

# Diversity – Quiz



How well do you understand the concepts of diversity and inclusion?

Diversity isn't the same thing as avoiding discrimination. Human rights laws simply require you to tolerate people of different races, religions, nationalities, etc., and offer them equal opportunity. The laws don't address how you actually feel about these people, just as long as you don't discriminate against them. Diversity goes well beyond doing the legal minimum. It's about not only tolerating but embracing personal differences and recognizing them as a source of strength. This isn't just some kind of kumbaya. A company where people are empowered to maximize their person potential has distinct advantages likely to translate into profitability and business success.

Here's a quiz you can take to test your understanding of the principles of diversity and inclusion.

## **QUESTION 1**

Oscar is a manager who was born in Alberta and went to business school in Tokyo. He admires Japanese people because they "work harder than Canadians" and therefore assumes that Takeo, the new and unproven associate from Japan is worthy of a sensitive assignment normally not entrusted to new people.

**Has Oscar engaged in stereotyping?**

- A. No, because his pre-conceived notions about Japanese people are positive
- B. Yes, because he judged Takeo based on pre-conceived notions about Japanese people
- C. No, because his views of Japanese people are based on his actual experience studying in Japan
- D. Yes, because Canadians actually work harder than Japanese people

## **ANSWER**

**B. Oscar's acceptance of Takeo based on preconceived notions about Japanese people is stereotyping.**

## WHY WRONG ANSWERS ARE WRONG

**A is wrong** because stereotypes can be either positive or negative.

**C is wrong** because while Oscar has experience with Japanese people, he doesn't have experience with Takeo.

**D is wrong** because it simply substitutes one stereotype for another.

## QUESTION 2

Which of the following workplace actions is the BEST illustration of diverse and inclusive behavior?

- A. Treating every employee exactly the same
- B. Treating women and individuals of minority races, nationalities, religions, etc. more favorably
- C. Tolerating personal differences and not discriminating
- D. Accepting personal differences and judging all people by their individual merits

## ANSWER

**D. Diversity and inclusion require acceptance and not letting personal difference distort judgments about people.**

## WHY WRONG ANSWERS ARE WRONG

**A is wrong** because diversity and inclusion don't require you to ignore personal differences or treat everybody exactly the same way

**B is wrong** because true diversity and inclusion doesn't require preferential treatment for anybody

**C is wrong** because tolerating differences is the minimum required by human rights laws

## QUESTION 3

True inclusion requires acceptance and valuing inclusion which of the following personal differences?

- A. Age, sex, race, religion, nationality and other characteristics protected under your jurisdiction's human rights laws
- B. Any personal characteristics that may affect how a person perceives and is perceived by the world
- C. Differences in appearance

## ANSWER

**B. The concept of true inclusion relates to any and all personal characteristics affecting how a person sees and is seen by others, not just differences in appearance or characteristics protected by discrimination laws.**

## QUESTION 4

Which of the following statements uses inclusive language?

- A . "A doctor should always treat his patients with respect"
- B. "A doctor should always treat her patients with respect"
- C. "Doctors should never dis their patients"
- D. "Doctors should always treat their patients with respect"

### ANSWER

**D. While all 4 statements relate the same basic concept, D. is the only one that phrases it in gender-neutral, inclusive language.**

### WHY WRONG ANSWERS ARE WRONG

**A is wrong** because the word "his" assumes that doctors are or should be male

**B is wrong** because the word "her" assumes that doctors are or should be female

**C is wrong** because, Although gender-neutral, use of the term "dis" may make the statement