# Cultural Diversity Test

Name: ________________________________________________  Date: _____________________

Organization/Provider: __________________________________________________________________

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<thead>
<tr>
<th></th>
<th>Diversity may include which of the following?</th>
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<tbody>
<tr>
<td>1</td>
<td>A. Foods people eat</td>
<td>B. Race</td>
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<thead>
<tr>
<th></th>
<th>Where we grew up does not usually affect our cultural practices.</th>
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<tbody>
<tr>
<td>2</td>
<td>A. True</td>
<td>B. False</td>
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<tr>
<th></th>
<th>Culture has significant influence on how we think about which of the following?</th>
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<tbody>
<tr>
<td>3</td>
<td>A. Illness</td>
<td>B. Wellness</td>
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<tr>
<th></th>
<th>If we recognize diversity and understand culture, our ability to work with others is usually more successful.</th>
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<tr>
<td>4</td>
<td>A. True</td>
<td>B. False</td>
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<th></th>
<th>Gaining cultural competence involves which of the following?</th>
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<tr>
<td>5</td>
<td>A. Formal and informal learning.</td>
<td>B. Not worrying too much about cultural competence.</td>
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<tr>
<th></th>
<th>Diversity training does usually discuss holidays, their meaning and why we celebrate them.</th>
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<tr>
<td>6</td>
<td>A. True</td>
<td>B. False</td>
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<th>Culture has to do with what, and how, people learn from each other and includes which of the following?</th>
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<tr>
<td>7</td>
<td>A. Beliefs</td>
<td>B. Practices</td>
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<th>Which of the following are considered cultural settings?</th>
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<td>8</td>
<td>A. Homes, families and neighborhoods</td>
<td>B. Places of recreation</td>
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<tr>
<th></th>
<th>Diversity is about recognizing all of the following factors: age, gender, race, language, physical abilities, sexual orientation, political affiliations, religious affiliations, in addition to other considerations.</th>
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<tr>
<td>9</td>
<td>A. True</td>
<td>B. False</td>
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10 Which of the following does culture not affect?
A. What we believe
B. How we think
C. Our values
D. Culture affects all of the above

11 Cultural competence is best thought of as being an individual's behavior and actions.
A. True
B. False

12 Developing cultural competence has to do with which of the following?
A. Policy making
B. Administration
C. Individual practitioners
D. Consumers
E. All of the above

13 Which of the following statements about the effect of cultural competence on human services in FALSE?
A. A person's cultural competence affects her/his ability to work with diverse consumers.
B. A person's cultural competence does not affect her/his ability to develop a service plan that is acceptable to a specific consumer.
C. A person's cultural competence - including her/his own beliefs - affects her/his ability to establish a trusting, working relationship.
D. All of the above are true.

14 Different ways of thinking and behaving are acceptable in all cultures.
A. True
B. False

15 Development of cultural competence is a bona-fide occupational qualification that is dependent upon who you are and what group you belong to.
A. True
B. False

16 Cultural competence, understanding the differences among people, is directly related to how you can serve people effectively.
A. True
B. False

17 Most of us unconsciously tend to expect others to________ in ways that are familiar to us.
A. Act
B. Dress
C. Behave
D. Any of the above

18 Individual and groups of direct provider staff are responsible to understand and acknowledge how various cultural factors of the people they serve and____________________, affect the practitioner’s ability to do so effectively.
A. the environment in which they were raised
B. the make-up of the family unit
C. the communities in which they live
D. the type of job they hold

19 Cultural competence is an individual quality, but it also is affected by what?
A. the individual's co-workers
B. the working environment in which the individual practices
C. the culture of the practicing individual
D. None of the above
E. All of the above
20 Some discussions about diversity address which of the following?
A. Foods people eat.
B. The way people talk.
C. Music people listen to.
D. All of the above

22 Which of the following is not one of the three indicators of workplace inclusiveness?
A. a policy of non-discrimination on the basis of sexual orientation
B. the existence of health and other benefits for same-sex domestic partners
C. the presence of support groups for GLB employees
D. allowing discrimination against only those in lower-paid positions

23 Ageism and ableism are examples of _________.
A. disabilities
B. stigmas
C. diversity
D. organizations

24 Easily identifiable characteristics such as age and obesity are examples of what?
A. differential power
B. stigmas
C. visibility
D. stereotypes

25 According to U.S. law, a _________ is a real or perceived physical or mental impairment that substantially limits one or more major life activities.
A. personality
B. minority
C. corporation
D. disability

27 Discrimination against ethnic minorities no longer exists.
True False

28 The job title of a person conveys information about power, authority, and social status.
True False

29 Social class in no way influences the entrance of a person into the workforce.
True False

30 Age, obesity, and disability should be considered minority groups in the workplace.
True False