**TEST BANK AND ANSWER KEY**

**Chapter 1: Understanding Ourselves and Others: Clarifying Values and Language**

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| **CHAPTER OUTLINE** | **RELEVANT TEST ITEMS** |
| **THE ROLE OF VALUES IN HUMAN DIFFERENCES**  What is the relationship between a person’s values and behaviors?  What inconsistencies exist between American values and American behaviors?  Are values individually chosen or are we taught to  accept certain values?  How does the way values are taught explain the  inconsistency between values and behavior?  Why should anyone be concerned about inconsistencies between values and behavior?  Should parents rather than schools teach values to children?  What problems can interfere with making ethical  decisions? | Multiple choice 1-12  Essay 28-30 |
| **DEFINING TERMS RELATED TO HUMAN DIFFERENCES**  How do negative attitudes develop?  How does confirmation bias influence people, and can it be overcome?  What are the differences among race, ethnicity, and nationality?  What are minority groups and why are they called minority groups?  How have minority groups been perceived by the  majority?  How have labels been used to define and control subordinate groups?  What is the impact of labels on individuals who are labeled?  How are negative bureaucratic terms as harmful as  social derisive terms?  How has our society responded to social problems experienced by minority groups? | Multiple Choice 13-23  Essay 31 - 32 |

**Multiple Choice Questions**

1. What is a belief?

a. A combination of attitudes

b. Instruction that forces someone to accept an ideology

c. An inference a person makes about reality

d. An inclination that inhibits impartial judgment

1. What is an inference about reality?

a. A value

b. An attitude

c. A belief

d. A bias

1. People decide to take action or avoid an action based on their

a. Values

b. Beliefs

c. Attitudes

d. Universalistic perspective

1. Danny has worked hard all his life to send his children to college. He went to a parent teacher meeting and participated in his sons’ school activities. He was frugal with his money, missing vacations and expensive activities, to save for a college fund. To Danny education is a(n)

a. Belief

b. Value

c. Attitude

d. Universalistic perspective

1. Qwashma is a 16 year old girl. She does not want to dress in styles her parents like because she insists that she wants to show her own individual style; however, she and her friends dress exactly alike, even sharing clothing, jewelry, makeup and hair coloring. What is Qwashma demonstrating?

a. Indoctrination

b. Consistent inconsistency

c. Values

d. Majority rule

1. Which of the following is not a listed as a top nine core values of American society?

a. Right to bear arms

b. Equality

c. Rule of law

d. Community and National Welfare

1. Six year old Jhante insists he can dress himself for school alone but he often ends up wearing strange combinations of superhero costumes and cowboy boots. His mom wants him to dress nicely so in the morning she lays out 2 shirts and 2 pants for him to pick from. What approach is Jhante’s mother using to get him to dress nicely?

a. Setting an example

b. Appealing to his conscience

c. Limited choices

d. Persuading or convincing

1. Dr. Cartaina assigns his students in an introductory education class to watch a movie about a great teacher and discuss the difficulties and triumphs the teacher faced during class. In what way is Dr. Cartaina teaching the value of perseverance to his students?

a. Reinforcing dogma

b. Enforcing rules and regulations

c. Offering limited choices

d. By providing inspirational materials

1. Courtney’s parents tell her that she should never smoke, giving her many reasons why it is a bad habit, however they smoke. What are Courtney’s parents illustrating?

a. Values

b. Indoctrination

c. Commitment

d. Hypocrisy

1. As a teenager, Je questions his parents’ values and wants to make up his own mind about his life. His parents insist that to question them goes against the family and they expect him to accept their values without question. What does this way of teaching values illustrate?

a. Indoctrination

b. Hypocrisy

c. Limiting choices

d. Persuasion to accept values

1. According to Kniker (1977) which of the following is not an effective method to   
   approach teaching values?

a. Tell children what to do and expect them to do it without question

b. Listen to the perspectives of others

c. Offer opportunities for discussion and debate

d. Ask them to consider how their actions will affect others

1. Joe is an accountant who believes that women are not good in mathematical professions. He is in charge of hiring someone to help out in his business part time. After interviewing two candidates, he hires the male over the female although she was better qualified for the job. This is an example of what concept?

a. Bias

b. Discrimination

c. Stereotype

d. Prejudice

1. Put the following terms in order from least intensity to strongest intensity.

a. Stereotype, bias, prejudice, bigotry

b. Bias, stereotype, prejudice, bigotry

c. Bigotry, prejudice, stereotype, bias

d. Bias, stereotype, bigotry, prejudice

1. Stereotypes that are considered positive

a. Are not harmful because they cast persons or groups favorably.

b. Are more accurate than negative stereotypes.

c. Allow for more accurate perceptions of persons or groups to be formed.

d. Create inaccurate perceptions of persons or groups.

1. Which of the following statements is not accurate about stereotypes?

a. Stereotypes can be positive or negative.

b. Positive stereotypes can be as harmful as negative stereotypes.

c. Stereotypes allow accurate perceptions about others to be formed.

d. Stereotypes assume a person has a particular trait based on their group   
 membership.

1. How can teachers encourage students to overcome confirmation bias?

a. By asking them to take a stance and stick to it

b. By teaching students to be open minded when faced with contradictory or ambiguous information

c. By telling them to accept the word of the teacher as fact

d. By realizing that it is not the job of schools to teach values and following the beliefs of the parents

1. Terry believes that teenagers are lazy troublemakers even though he has   
   experienced many teenagers who work hard at their jobs and in school. When he sees a teenager not working or reads a newspaper story about a teenager who gets in trouble, he complains loudly about the lack of work ethic in teenagers today. What is Terry exhibiting?

a. Discrimination

b. Bigotry

c. Confirmation bias

d. Values

1. Calvin, a Caucasian man from South Africa, moved to the United States at the age of 20 to go to school for physical therapy. He stayed in the United States and became a U.S. citizen. During a session his client, Nanci, noticed his unusual accent and asked him where he was from. When he replied South Africa, the client smiled and said, “Well, you are the first white African American I have ever met.” This made Calvin uncomfortable and he quickly changed the subject. Was Nanci correct in saying Calvin was a white African American?

a. Yes, Calvin’s race was white and his ethnicity was African and his nationality was American.

b. Yes, Calvin’s ethnicity was white and his nationality was African and his race was American.

c. No, Calvin was white and African Americans are black.

d. No, Calvin nationality will always be South Africa even if he changes his   
 citizenship.

1. Race refers to \_\_\_\_\_\_\_\_ while ethnicity refers to \_\_\_\_\_\_\_\_.

a. A scientific concept; cultural differences

b. Physical differences; cultural differences

c. A non-scientific concept; nationality

d. Skin color; an individual’s native language

1. You are at a meeting. In the meeting are 12 white males, 14 black males, 2 Latino males, 29 White females, 36 black females and 4 Latina females. Which group would be considered the majority or dominant group by American standards?

a. White females

b. White males

c. Black males

d. Black females

1. A distinction between the terms ʺminority groupʺ and ʺdiversityʺ is that

a. They can be used interchangeably.

b. ʺMinority groupsʺ concede power to majority groups while ʺdiverseʺ groups share power equally.

c. ʺMinority groupʺ refers only to race while ʺdiversityʺ refers to all manner of human differences.

d. ʺMinority groupʺ implies an oppressive power differential while ʺdiversityʺ refers to all manner of human differences.

1. How are group labels and human behavior related?

a. There is no correlation has been found between group labels and human behavior.

b. A person’s sense of identity is not affected by labels.

c. Prejudice is often based upon those labels.

d. Labels cannot be used to control group behavior.

1. Differences in the interpretations of the words ʺmigrantʺ and ʺsettlerʺ illustrate the power of

a. Language and labeling.

b. Consistent inconsistency.

c. Discrimination.

d. Values.

1. At what age does true racial awareness, or the understanding that skin color can carry negative connotations, become an issue for children?

a. Four to five

b. Six to seven

c. Eight to nine

d. Nine to ten

1. Why is name calling as damaging to the dominant group members as to the minority group members?

a. it makes the name callers feel inferior.

b. It creates boundaries that cannot be crossed without difficulty.

c. It does not allow minority groups to claim certain words as their own.

d. It negatively affects the dominant group by putting them in a superior position.

1. Socially derisive terms used in bureaucratic contexts

a. Are less harmful than informal social labels.

b. Demonstrate that poor people are culturally flawed.

c. Need to be considered carefully in order to reduce stereotyping.

d. Have the sanction of authority therefore promoting powerful negative   
 messages.

1. When addressing social problems, what does the exceptionalistic perspective focus on?

a. Problems are caused by individual defects.

b. Problems can be solved by individuals.

c. Problems are a result of social structures.

d. Problems are both predictable and preventable.

**Essay Questions**

28. List the seven traditional approaches to teaching values. Provide an example for each.

29. Research has demonstrated a consistent inconsistency between a person’s reported values and their observable behaviors. Describe a current issue occurring on your campus or at your institution where people’s beliefs and values seem to be at odds with their behaviors. Provide an explanation as to why such an inconsistency might be occurring.

30. Explain the steps and give an example of how a personal belief may lead to a behavior.

31. Define and provide examples of bias, stereotype, prejudice, and bigotry. Then, define discrimination and explain how it is different from each of the first four terms listed previously.

32. Define and provide examples that explain and connect the concepts majority group, minority group, and labeling.

**CHAPTER 1 ANSWER KEY**

**Multiple Choice Questions**

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| 1. | C | ***Correct Answer:***An inference a person makes about reality  ***Feedback for Correct Answer:***Kniker (1977) suggests that beliefs are inferences about reality that take one of three forms: descriptive, evaluative, or prescriptive.  ***Text Reference:***What is the difference between beliefs and values? |
| 2. | C | ***Correct Answer:***A belief  ***Feedback for Correct Answer:***Beliefs are inferences a person makes about their reality.  ***Text Reference:***What is the difference between beliefs and values? |
| 3. | A | ***Correct Answer:***Values  ***Feedback for Correct Answer:***Values determine our choices: Values are the foundation for actions we choose to take—or to avoid.  ***Text Reference:***The Role of Values in Human Differences |
| 4. | B | ***Correct Answer:***Value  ***Feedback for Correct Answer:***Values lead us to take action or avoid actions based on our beliefs and attitudes.  ***Text Reference:***The Role of Values in Human Differences |
| 5. | B | ***Correct Answer:***Consistent inconsistency  ***Feedback for Correct Answer:***The tendency for people to say we believe in a certain value and then engage in contradictory behavior is consistent inconsistency.  ***Text Reference:***What is the relationship between a person’s values and behaviors? |
| 6. | A | ***Correct Answer:***Right to bear arms  ***Feedback for Correct Answer:*** Although this is in the Constitution of the United States it was not listed as one of the top nine core values of Americans.  ***Text Reference:*** What is the relationship between a person’s values and behaviors? |
| 7. | C | ***Correct Answer:***Limited choices  ***Feedback for Correct Answer:***By giving him two choices, her value of dressing nicely and his need to make his own choices are being met.  ***Text Reference:***Are values individually chosen or are we taught to accept certain values? |
| 8. | D | ***Correct Answer:***By providing inspirational materials  ***Feedback for Correct Answer:***Dr. Cartaina provides inspirational teaching movies to his students to teach the value of perseverance to his students.  ***Text Reference:***Are values individually chosen or are we taught to accept certain values? |
| 9. | D | ***Correct Answer:***Hypocrisy  ***Feedback for Correct Answer:***When values and rules are taught but not lived in everyday life, this is hypocrisy.  ***Text Reference:***How does the way values are taught explain the inconsistency between values and behavior? |
| 10. | A | ***Correct Answer:***Indoctrination  ***Feedback for Correct Answer:***Indoctrination is the intent to dictate cultural values that must be accepted rather than assist people in deciding what is right and wrong.  ***Text Reference:***How does the way values are taught explain the inconsistency between values and behavior? |
| 11. | A | ***Correct Answer:***Tell children what to do and expect them to do it without question  ***Feedback for Correct Answer:***This is not an effective way to teach children values according to Kniker.  ***Text Reference:***Should parents rather than schools teach values to children? |
| 12. | B | ***Correct Answer:***Discrimination  ***Feedback for Correct Answer:***Discrimination is an action taken based on negative attitudes.  ***Text Reference:***Defining Terms Related to Human Differences |
| 13. | B | ***Correct Answer:***Bias, stereotype, prejudice, bigotry  ***Feedback for Correct Answer:***These attitudes are in order of intensity from least to greatest.  ***Text Reference:***Defining Terms Related to Human Differences |
| 14. | D | ***Correct Answer:***Create inaccurate perceptions of persons or groups.  ***Feedback for Correct Answer:***Positive stereotypes can have its drawbacks because it creates inaccurate perceptions of people perceived to belong to a certain group.  ***Text Reference:*** How do negative attitudes develop? |
| 15. | C | ***Correct Answer:***Stereotypes allow accurate perceptions about others to be formed.  ***Feedback for Correct Answer:***Stereotypes keep accurate perceptions about a person from being formed because it assumes traits about a person based on group membership.  ***Text Reference:***How do negative attitudes develop? |
| 16. | B | ***Correct Answer:***By teaching students to be open minded when faced with contradictory or ambiguous information  ***Feedback for Correct Answer:***If schools engage students in learning activities to promote being “open-minded,” students could be taught to be aware of and take into account the influence of confirmation bias.  ***Text Reference:*** How does confirmation bias influence people and can it be overcome? |
| 17. | C | ***Correct Answer:***Confirmation bias  ***Feedback for Correct Answer:***Newberg and Waldman (2006) describe confirmation bias as the tendency to accept information reinforcing one’s beliefs while ignoring information contradicting those beliefs.  ***Text Reference:***How does confirmation bias influence people and can it be overcome? |
| 18. | A | ***Correct Answer:***Yes, Calvin’s race was white and his ethnicity was African and his nationality was American.  ***Feedback for Correct Answer:*** Although the assumption is that all African American’s are black is often made, people from Africa come from many racial backgrounds. His nationality changed once he changed his citizenship, although his ethnic background did not.  ***Text Reference:***What is the difference between race, ethnicity, and nationality? |
| 19. | B | ***Correct Answer:***Physical differences; cultural differences  ***Feedback for Correct Answer:***Race is based on perceptions of physical differences; ethnicity is based on cultural differences (Jones, 1997).  ***Text Reference:***What is the difference between race, ethnicity, and nationality? |
| 20. | B | ***Correct Answer:***White males  ***Feedback for Correct Answer:***By American standards, white males are the dominant group and others are considered to be minorities based on power structure.  ***Text Reference:***What are minority groups and why are they called minority groups? |
| 21. | D | ***Correct Answer:***ʺMinority groupʺ implies an oppressive power differential while ʺdiversityʺ refers all manner of human differences.  ***Feedback for Correct Answer:***Minority group members possess limited power compared to members of a dominant group. Diversity refers to the presence of human beings with perceived or actual differences based on a variety of human characteristics.  ***Text Reference:***What are minority groups and why are they called minority groups? |
| 22. | C | ***Correct Answer:***Prejudice is often based upon those labels.  ***Feedback for Correct Answer:***The existence of derisive labels and their variety suggest the extent to which prejudices exist. Stephan (1999) insists that reducing prejudice requires that teachers help children become aware of the tendency to attach negative labels to others.  ***Text Reference:***How have labels been used to define and control subordinate groups? |
| 23. | A | ***Correct Answer:***Language and labeling.  ***Feedback for Correct Answer:***Reactions to the two terms are significantly different, even though both terms describe people engaged in a similar quest.  ***Text Reference:***How have minority groups been perceived by the majority? |
| 24. | C | ***Correct Answer:***Eight to nine  ***Feedback for Correct Answer:*** True racial awareness does not tend to become a significant issue until children are eight or nine years old.  ***Text Reference:***What is the impact of labels on individuals who are labeled? |
| 25. | B | ***Correct Answer:***It creates boundaries that cannot be crossed without difficulty.  ***Feedback for Correct Answer:***Highwater believes that derisives, derogatory terms, damage individuals in the dominant group as well as those in minority groups because derisive language creates boundaries.  ***Text Reference:***What is the impact of labels on individuals who are labeled? |
| 26 | D | ***Correct Answer:***Have the sanction of authority therefore promoting powerful negative messages.  ***Feedback for Correct Answer:***Derisive bureaucratic terms are powerful purveyors of negative images primarily because they have the sanction of authority behind them.  ***Text Reference:***How are negative bureaucratic terms as harmful as social derisive terms? |
| 27. | A | ***Correct Answer:***Problems are caused by individual defects.  ***Feedback for Correct Answer:***The exceptionalistic perspective views problems as a consequence of individual defect, accident, or unfortunate circumstance.  ***Text Reference:***How has our society responded to social problems experienced by minority groups? |

**Essay Questions**

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| 28 | ***Suggested Response:***  1) Setting an example – We set an example for our children by eating healthy food and getting daily exercise.  2) Enforcing rules and regulations - When students are late to class they lose 5 points from their participation grade.  3) Persuading or convincing – We debate rules with our children and try to convince them of why they are correct. They also try to persuade the parent to take their side.  4) Appealing to one’s conscience – When one child takes the toy of another child, we ask, “How would you feel if he took your toy?”  5) Offering limited choices – “You can wear the red shirt or the green shirt.”  6) Providing inspirational materials / experiences – In history class, students learn about the great achievements of famous people.  7) Reinforcing religious or cultural dogma – All the great religions of the world have some version of the “Golden Rule.”  ***Text Reference:*** See Are values individually chosen or are we taught to accept certain values? |
| 29 | ***Suggested Response:*** On campus recycling and responsibility to the future is a value. The institution provides recycling bins in the hallways of the classroom building and in the library and dorm entryways. Students participate in recycling projects and poster contests. However, if you look in any trashcan, you can see plastic drink bottles filling them up instead of being in the bin just 20 feet away. This may occur because students don’t think about the recycling bins. They may believe that one bottle won’t make a difference or they feel walking 20 feet is to out of the way for them. They also may have a habit of throwing things out as they leave a classroom instead of waiting. Also students are so focused on the here and now that recycling for the future has no meaning for them.  ***Text Reference:*** See How does the way values are taught explain the inconsistency between values and behavior? |
| 30 | **Suggested Response:**   * Beliefs are inferences about reality. A person may believe that women should not work. They should be taking care of children at home. He may also believe that women should be subservient to men. * A cluster of beliefs creates an attitude. The person who has the previous beliefs may have the attitude that a woman’s voice is not worthy of being heard and her opinion does not matter. He may also believe she is a second class citizen. * From these attitudes, a value is formed and this value generates an action or deliberate choice to avoid an action. A person who has the previous beliefs may value a man’s opinion over a woman’s opinion and may value spending money on his needs rather than her needs. An action that can occur with these beliefs is spending money on a new set of gold clubs or a boat that he wants rather than a new car for her or new clothing. He may feel that his wants are more important and deserving of the family money than her needs.   ***Text Reference:*** See The role of beliefs and values in human differences. |
| 31 | ***Suggested Response:***   * Bias is a mild inclination towards or against someone or something. It can be positive or negative. For example, a person can prefer to date someone who is dark haired and brown eyed but is okay with dating someone with blue eyes and blond hair. * A stereotype is a positive or negative trait or traits ascribed to a certain group and to most members of that group. For example, a stereotype about 13-year-old girls is that they are giggly and self-centered. This may or may not be true of all 13-year-old girls. * A prejudice is a negative attitude toward a group and persons perceived to be members of that group; being predisposed to behave negatively toward members of a group. An example of a prejudice is believing African American young males are dangerous to others and like to fight and rob people. A person who believes this may avoid areas where they hang out or cross the street when they see a group of them walking toward them. * Bigotry is an extreme negative attitudes leading to hatred of a group and persons regarded as members of the group. An example of bigotry is a person who takes every chance they get to talk negatively about a certain group of people and tries to get everyone to listen to his or her opinion. The next step up from bigotry is discrimination. * Discrimination is defined as actions or practices carried out by a member or members of dominant groups, or their representatives, that have a differential and negative impact on a member or members of subordinate groups. Discrimination is not only a dislike or stereotype but it is actively making a negative impact on a group or someone believed to be in the group. An example of discrimination is not hiring people of a certain ethnicity or not going to a store or restraint that has people of a certain ethnicity working there.   ***Text Reference:*** See Defining Terms Related to Human Differences |
| 32 | **Suggested Response**:   * A majority group is the group that has the power no matter the numbers of people in that group. In the United States the upper middle class, white, heterosexual, Christian male is considered the majority even though their numbers do not represent 51% of the US population. * The minority group does not refer to numbers but to their limited power in society. Majority groups label minority groups. Minority groups can be identified according to differences based on age, marital status, parental status, educational status, geographic location, physical characteristics, and other factors that influence individual personality and behavior. * This sets up artificial boundaries between the groups and allows the majority group to keep others in check through labeling. * Labels are not only informal social labels that we call each other but sanctioned bureaucratic names that bring up powerful images. These have power because they are used by those in authority. The use of labels can change how we view certain groups. African American males may be referred to as “thugs,” ‘gangstas,” or “inner city youth.” All of these bring up negative connotations.   ***Text Reference:*** See Defining Terms Related to Human Differences |