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| 1. According to the text, characteristics of minority or non-dominant groups often include

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|   | 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 |

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| *ANSWER:* | c |

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| 2. Stereotypes

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|   | a.  | can only be  “negative”. |
|   | b.  | prevent individuals from being fired. |
|   | c.  | are not part of the categorization process that help individuals order their environment. |
|   | d.  | are overgeneralizations of characteristics to large human groups. |

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| *ANSWER:* | d |

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| 3. In-group favoritism

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|   | 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. |

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| *ANSWER:* | a |

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| 4. The fundamental attribution error

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|   | 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. |

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| *ANSWER:* | b |

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| 5. Prescriptive stereotyping refers to

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|   | 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. |

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| *ANSWER:* | c |

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| 6. Regarding discrimination and/or prejudice:

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|   | a.  | Discrimination is differential treatment but does not limit the economic opportunities of members of particular groups. |
|   | b.  | Prejudice is described as rationally based, negative attitudes about certain groups and their members. |
|   | c.  | Given power to act on prejudice, discrimination is actually less likely to occur. |
|   | d.  | Discrimination serves to limit the social and political opportunities of members of particular groups. |

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| *ANSWER:* | d |

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| 7. Which of the following best describes "structured interviews"?

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|   | a.  | A series of job-related questions with pre-determined answers that are consistently applied across all interviews for a  particular job. |
|   | b.  | A series of job-related questions without specific answers that are consistently applied across all interviews for a  particular job. |
|   | c.  | A series of job-related questions with pre-determined answers that are targeted toward specific  interviews for a  particular job. |
|   | d.  | A series of job-related questions without specific answers that are targeted toward specific interviews for a  particular job. |

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| *ANSWER:* | a |

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| 8. Aversive racism

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|   | 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. |

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| *ANSWER:* | c |

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| 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

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| --- | --- | --- | --- | --- |
|   | a.  | neosexism | b.  | hostile sexism |
|   | c.  | benevolent sexism | d.  | ambivalent sexism |

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| *ANSWER:* | d |

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| 10. Strategies to reduce propensities to engage in in-group, out-group categorizations include

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| --- | --- | --- |
|   | 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. |

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| *ANSWER:* | a |

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| 11. Social identity is

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|   | 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 the text's conceptualization of group awareness. |

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| *ANSWER:* | b |

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| 12. Which of the following is true of the media and diversity issues?

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|   | a.  | Blacks and Hispanics commit a greater proportion of drug-related crimes but are less 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 aids in the acceptance of diversity. |
|   | d.  | Reformation within the media has resulted in the elimination of anything that might be a barrier to diversity. |

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| *ANSWER:* | b |

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| 13. Which of the following is **not true** of age and diversity at work?

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| --- | --- | --- |
|   | 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. |

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| *ANSWER:* | d |

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| 14. Minority groups are not necessarily fewer in number than majority groups.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

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| *ANSWER:* | True |

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| 15. Stereotyping is often an unconscious process.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

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| --- | --- |
| *ANSWER:* | True |

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| 16. For subordinating systems to work, distinguishing physical or cultural traits between minority and majority group members must exist.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

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| --- | --- |
| *ANSWER:* | True |

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| 17. When out-group members are successful, their success is attributed to personal attributes of the out-group members.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

|  |  |
| --- | --- |
| *ANSWER:* | False |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 18. Because they are often so unrealistic, media portrayals do not contribute to stereotyping.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

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| --- | --- |
| *ANSWER:* | False |

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| 19. Multiple group memberships make relationships between in-groups and out-groups complex.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

|  |  |
| --- | --- |
| *ANSWER:* | True |

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| 20. Demonstration of overt, intentional discrimination is considerably less likely now than it has been in the past.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

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| --- | --- |
| *ANSWER:* | True |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 21. At times, non-dominant group members adhere to stereotypes about their own groups.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

|  |  |
| --- | --- |
| *ANSWER:* | True |

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| 22. Neosexism occurs when people’s reported egalitarian values are in agreement with their negative attitudes toward women.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

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| --- | --- |
| *ANSWER:* | False |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 23. Benevolent sexism is positive and not detrimental to women.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

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| --- | --- |
| *ANSWER:* | False |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 24. Hostile sexism is an antipathy toward women based on negative stereotypes.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

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| --- | --- |
| *ANSWER:* | True |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 25. Practice in negating stereotypes tends to backfire resulting in increased activation of stereotypes.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

|  |  |
| --- | --- |
| *ANSWER:* | False |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 26. When we first come into contact with others, we categorize them as belonging to an in-group or an out-group.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

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| --- | --- |
| *ANSWER:* | True |

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| 27. 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.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

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| --- | --- |
| *ANSWER:* | False |

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| 28. ​Egalitarians strongly oppose such concepts as human equality and support social, political, and economic privilege.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

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| --- | --- |
| *ANSWER:* | False |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 29. Hostile sexism pertains exclusively to women who are hostile toward men based on negative stereotypes.​

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

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| *ANSWER:* | False |

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| 30. ​Consumer racial profiling involves differential treatment of consumers in the marketplace based on race/ethnicity that constitutes  denial of a degradation in the products and/or services that are offered to the consumer.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

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| --- | --- |
| *ANSWER:* | True |

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