B. can prevent individuals from being hired.
  - C. are part of the categorization process that help individuals order their environment.
  - D. are overgeneralizations of characteristics to large human groups.
  - E. All of the above.

Answer: E, pp. 37, 42-43

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, p. 45

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, p. 47

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, p. 42

6. Regarding discrimination and/or prejudice:
- A. Discrimination is differential treatment that serves to limit the social, political, or economic opportunities of members of particular groups.
  - B. Prejudice is described as irrationally based, negative attitudes about certain groups and their members.
  - C. Given power to act on prejudice, discrimination may occur.
  - D. All of the above.
  - E. A and C only above.

Answer: D, p. 41, 42

7. Which of the following is true concerning the research findings of McCarthy and her colleagues in using structured interviews to select employees?
- A. Applicant race and sex were not associated with their ratings by the interviewers.
  - B. Applicant/interviewer similarity in race and sex was related to applicant ratings.
  - C. Using highly structured interviews was not helpful in reducing bias in selection.
  - D. Using highly structured interviews was too time-consuming to be practical for selecting employees.

Answer: A, p. 46

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.
  - E. All of the above.

Answer: C, p. 53

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, p. 56

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, p. 58

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 Dworkin and Dworkin's conceptualization of group awareness.

Answer: B, p. 44

12. Which of the following is true of the media and diversity issues?
- A. Although Whites commit a greater proportion of drug-related crimes, Blacks and Hispanics are more 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 causes resistance to diversity.
  - D. All of the above.
  - E. A and B only above.

Answer: D, p. 49

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.
  - E. All of the above are true.

Answer: D, p. 39

**True/False**

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

Answer: True, p. 37

2. Stereotyping is often an unconscious process.

Answer: True, p. 37

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

Answer: True, p. 40

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

Answer: False, p. 47

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

Answer: False, pp. 49-50

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

Answer: True, p. 50

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

Answer: True, p. 53

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

Answer: True, p. 51

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

Answer: False, p. 57

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

Answer: False, p. 56

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

Answer: True, p. 56

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

Answer: False, p. 57

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

Answer: True, p. 45

14. 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.

Answer: False, p. 58

**Short Answer/Essay**

See Instructors' Manual for suggested questions.