



Powering Inclusive Cultures Learning Activities

Powering Inclusive Cultures – Chapter 1 Quiz

How Much Do You Know?

Please match the statement in the left column with the percentage or other number in the right column. Draw a line connecting the statement with the number.

<p>The multiracial population was measured at 9 million people in 2010 and 33.8 million people in 2020, a _____ percent increase.</p>	<p>129</p>
<p>The “Some Other Race” alone or in combination group (49.9 million) increased _____ percent, surpassing the Black or African American population (46.9 million) as the second-largest race alone or in combination group (compared to white/Caucasian).</p>	<p>276</p>
<p>In a study of 506 US-based businesses, each _____ percent increase in the rate of gender diversity resulted in an approximately 3 percent increase in sales revenues, up to the rate represented in the relevant population.</p>	<p>41</p>
<p>Sixty-one million adults in the United States live with a disability. _____ percent of adults in the United States have some type of disability.</p>	<p>1</p>
<p>In 2018, women earned 44.7 percent of master’s degrees and _____ percent of doctoral degrees.</p>	<p>26</p>

Small and Medium Sized Business' Rankings – Chapter 1

Your Ranking (1–10)	Average Ranking (Other SMBs)	Survey Statement
		I understand what diversity, equity and inclusion means at our organization.
		Management has created a culture of diversity, equity and inclusion.
		Management shows that diversity is important through their actions.
		Effort is made to solicit ideas from all employees.

Powering Inclusive Cultures – Chapter 2 Quiz

How Much Do You Know?

Please match the statement in the left column with the answer in the right column. Draw a line connecting the statement on the left with the number or statement on the right.

<p>Adding “salary negotiable” to job postings successfully reduced the gender gap in applications by _____ percent.</p>	<p>50</p>
<p>Research shows that the best way to remedy the effect of our implicit bias is to _____ with a diverse group of people and experience situations that may put us outside our comfort zone.</p>	<p>53</p>
<p>In 2015, Hispanic people had \$1.5 trillion in buying power, a staggering _____ percent increase from 2010.</p>	<p>Immerse ourselves in opportunities to make positive connections</p>
<p>Companies ranking in the top quartile of executive-board diversity had return on equity (ROE) _____ percent higher, on average, than companies in the bottom quartile.</p>	<p>Generate consistently better ideas</p>
<p>A University of Chicago empirical study indicated that people with more diverse sources of information _____</p>	<p>45</p>

Powering Inclusive Cultures – Chapter 3 Quiz

How Much Do You Know?

Please match the statement in the left column with the percentage or other number in the right column. Draw a line connecting the statement with the number.

_____percent of leaders agreed that the D&I agenda is a top priority, but only 34 percent believed that it's a strength in their workplace. In another survey, 80 percent of HR professionals viewed companies as "going through the motions."	99
In 2018, fifty-one companies in the S&P 500 included a diversity metric in their compensation program. By February 2021, that number had increased to _____ companies.	93
Companies that disclose EEO-1 reports outperformed their Russell 1000 peers in the stock market by _____ percent in 2021.	73
_____ percent of Americans want companies to publicize the ethnic and racial makeup of their organization.	2.4
___ percent of CEOs see that the lack of trust in their organization lies in their diversity, equity and inclusion practices.	41

Powering Inclusive Cultures – Chapter 4 Quiz

How Much Do You Know?

Please match the statement in the left column with the answer in the right column. Draw a line connecting the statement on the left with the number or statement on the right.

<p>Among S&P 500 companies, researchers found that boards were “gaming diversity” to please potential critics by appointing exactly two women to their boards. Forty-five percent more boards include exactly two women. (Deemed as “_____.”)</p>	<p>White privilege</p>
<p>Twelve percent of millennials (35 percent of the US workforce) identify as trans or nonbinary, (double those from Gen X). Cisgender employees make _____ percent more money a year than transgender employees.</p>	<p>20</p>
<p>Women are more likely to be hired with blind applications, which increased the likelihood that a woman would be hired by between 25 and _____ percent.</p>	<p>32</p>
<p>Without diverse leadership, women are _____ percent less likely than straight white men to win endorsement for their ideas.</p>	<p>46</p>
<p>White men who experienced social disadvantages in the workplace based on socioeconomic status, disability, age, sexual orientation or religion are more likely than their white male counterparts who had not experienced such disadvantages to recognize _____</p>	<p>twokenism</p>

Powering Inclusive Cultures – Chapter 5

Learning Activity

Make a check mark in the Yes or No column.

Action	Yes—I have done this	No—I have not done this
Conduct exit interviews to determine why “good” hires leave, and look for a gender pattern.		
Check job application forms to eliminate gender bias.		
Hide name and gender on application forms that are reviewed by HR or the hiring manager.		
Look for sources of new employees beyond referrals and internal sources.		
Standardize the interview questions, and ask the same ones in the same order, every time.		
Add diversity to the hiring process. Have interviewers of more than one gender (race/ethnicity, age, ability) during in-person or online interviews.		
Include a statement of inclusion to your hiring process to make public your organization’s DEI policy.		
Question your assumptions if an applicant “doesn’t seem like a good fit.” Ask yourself why?		
Switch from pay “range” to a set salary for specific jobs. Men tend to overestimate skills, and women tend to underestimate.		
Take your time. Quick hires can lead to gut impulses.		

Powering Inclusive Cultures – Chapter 5 Quiz

How Much Do You Know?

Please match the statement in the left column with the percentage or other number in the right column. Draw a line connecting the statement with the number.

Statement	Percentage
_____ percent of Generation Z are racial or ethnic minorities.	65
People who identify as “white non-Hispanic” in the United States declined in numbers for the first time on record, falling below 58 percent of the country’s population in 2020.	48
By 20____, the US population will not have any single ethnic or racial majorities.	58
_____ percent of companies on the S&P 500 do not have at least one Black board member. Today, there are five Black CEOs in the Fortune 500.	24
Without diverse leadership, People of Color are _____ less likely than straight white men to win endorsement for their ideas.	29.6

Powering Inclusive Cultures – Chapter 6 Quiz

How Much Do You Know?

Please match the statement in the left column with the percentage or other number in the right column. Draw a line connecting the statement with the number.

One in eight lesbian, gay and bi people (12 percent) wouldn't feel confident reporting any homophobic or biphobic bullying to their employer. _____ percent of trans people wouldn't report transphobic bullying in the workplace.	42
Without diverse leadership, those who identify as LGBTQ are _____ percent less likely than straight white men to win endorsement for their ideas.	54
Among LGBTQ+ people, _____ percent in these communities reported having been discriminated against because of their sexual orientation, and 16 percent reported that they had lost their job because of it.	21
Roughly _____ percent of gay men aged twenty-five or older in the US hold a bachelor's degree, according to new research published in the American Sociological Review, far higher than the national average of 36 percent.	21
_____ percent of LGBTQ adults identify as bisexual. About a quarter (24.5 percent) say they are gay, with 11.7 percent identifying as lesbian and 11.3 percent as transgender.	52

Powering Inclusive Cultures – Chapter 7 Quiz

How Much Do You Know?

Please match the statement in the left column with the percentage or other number in the right column. Draw a line connecting the statement with the number.

_____ percent of adults in the US have some type of disability. The percentage of people living with disabilities is highest in the South.	90
The 2021 jobless rate for those with a disability was about twice as high as the rate for those without a disability. In 2021, _____ percent of workers with a disability were employed part time, compared with 16 percent for those with no disability	30
The Department of Labor found that employers who supported those with disabilities saw a _____ percent increase in employee retention. (Offering reasonable accommodations is often significantly less costly than firing workers.)	26
Companies that prioritized the inclusion of individuals with disabilities were four times more likely to outperform their competitors in shareholder returns and have, on average 28 percent higher revenue, double the net income and _____ percent higher profit margins	29
_____ percent of accommodations cost absolutely nothing to make, while the rest typically cost only five hundred dollars per employee with a disability.	59

Powering Inclusive Cultures – Chapter 8

Learning Activity – True/False Quiz on Aging

If you're a baby boomer, you may get 100 percent on this short quiz— because you're either sixty-five years old or fast approaching that magic age.

Aging Statement	True	False
1. It is possible to improve some of the memory loss often experienced by the elderly.		
2. The majority of older adults become senile or demented.		
3. Falling is one of the major causes of injury in older adults.		
4. Twenty-five percent of all persons over age sixty-five live in institutions.		
5. Depression is a serious problem for older adults.		
6. Personality changes with age.		
7. Stress in a caregiver's life is rarely a factor for triggering abuse of an older adult.		
8. Family members today do not provide as much care for their older relatives as they did in the past.		

Powering Inclusive Cultures – Chapter 8

Learning Activity – True/False Quiz on Gen Z

If you're forty or older, you may lump millennials and Gen Z together. They have a very different set of preferences, however. For reference, millennials are those born 1981–1996 and Gen Z are those born after 1997.

Gen Z Statement	True	False
1. Gen Z is the last generation to have a white majority.		
2. Gen Z is generally progressive and pro-government.		
3. Gen Z is more likely to be children of immigrants compared to millennials.		
4. Gen Z is on track to become the most educated generation yet.		
5. Gen Z is the first truly digital generation.		
6. Gen Z is more likely to have college educated parents compared to millennials.		
7. Gen Z are less likely to be working during their teen years compared to previous generations.		
8. Gen Z agrees with millennials that climate change is due to human activity.		

Powering Inclusive Cultures – Chapter 8 Quiz

How Much Do You Know?

Please match the statement in the left column with the percentage or other number in the right column. Draw a line connecting the statement with the answer.

Since 2000, age discrimination cases have accounted for _____ of all EEOC cases.	36
Texas A&M reports a sharp drop in women’s résumé ratings for candidates over ____, while male résumé ratings don’t begin to drop until age fifty.	20-25%
Nearly _____ workers aged 45 and older have been subjected to negative comments about their age from supervisors or coworkers.	6.3 million
There will be more people over ____ than under eighteen by 2035.	1 in 4
_____ cases of depression globally are estimated to be attributable to ageism. It intersects and exacerbates other forms of bias and disadvantage including those related to sex, race and disability.	65

Powering Inclusive Cultures – Chapter 9 Quiz

How Much Do You Know?

Please match the statement in the left column with the percentage or other number in the right column. Draw a line connecting the statement with the answer.

The unemployment rate for veterans who served on active duty in the US Armed Forces at any time since September 2001—a group referred to as Gulf War–era II veterans—rose to _____ percent in 2020.	18
The demographic profile of veterans is expected to change in the next quarter century. About nine in ten veterans (89 percent) are men, while about one in ten (11 percent) are women. By 2046, the share of female veterans is expected to increase to about _____ percent.	73
Veterans accounted for 5,989 suicides in 2001, which represented _____ percent of suicides among US adults.	30
High veteran unemployment is caused by poor health, selection, employer discrimination, skills mismatch or job search. Of these five possible causes, only _____ speaks to the short-term spike in unemployment found in recent data on veterans newly separated from the military.	20.2
_____ percent of active duty and reserve military personnel deployed in Iraq and Afghanistan have a mental health condition requiring treatment.	Job search