

**TEST BANK FOR UNDERSTANDING & MANAGING DIVERSITY 6TH EDITION**

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*Note: Correct answers are indicated by \* in the test bank. These questions pertain to the major readings, not to the cases or the exercises.*

Choose the correct answer.

**Introductory Reading & Section I - Understanding Individual Perspectives of Diversity**

1. Diversity can become a competitive advantage to organizations because it has the potential to
  - a. decrease creative solutions to problems.
  - b. deter white men from applying for jobs that they know will go to women and minorities.
  - c. be an advantage in a global marketplace.\*
  - d. All of the above
2. Today, strategic organizational diversity is primarily about
  - a. obeying the Equal Opportunity laws.
  - b. striving for inclusion for all types of differences.\*
  - c. race and gender differences.
  - d. appealing only to diverse consumers by hiring a diverse workforce.
3. Which of the following is not an example of primary diversity?
  - a. Religion\*
  - b. Age
  - c. Ethnicity
  - d. Sexual orientation
4. Which of the following best defines the term, the “business case for diversity”?
  - a. Providing proof that having a diverse workforce can lower costs and increase profits.\*
  - b. People are defined by their primary and secondary social identities.
  - c. Having a more diverse workforce means your organization will always be more profitable.
  - d. Diverse employees tend to work for less money.