

Cultural Diversity Test

Name: _____

Date: _____

Organization/Provider: _____

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

- 10 Which of the following does culture not affect?
- What we believe
 - How we think
 - Our values
 - Culture affects all of the above
- 11 Cultural competence is best thought of as being an individual's behavior and actions.
- True
 - False
- 12 Developing cultural competence has to do with which of the following?
- Policy making
 - Administration
 - Individual practitioners
 - Consumers
 - All of the above
- 13 Which of the following statements about the effect of cultural competence on human services is FALSE?
- A person's cultural competence affects her/his ability to work with diverse consumers.
 - A person's cultural competence does not affect her/his ability to develop a service plan that is acceptable to a specific consumer.
 - A person's cultural competence - including her/his own beliefs - affects her/his ability to establish a trusting, working relationship.
 - All of the above are true.
- 14 Different ways of thinking and behaving are acceptable in all cultures.
- True
 - 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.
- True
 - False
- 16 Cultural competence, understanding the differences among people, is directly related to how you can serve people effectively.
- True
 - False
- 17 Most of us unconsciously tend to expect others to _____ in ways that are familiar to us.
- Act
 - Dress
 - Behave
 - 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.
- the environment in which they were raised
 - the make-up of the family unit
 - the communities in which they live
 - the type of job they hold
- 19 Cultural competence is an individual quality, but it also is affected by what?
- the individual's co-workers
 - the working environment in which the individual practices
 - the culture of the practicing individual
 - None of the above
 - 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