TEST BANK

CHAPTER ONE - DIVERSITY: AN OVERVIEW

CH 1 – Define
diversity
culture
cultural landscape
digital natives
digital immigrants
quadroon
octoroon
globalization
glocalization
global perspective
role conflict
assimilation
pluralism
cultural lag
glass ceiling
digital divide
cultural cruise control
dimensions of diversity
race
ethnicity
gender
social class
values
master status
diversity consciousness
diversity education
diversity skills

CH 1 - Multiple Choice
1. According to the text, diversity refers to
    a. only race and gender
    b. individual but not cultural differences
    c. cultural but not individual differences
    d. all of the ways in which people are different

2. Culture refers to
    a. language
    b. beliefs
    c. rules
    d. all of the above

3. An estimated ____ languages are spoken throughout the world.
   a. 200
   b. 1,000
   c. 7,000
   d. 70,000

4. Maria is a member of the "baby-boom generation." Unlike the children of today, she was not born into the digital world but learned the language as well as the new technology later in life. Thus, we can refer to Maria as a
   a. digital native
   b. digital immigrant
   c. digital millennial
   d. digital introvert

5. According to U.S. Census data cited in the text, which of the following are included among the ten names in the U.S.?
   a. Rodriguez
   b. Smith
   c. Williams
   d. All of the above
   e. Only b and c

6. U. S. Census data indicate that
   a. the country's earliest inhabitants were monocultural
   b. the percentage of Whites will gradually increase by the year 2050
   c. the cultural landscape has changed very little since 1790
   d. most of the population now lives in urban areas
   e. all of the above

7. Racial and ethnic minorities now make up approximately ___ of the U.S. population.
   a. one-tenth
   b. one-fifth
   c. one-third
   d. one-half
   e. two-thirds

8. Approximately ___ of respondents identified themselves as members of more than one race in the 2000 U. S. Census.
   a. 3 percent
   b. 20 percent
   c. 33 percent
   d. 50 percent

9. U. S. demographic data indicate that
   a. the international student population is declining rapidly
   b. women will make up almost 50 percent of the labor force by the year 2050
   c. the percentage of workers with disabilities will continue to decrease
   d. all of the above

10. _____ is the author of *The World is Flat*.
    a. McLuhan
    b. Rodriguez
    c. Takaki
    d. Friedman
    e. Covey

11. According to Marshall McLuhan, technological advances have transformed our social world into a
    a. global village
    b. virtual culture
    c. digital divide
    d. foreign country

12. As a global business, IBM finds that it must adapt to local cultures and practices. This blending of global and local ideas and practices is referred to as
    a. cultural fine tuning
    b. cultural cruise control
    c. glocalization
    d. cultural lag
    e. socioglobal transformation

13. Chapter One addresses a number of different reactions to our changing cultural landscape. Which of the following reactions is most likely to lead to cultural misunderstandings and conflict?
    a. cultural cruise control
    b. beginning adjustments
    c. fine tuning
    d. cultural mindfulness

14. The term "melting pot" is most closely associated with
    a. nativism
    b. assimilation
    c. segregation
    d. transculturation
    e. pluralism

15. The image of a quilt made up of many different colors reflects which of the following views of diversity:
    a. nativism
    b. assimilation
    c. pluralism
    d. transculturation
    e. the melting pot

16. Dimensions of diversity
    a. are found within groups
    b. are found within individuals
    c. may be hidden or visible
    d. all of the above

17. Dimensions of diversity include
    a. race
    b. social class
    c. learning style
    d. all of the above
    e. only a and b

18. Diversity consciousness refers to
    a. awareness
    b. understanding
    c. skills
    d. all of the above
    e. only a and b

19. Which of the following illustrates diversity consciousness?
    a. Becoming aware of possible gender differences in the way people communicate
    b. Being ready and able to adapt when communicating with men and women
    c. Understanding why men and women sometimes misunderstand each other
    d. All of the above
    e. Only a and c

20. Diversity consciousness is
    a. common sense
    b. simply ignoring differences
    c. the result of good intentions
    d. important for all of us
    e. all of the above

CH 1 - True-False

1. According to the text, diversity refers to all of the ways in which people are different.
2. According to the text, diversity is a new phenomenon.
3. At the present, a majority of the U.S. population lives in rural areas.
4. Census 2000 data show that Asians and Pacific Islanders as well as Hispanics are the two fastest-growing minority populations in the U.S.
5. In the most recent Census, respondents could identify themselves as belonging to more than one racial category.
6. The glass ceiling refers to attitudes, policies, and procedures that have created more upper-level management opportunities for minorities and women.
7. Demographic data indicate that women, minorities, and people with disabilities will continue to account for the vast majority of new entries in the U.S. workforce.
8. Employment projections show that workers with disabilities will make up a much smaller percentage of the U.S. labor force in the years ahead.
9. According to Friedman, people and cultures are becoming more and more independent in the twenty-first century.
10. When cultural lag occurs, one part of a culture is not keeping pace with another part.
11. Shifting into "cultural cruise control" allows us to interact effectively in diverse settings.
12. Pluralism refers to the process by which people lose their cultural differences and blend into the wider society.
13. Assimilation refers to the process through which cultural differences are acknowledged and preserved.
14. Diversity consciousness means ignoring differences and treating everybody the same.
15. Race and gender are examples of master statuses.
16. According to the text, diversity is a new phenomenon.
17. One form of diversity education is study circles.

CH 1 – Fill In

1. _____ _____ refer to people who are "native speakers" of the language of computers, video games, and the Internet, while the term _____ _____ refers to those people who were not born into the digital world but learned about the new technology later in life.
2. In Chapter One, the author emphasizes the importance of developing a _____ perspective, meaning a view of the world and our place in it.
3. Generally, high school dropouts and college graduates vary in their ability to access and use information and communication technologies. This gap is known as the _____ _____ .
4. Malcolm assumes that his values, norms, and beliefs are universal. When he interacts with others, he is oblivious to any number of cultural differences. Malcolm's inability to react and adjust effectively to different cultural situations is described in Chapter One as _____ _____ _____.

CH 1 - Essay

1. Explain what is meant by our changing cultural landscape.
2. Describe and give examples of demographic, social, and cultural changes that are responsible for the growing importance of diversity.
3. Explain three benefits of developing a global perspective.
4. Each of us reacts to our changing cultural landscape in a variety of ways. Specifically, we might shift into cultural cruise control, or perhaps make beginning adjustments or fine tuning. Discuss one specific personal encounter. How would you identify your reaction (cultural cruise control, beginning adjustments, or fine tuning) and why? Be as specific as possible.
5. Contrast assimilation and pluralism and give an example of each.
6. Assimilation may have both negative and positive consequences for immigrants to the U.S. Explain.
7. According to the text, dimensions of diversity interrelate. Explain why, using examples to support your answer.
8. Discuss one example that illustrates each of the following statements:
    a. Dimensions of diversity may be hidden or visible.
    b. Dimensions of diversity are found within groups as well as within individuals.
    c. Dimensions of diversity are in a constant state of flux.
    d. Dimensions of diversity are not always clear-cut or easily defined.
9. Explain the difference between diversity education and diversity training.
10. The author discusses a number of diversity myths. List and explain three of these myths.

Answer Key – Chapter One

Multiple Choice:
1. d
2. d
3. c
4. b
5. d
6. d
7. c
8. a
9. b
10. d
11. a
12. c
13. a
14. b
15. c
16. d
17. d
18. d
19. d
20. d

True/False:
1. T
2. F
3. F
4. T
5. T
6. F
7. T
8. F
9. F
10. T
11. F
12. F
13. F
14. F
15. T
16. F
17. T

Fill In
1. digital natives, digital immigrants
2. global
3. digital divide
4. cultural cruise control