**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.