

**Test Bank**  
**Cultural Diversity: A Primer for the Human Services**  
5th Edition

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**Multiple Choice**

1. The 2000 Census, for the first time, attempted to identify what cultural group?
  - A. American Indian
  - B. Pan American
  - C. Multiracial
  - D. Bi-Racial

ANS: C

REF: Demographics

2. Which of the following factors contribute most substantially to demographic shifts in the U.S. population?
  - A. Increased self-identification to minority groups
  - B. Lower mortality rates among minorities
  - C. Increased immigration and birthrate
  - D. Changing labor demographics

ANS: C

REF: Demographics

3. Which of the following is NOT noted as a reaction to growing diversification in the U.S. population?
  - A. Return to “traditional values”
  - B. Strained relations amongst People of Color
  - C. Anti-immigrant sentiment
  - D. Anti-affirmative action sentiment

ANS: B

REF: Reactions to Changing Demographics

4. Why is it important to personalize conversations about culture and race in a learning environment?
- A. It builds support groups for students struggling with race-related content.
  - B. It minimized name-calling and labeling.
  - C. It acts as a mechanism for students to recognize and take responsibility for their own biases and experiences.
  - D. It ensures confidentiality rules will be respected.

ANS: C

REF: The Fear and Pain Associated With Moving Toward Cultural Competence

5. According to Bennett, ethnorelativism is:
- A. the perspective that values and identity are not ethnically bound.
  - B. the perspective that behavior is assess in relation to one's own cultural standards.
  - C. the perspective that behavior can only be understood within a cultural context.
  - D. the perspective that values are constructed by culture.

ANS: C

REF: The Fear and Pain Associated With Moving Toward Cultural Competence

6. Which of the following best describes the role of self-honesty in the pursuit of cultural competency?
- A. Being honest with oneself about one's own feelings about race creates unnecessary noise in the pursuit of cultural competency.
  - B. Self-honesty allows one to demonstrate sustained commitment to cultural competency.
  - C. Denial of one's own negative feelings about race, culture and ethnicity inhibits one's ability to discover the power of cultural competency.
  - D. One should be honest with themselves about the time it will take to become culturally competent.

ANS: A

REF: Speaking Personally About Cultural Competence

7. Which statement best summarizes Cross et. al's perspective on family and its role in a culturally competent care system?
- A. Family, as defined by the client's culture, should be understood as the context within which the client functions.
  - B. Family dynamics often contribute to client issues and therefore should not be a primary point of intervention.
  - C. Family definitions are consistent throughout minority ethnic groups
  - D. May not be the primary support when church and community resources are available.

ANS: D

REF: A Model of Cultural Competence

8. In working with diverse clients, practitioners should be aware of issues related to self-esteem, identity formation, isolation, and role assumption. All of these issues are likely related to which of the following?
- A. Cultural history
  - B. Family structure
  - C. Diversity within culture
  - D. Minority status

ANS: C

REF: A Model of Cultural Competence

9. What is a common pitfall of agencies in the cultural blindness stage on the cultural competence continuum?
- A. Utilizing providers of color only with clients of their own ethnicity
  - B. Perpetuating social biases and paternalism
  - C. Applying dominant culture approaches to all clients
  - D. Failing to provide unbiased service

ANS: D

REF: A Model of Cultural Competence

10. What unique activities do agencies in the cultural proficiency stage of the cultural competence continuum undertake?
- A. Providing competent cross-cultural service delivery
  - B. Seeking advice from minority communities
  - C. Hiring Providers of Color
  - D. Advocacy and research related to multiculturalism in the health care system

ANS: D

REF: A Model of Cultural Competence

11. Which of the following stages of the cultural competence continuum do most agencies fall under?
- A. Cultural blindness
  - B. Basic cultural competence
  - C. Cultural pre-competence
  - D. Cultural proficiency

ANS: C

REF: A Model of Cultural Competence

12. A common implication of dynamics of difference is miscommunication. Which of the following is NOT a common cause of cross-cultural miscommunication?
- A. Experiences the client or practitioner have had with members of the other's cultural group
  - B. Current political relations between the client and practitioner's cultural groups
  - C. Differences in cultural style
  - D. Language barriers between the practitioner and client

ANS: D

REF: A Model of Cultural Competence

13. Which of the following is NOT a characteristic of a culturally skilled counselor, as defined by Arrendondo, et al?
- A. Understanding of the counselor's own worldview
  - B. Understanding of agency cultural competence
  - C. Understanding of clients' worldview
  - D. Use of culturally appropriate intervention strategies

ANS: B

REF: A Model of Cultural Competence

14. Which of the following is NOT a reason to adjust generic helping practices when working with culturally diverse clients?
- A. Generic helping practices have their roots in the dominant cultural paradigm.
  - B. The use of a provider of color will be more successful.
  - C. Treatment goals can differ based on cultural values.
  - D. Interaction style will be better accepted if familiar to the client.

ANS: B

REF: A Model of Cultural Competence

15. In 2002, the APA added which of the following requirements for psychologists related to issues of diversity?
- A. Psychologists must become experts in one of more culture outside of their own.
  - B. Psychologists must demonstrate multicultural ethical commitment.
  - C. Psychologists must obtain training and experience understanding factors associated with diverse groups of clients when essential for implementation of service or research.
  - D. Psychologists must participate in culture-centered and ethical psychological research.

ANS: C

REF: A Model of Cultural Competence

16. Which of the following process defined by Fisher and the APA discusses the creative application of APA ethics code to fit individual cultural context?
- A. Multicultural ethical commitment
  - B. Multicultural ethical awareness
  - C. Goodness of fit ethics
  - D. Multicultural ethical decision-making

ANS: A

REF: A Model of Cultural Competence

### ESSAY QUESTIONS

1. How has the pursuit of cultural competence changed in the helping professions? What are some of the underlying reasons for these changes?
2. Describe the key strategies or “ground rules” for creating an effective learning environment in relation to discussions of race and ethnicity.
3. Agencies in the cultural pre-competence stage of cultural competence often have a difficult time making progress, despite sincere efforts. What are some of the underlying reasons for this stunted development?
4. Knowledge of the client’s culture is one of Cross et al.’s five cultural competence skill areas. Given that it is impossible to know every culture in depth, what can service providers do to ensure they bring the appropriate understanding into their interaction with clients?
5. Describe the difference between multicultural ethical commitment and multicultural ethical awareness. Discuss how they support each other in ethical decision making.

## Chapter 2: What It Means to Be Culturally Competent

6. Discuss the dilemma in enforcing professional standards outlined in the chapter (APA and ACA).