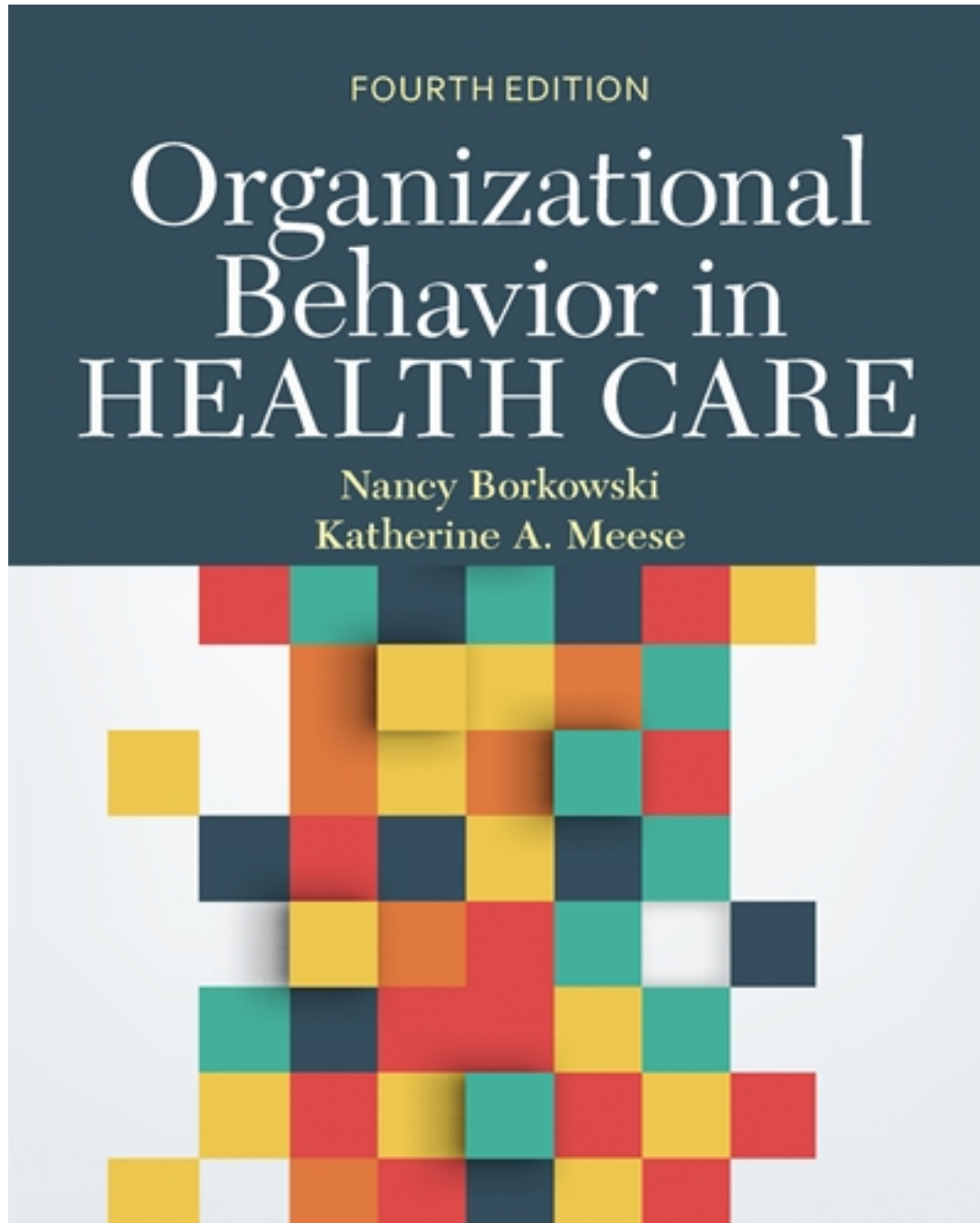


# Test Bank for Organizational Behavior in Health Care 4th Edition by Borkowski

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# Test Bank

## **Chapter 2: Diversity, Equity and Inclusion in Health Care**

### **True/False**

1. According to the Institute of Medicine, research demonstrates that there are no variations in the rates of medical procedures by race and that all patients receive equal treatment.

<Answer: False>

<Complexity: Moderate>

<Subject: Diversity Issues within the Clinical Setting, Chapter 2>

2. Due to the extensive training physicians receive in the care and management of geriatric patients, ageism is not an issue in the health care industry.

<Answer: False>

<Complexity: Easy>

<Subject: Age, Chapter 2>

3. Over the next 50 years, White non-Hispanics are expected to be the fastest growing segment of the population.

<Answer: False>

<Complexity: Easy>

<Subject: Changing U.S. Population, Chapter 2>

4. People identifying as Asian, Hispanic or African American reported communication difficulties with their physician more often than white patients.

<Answer: True>

<Complexity: Moderate>

<Subject: Race, Chapter 2>

5. Those identifying as LGBTQ experience similar health outcomes to others when you control for age and race:

<Answer: False>

<Complexity: Moderate>

<Subject: Gender, Chapter 2>

6. Diversity technically only refers to the following categories in the workplace: Age, gender and race.

<Answer: False>

<Complexity: Easy>

<Subject: Diversity, Equity and Inclusion Defined, Chapter 2>

**Multiple Choice**

7. Provisions from which piece of legislation, such as Medicare's increased focus on chronic disease prevention, new models of care for reducing re-hospitalizations, improved care coordination, and annual screening for cognitive impairment will assist with changing attitudes toward elderly patients?

- [1] The 2010 Affordable Care Act
- [2] The Emergency Medical Treatment and Active Labor Act
- [3] The Health Insurance Portability and Accountability Act
- [4] The Medicare Prescription, Improvement, and Modernization Act

<Answer: 1>

<Complexity: Easy>

<Subject: Age, Chapter 2>

8. The way one dresses to demonstrate their gender is an example of:

- [1] Sexual Orientation
- [2] Biological sex
- [3] Gender Identity
- [4] Gender Expression

<Answer: 4>

<Complexity: Easy>

<Subject: Gender Chapter 2>

9. The act of creating environments in which any individual or group can feel welcomed, respected, and supported and can fully participate refers to:

- [1] Diversity
- [2] Equity
- [3] Equality
- [4] Inclusion

<Answer: 4>

<Complexity: Easy>

<Subject: Gender Chapter 2>

10. \_\_\_\_\_ refers to the concept that we may treat people differently based on certain physical characteristics, often without us realizing it.

- [1] Implicit bias
- [2] Equity

*Organizational Behavior in Health Care, Fourth Edition*

Borkowski  
Chapter 2 Quiz

[3] Cognitive Dissonance

[4] Inclusion

<Answer: 2>

<Complexity: Easy>

<Subject: Defining Diversity, Equity & Inclusion Chapter 2>