



# Powering Inclusive Cultures Answer Key

# Powering Inclusive Cultures – Chapter 1 Answers

## How much do you know?

1. The multiracial population was measured at 9 million people in 2010 and is now 33.8 million people in 2020, a 276 percent increase.
2. The “Some Other Race” alone or in combination group (49.9 million) increased 129 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).
3. In a study of 506 US-based businesses, each 1 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.
4. 61 million adults in the United States live with a disability. Twenty-six percent of adults in the United States have some type of disability.
5. In 2018, women earned 44.7 percent of master’s degrees and 41.2 percent of doctoral degrees.

## Small and Medium Sized Business’ Rankings

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

# Powering Inclusive Cultures – Chapter 2 Answers

## How much do you know?

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

# Powering Inclusive Cultures – Chapter 3 Answers

## How much do you know?

1. 99% 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."
2. In 2018, fifty-one companies in the S&P 500 included a diversity metric in their compensation program. By February 2021, that number had nearly doubled to ninety-nine companies.
3. Companies that disclosed EEO-1 reports outperformed their Russell 1000 peers in the stock market by 2.4 percent in 2021.
4. Seventy-three percent of Americans want companies to publicize the ethnic and racial makeup of their organization.
5. Forty-one percent of CEOs believe the lack of trust in their organization lies in their diversity, equity and inclusion practices.

# Powering Inclusive Cultures – Chapter 4 Answers

## How much do you know?

1. 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 “twomenism.”)
2. Twelve percent of millennials (35 percent of the US workforce) identify as trans or nonbinary (double those from Gen X). Cisgender employees make 32 percent more money a year than transgender employees.
3. Women are more likely to be hired with blind applications, which increased the likelihood that a woman would be hired by between 25 and 46 percent.
4. Without diverse leadership, women are 20 percent less likely than straight white men to win endorsement for their ideas.
5. 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 white privilege.

# Powering Inclusive Cultures – Chapter 5 Answers

## How much do you know?

1. Forty-eight percent of Generation Z are racial or ethnic minorities.
2. 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.
3. By 2065, the US population will not have any single ethnic or racial majorities.
4. Of companies on the S&P 500, 29.6 percent do not have at least one Black board member. Today, there are five Black CEOs in the Fortune 500.
5. Without diverse leadership, People of Color are 24 percent less likely than straight white men to win endorsement for their ideas.

### How Much Do You Know? Chapter Six

1. One in eight lesbian, gay and bi people (12 percent) wouldn't feel confident reporting any homophobic or biphobic bullying to their employer. One in five trans people (21 percent) wouldn't report transphobic bullying in the workplace.
2. Without diverse leadership, those who identify as LGBTQ are 21 percent less likely than straight white men to win endorsement for their ideas.
3. Among LGBTQIA+, 42 percent in these communities reported having been discriminated against because of their sexual orientation, and 16 percent reported they had lost their job because of it.
4. Roughly 52 percent of gay men aged 25 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.
5. More than half of LGBTQ adults (54.6 percent) 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.

# Powering Inclusive Cultures – Chapter 7 Answers

## How much do you know?

1. One in four adults in the US have some type of disability (26 percent). The percentage of people living with disabilities is highest in the South (US).
2. The 2021 jobless rate for those with a disability was about twice as high as the rate for those without a disability. In 2021, 29 percent of workers with a disability were employed part time, compared with 16 percent for those with no disability.
3. The Department of Labor found that employers who supported those with disabilities saw a 90 percent increase in employee retention. (Offering reasonable accommodations is often significantly less costly than firing workers.)
4. 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. That's double the net income and 30 percent higher profit margins.
5. Fifty-nine percent of accommodations cost absolutely nothing to make, while the rest typically cost only \$500 per employee with a disability.

# Powering Inclusive Cultures – Chapter 8 Answers

## Aging Quiz

1. It is possible to improve some of the memory loss often experienced by the elderly.
  - a. True—Memory loss can be caused by conditions which are treatable such as poor nutrition, depression, loneliness, blood disorders, overmedication or the interaction of medications. By correcting the underlying condition, memory may be improved.
2. Most older adults become senile or demented.
  - a. False—Only 30 percent of those over age eighty-five have any dementia. Aging by itself produces no decline in mental functioning except that short-term memory has a more limited capacity. Registering information may be slower, and learning may take longer. Concentration is better, and problem-solving skills improve.
3. Falling is one of the major causes of injury in older adults.
  - a. True—Falls are the leading cause of accidental injury and the sixth leading cause of death in seniors. Falls occur most often in the bathroom and may be related to physical changes of aging, including mobility problems and visual changes, as well as the overuse or interaction of medications. Poor lighting, scatter rugs and unsafe bathroom equipment also contribute to falls.
4. Twenty-five percent of all persons over age sixty-five live in institutions.
  - a. False—Most older persons live in their own homes. Although there are regional differences in the percentage of elderly persons living in institutions, the national average is only 10 percent.
5. Depression is a serious problem for older adults.
  - a. True—Up to 15 percent of elderly women may suffer from depression. Depression, loss of self-esteem, loneliness and anxiety can become more common as older people face retirement. Multiple losses such as death of a spouse, friends or other crises often occur around the same time. Fortunately, depression is treatable.
6. Personality changes with age.
  - a. False—Personality doesn't change with age, and all older people can't be described as rigid or difficult. You are what you are for as long as you live. However, you can always change your habits for the sake of your health.
7. Stress in a caregiver's life is rarely a factor for triggering abuse of an older adult.
  - a. False—Family caregivers often experience physical, emotional and financial pressures when caring for an older relative. The stresses of caring for an older person who has health problems, when combined with unresolved personal issues and other responsibilities (such as work or child rearing), may lead to a potentially abusive situation. There are many community support services that can help reduce caregiver burden and allow the older person to increase their independence.
8. 8. Family members today do not provide as much care for their older relatives as they did in the past.
  - a. False—Research shows that 80–90 percent of the care that older adults receive today is provided by family members.



# Powering Inclusive Cultures – Chapter 8 Answers

## Gen Z Quiz

All the statements in this quiz are true.

1. Gen Z is the last generation to have a white majority. A bare majority (52 percent) are non-Hispanic white—significantly smaller than the share of millennials who were non-Hispanic white in 2002 (61 percent). One in four Gen Zers are Hispanic, 14 percent are Black, 6 percent are Asian and 5 percent are some other race or two or more races.
2. Gen Z is generally progressive and progovernment. Fully seven-in-ten Gen Zers say the government should do more to solve problems. Roughly half of Gen Zers (48 percent) and millennials (47 percent) say gay and lesbian couples being allowed to marry is a good thing for our society.
3. Gen Z is more likely to be children of immigrants compared to millennials. Twenty-two percent of Gen Zers have at least one immigrant parent, compared with 14 percent of millennials.
4. Gen Z is on track to become the most educated generation yet. Among eighteen- to twenty-one-year-olds no longer in high school in 2018, 57 percent were enrolled in a two-year or four-year college. This compares with 52 percent among millennials in 2003 and 43 percent among members of Gen X in 1987.
5. Gen Z is the first truly digital generation. They are digital natives who have little or no memory of the world as it existed before smartphones.
6. Gen Z is more likely to have college-educated parents compared to millennials. In 2019, 44 percent of Gen Zers ages 7 to 17 were living with a parent who had a bachelor's degree or more education, compared with 33 percent of millennials when they were the same age.
7. Gen Z are less likely to be working during their teen years compared to previous generations. Only 18 percent of Gen Z teens (ages 15 to 17) were employed in 2018, compared with 27 percent of millennial teens in 2002 and 41 percent of Gen Xers in 1986.
8. Gen Z agrees with millennials that climate change is due to human activity. These younger generations are more likely than their older counterparts to say the earth is getting warmer due to human activity: 54 percent of Gen Z and 56 percent of millennials say this, compared with smaller shares of Gen Xers, boomers and Silents (48 percent, 45 percent and 38 percent, respectively).

# Powering Inclusive Cultures – Chapter 8 Answers

## How much do you know?

1. Since 2000, age discrimination cases have accounted for 20–25 percent of all EEOC cases.
2. Texas A&M reports a sharp drop in women’s résumé ratings for candidates over thirty-six, while male résumé ratings don’t begin to drop until age fifty.
3. Nearly one in four workers aged forty-five and older have been subjected to negative comments about their age from supervisors or coworkers.
4. There will be more people over sixty-five than under eighteen by 2035.
5. 6.3 million 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.

# Powering Inclusive Cultures – Chapter 9 Answers

## How much do you know?

1. 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 7.3 percent in 2020.
2. 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 18 percent.
3. Veterans accounted for 5,989 suicides in 2001, which represented 20.2 percent of suicides among US adults.
4. High veteran unemployment is caused by poor health, selection, employer discrimination, skills mismatch or job search. Of these five possible causes, only job search speaks to the short-term spike in unemployment found in recent data on veterans newly separated from the military.
5. Thirty percent of active duty and reserve military personnel deployed in Iraq and Afghanistan have a mental health condition requiring treatment.