Race and Ethnicity 2nd edition Korgen Test Bank

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Race and Ethnicity (2nd)

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Total Questions: 85

Multiple Choice (55)

Q1. *[Multiple Choice] · Cognitive Domain: Knowledge*

Which term refers broadly to ideas and concepts that are created by human beings in their interactions with one another?

a) social construction ✓ correct
b) discrimination
c) power
d) race

Q2. *[Multiple Choice] · Cognitive Domain: Knowledge*

Which social concept organizes individuals and groups based on the perception of distinct physical appearances?

a) ethnicity
b) ethnocentrism
c) colonialism
d) race ✓ correct

Q3. *[Multiple Choice] · Cognitive Domain: Application*

Katsuo is a 25-year-old man who recently immigrated to the United States from Japan. He still prefers to speak Japanese at home and identifies more closely with Japanese cultural norms than American ones. When he filled out information for the latest census, he marked himself as Asian American. Which best represents Katsuo's ethnicity?

a) Asian American
b) American
c) Japanese ✓ correct
d) Asian

Q4. *[Multiple Choice] · Cognitive Domain: Analysis*

What do concepts such as race, gender, sex, and social class have in common?

a) They are all based in colonialism.
b) They are all socially constructed. ✓ correct
c) They all have roots in biology.
d) They all contribute positively to society.

Q5. *[Multiple Choice] · Cognitive Domain: Analysis*

What is the distinction between race and ethnicity?

a) Ethnicity is based on shared culture, whereas race is based on physical appearance. ✓ correct
b) Race is based on shared culture, whereas ethnicity is based on physical appearance.
c) Ethnicity is based on eye and skin color, whereas race is rooted in biology.
d) Race is based on eye and skin color, whereas ethnicity is rooted in biology.

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Q6. *[Multiple Choice] · Cognitive Domain: Comprehension*

A common but incorrect assumption about race is that it is _____.

a) institutional
b) sexual
c) biological ✓ correct
d) gendered

Q7. *[Multiple Choice] · Cognitive Domain: Knowledge*

Which term refers to a social institutional system that forces lifelong servitude on people based on physical appearance?

a) ethnocentrism
b) racial slavery ✓ correct
c) colonialism
d) prejudice

Q8. *[Multiple Choice] · Cognitive Domain: Knowledge*

Which term refers to a nation's expansion into another spatial geography through violent social control practices?

a) racial slavery
b) colonialism ✓ correct
c) structural mechanisms
d) racism

Q9. *[Multiple Choice] · Cognitive Domain: Application*

Columbus Day commemorates the voyage of discovery and landing of Christopher Columbus in the Americas in 1492. However, in 1493 Columbus returned with an invasion force of ships, appointed by the Spanish Crown to install himself as the governor of America, where he promptly instituted policies of slavery and systematic extermination against the native population. Which term best describes the motivation behind Columbus's actions?

a) racial microaggressions
b) colonialism ✓ correct
c) intersectionality
d) colorblindness

Q10. *[Multiple Choice] · Cognitive Domain: Analysis*

Racial categories were created and used to justify _____.

a) the cult of domesticity
b) the development of prisons
c) the subjugation of women
d) the use of enslaved labor ✓ correct

Q11. *[Multiple Choice] · Cognitive Domain: Comprehension*

Colonialism is a method of expanding one nation into another geographic area through two distinct forms of violent social control practices. What are those two forms?

a) slaughter and political leadership
b) co-option and expulsion ✓ correct
c) maintaining influence and co-option
d) racial classification and racial slavery

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Q12. *[Multiple Choice] · Cognitive Domain: Analysis*

Why is race so central to the American experience?

a) because a historical system of subjugation, known as racial slavery, was based on it ✓ correct
b) because Americans have a heightened awareness that race is a social construction
c) because it is rooted in biological factors that determine health and wellness
d) because different races are better represented in America than different ethnicities

Q13. *[Multiple Choice] · Cognitive Domain: Comprehension*

In human history, race as a concept is _____.

a) quite ancient
b) highly static
c) widely accepted
d) relatively new ✓ correct

Q14. *[Multiple Choice] · Cognitive Domain: Knowledge*

_____ practices often work to weaken or destabilize a target population's culture and identities to maintain power and erode their social status.

a) Racial
b) Colonial ✓ correct
c) Intersectional
d) Colorblind

Q15. *[Multiple Choice] · Cognitive Domain: Knowledge*

The effects of race are _____.

a) generalizable
b) not uniform ✓ correct
c) not structural
d) universal

Q16. *[Multiple Choice] · Cognitive Domain: Analysis*

Science has shown us that there are more biological differences between people in the same racial category than there are differences across racial categories. What can we conclude based on this?

a) Race is the possession of authority over individuals.
b) Race is a unique form of enslavement forcing lifelong servitude.
c) Race is not a biological reality. ✓ correct
d) Race is not limited to a person's birthplace or country of origin.

Q17. *[Multiple Choice] · Cognitive Domain: Knowledge*

Individuals and institutions use _____ to maintain their dominance over other vulnerable populations and individuals.

a) colorblindness
b) power ✓ correct
c) discrimination
d) ethnocentrism

Q18. *[Multiple Choice] · Cognitive Domain: Comprehension*

What spurred the creation of the myth of multiple distinct races with different human origins?

a) Darwinism
b) colorblind racism
c) colonialism ✓ correct
d) biology

Q19. *[Multiple Choice] · Cognitive Domain: Analysis*

What is one reason that European men's "scientific" effort to categorize humans into ranked racial groups was inherently unscientific?

a) It was driven largely by the economic realities of the Industrial Revolution.
b) It was primarily exploratory rather than meant to guide policy.
c) It was funded and subsidized by government entities.
d) It was based on subjective judgments, not objective facts. ✓ correct

Q20. *[Multiple Choice] · Cognitive Domain: Comprehension*

Racial classification systems in pseudoscientific literature grouped humans into categories based broadly on _____.

a) the possession of authority over individuals, groups, or systems
b) something called something the "racial middle"
c) phenotypic markers such as skin color, hair texture, and skull shape ✓ correct
d) the social and legal benefits accrued by racial minorities

Q21. *[Multiple Choice] · Cognitive Domain: Comprehension*

Describing and defining Whiteness is difficult because it _____.

a) is inherently intersectional
b) operates invisibly ✓ correct
c) is used broadly in biology
d) operates as a racial middle

Q22. *[Multiple Choice] · Cognitive Domain: Knowledge*

Many Americans think about race in terms of White and Black, meaning that other racial categories such as Asian, Latinx, or First Nations must occupy something called the "racial _____."

a) valley
b) middle ✓ correct
c) dead zone
d) unknown

Q23. *[Multiple Choice] · Cognitive Domain: Knowledge*

The U.S. Census in 1820 expanded its racial categories to include what category?

a) enslaved people
b) free colored persons ✓ correct
c) mulatto
d) Chinese

Q24. *[Multiple Choice] · Cognitive Domain: Knowledge*

In 1980 and 1990, the U.S. census instructed mixed-race people to choose one race or be automatically counted as _____.

a) the majority race of their census tract
b) the race the census worker assigned
c) their mother's race ✓ correct
d) their father's race

Q25. *[Multiple Choice] · Cognitive Domain: Knowledge*

The "_____ rule" was a law mandating people with any amount of non-White blood in their lineage be legally classified and treated as a person of color.

a) two drop
b) one drop ✓ correct
c) one-half
d) three-fifths

Q26. *[Multiple Choice] · Cognitive Domain: Knowledge*

Which group overcame its initial oppression by successfully claiming Whiteness?

a) the Irish ✓ correct
b) the British
c) the Chinese
d) the Native American

Q27. *[Multiple Choice] · Cognitive Domain: Knowledge*

The largest slave rebellion ever to occur in U.S. history was in what state?

a) Louisiana ✓ correct
b) North Dakota
c) Idaho
d) Nebraska

Q28. *[Multiple Choice] · Cognitive Domain: Knowledge*

Which term refers to a concept that allows an individual to see how social categories, such as race, gender, and class, are interconnected and reinforce another person or group's advantages or disadvantages in society?

a) social mechanisms
b) social construction
c) ethnocentrism
d) intersectionality ✓ correct

Q29. *[Multiple Choice] · Cognitive Domain: Application*

Brandon and Lorea are both Black Americans, and therefore both experience racial prejudice in America. However, Brandon is a man and Lorea is a woman, so only Lorea experiences gender-based systematic discrimination. What concept best illustrates this difference in advantages and disadvantages?

a) intersectionality ✓ correct
b) ethnocentrism
c) social construction
d) social mechanisms

Q30. *[Multiple Choice] · Cognitive Domain: Comprehension*

Ida B. Wells noted that rapes of White women by Black men were punished, but rapes of Black women by White men were not. Her scholarship therefore took what kind of approach?

a) intersectional ✓ correct
b) colonialist
c) colorblind
d) discriminatory

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Q31. *[Multiple Choice] · Cognitive Domain: Knowledge*

Which wave of feminism focused most on intersectionality?

a) fourth
b) third ✓ correct
c) second
d) first

Q32. *[Multiple Choice] · Cognitive Domain: Application*

Which statement is an example of looking at a sociological issue through an intersectional lens?

a) Women are victims of sexual violence at higher rates than men.
b) In the United States, Asian Americans are often considered a “model minority.”
c) White people the world over experience greater privilege than people of color.
d) Women who live in rural areas suffer disproportionately from lack of social support programs. ✓ correct

Q33. *[Multiple Choice] · Cognitive Domain: Knowledge*

Which term refers to treating people differently based on one’s prejudicial beliefs about someone else’s ethnicity, sex, gender, race, age, ability, or religion?

a) double consciousness
b) colonialism
c) ethnocentrism
d) discrimination ✓ correct

Q34. *[Multiple Choice] · Cognitive Domain: Knowledge*

Which term refers broadly to the belief that one group is superior to another?

a) power
b) prejudice ✓ correct
c) discrimination
d) intersectionality

Q35. *[Multiple Choice] · Cognitive Domain: Knowledge*

Which term refers to the belief that other groups’ cultures are inferior to one’s own?

a) ethnocentrism ✓ correct
b) discrimination
c) intersectionality
d) power

Q36. *[Multiple Choice] · Cognitive Domain: Comprehension*

The existence of colorblind racism demonstrates that racism can continue to exist without _____.

a) visual perceptions
b) White supremacy groups
c) structural mechanisms
d) overt prejudice ✓ correct

Q37. *[Multiple Choice] · Cognitive Domain: Knowledge*

Which term refers to a dominant ideology that operates discreetly, with social actors who claim they do not see racial differences?

a) ethnocentrism
b) colorblind racism ✓ correct
c) prejudice
d) colonialism

Q38. *[Multiple Choice] · Cognitive Domain: Comprehension*

As overt racism became increasingly socially unacceptable starting in the 1960s, White people began to claim _____.

a) they did not "see" race ✓ correct
b) race was based on biology
c) systemic racism was a serious issue
d) they were allies

Q39. *[Multiple Choice] · Cognitive Domain: Knowledge*

Which type of racism did sociologist Eduardo Bonilla-Silva refer to as "racism lite"?

a) colorblind
b) systemic
c) institutional ✓ correct
d) individual

Q40. *[Multiple Choice] · Cognitive Domain: Comprehension*

Which example portrays a structural mechanism that reproduces racism but is seen to be racially neutral?

a) housing segregation ✓ correct
b) Native American mascots
c) touching a Black woman's hair
d) racial slavery

Q41. *[Multiple Choice] · Cognitive Domain: Knowledge*

Which term refers to practices typically constructed by White people in positions of power, with no specific person in control, that are embedded within legal systems and institutions?

a) structural mechanisms ✓ correct
b) racial microaggressions
c) social constructions
d) colorblind racism

Q42. *[Multiple Choice] · Cognitive Domain: Knowledge*

Which term refers to harmful behaviors or interpersonal statements usually made by White people toward people of color that typically go unnoticed by people who are not negatively affected by them?

a) racial microaggressions ✓ correct
b) ethnocentrism
c) colorblind racism
d) power

Q43. *[Multiple Choice] · Cognitive Domain: Application*

Stan works at the local grocery store, and a young woman wearing a hijab goes through his checkout line. He speaks slowly and loudly, enunciating every word, but when the young woman replies, it's clear she is a native English speaker. Stan's behavior best illustrates which concept?

a) ethnocentrism
b) microaggression ✓ correct
c) colorblind racism
d) power

Race and Ethnicity 2nd edition Korgen Test Bank

Q44. *[Multiple Choice] · Cognitive Domain: Knowledge*

Most often, the people who commit microaggressions are _____.

a) Black
b) White ✓ correct
c) Asian Americans
d) Native Americans

Q45. *[Multiple Choice] · Cognitive Domain: Comprehension*

Over the past several decades, many school and sports teams have used images of Native American peoples for mascots, thus stripping them of their humanity. This is an example of racial oppression through _____.

a) misuse of cultural symbols ✓ correct
b) structural mechanisms
c) interpersonal microaggressions
d) employment discrimination

Q46. *[Multiple Choice] · Cognitive Domain: Comprehension*

A White woman touches a Black woman's hair without asking. This best exemplifies which concept?

a) ethnocentrism
b) social mechanism
c) racial microaggression ✓ correct
d) prejudice

Q47. *[Multiple Choice] · Cognitive Domain: Application*

Which example is a microaggression?

a) claiming that affirmative action policies are reverse racism
b) asking a new Asian American acquaintance where they are "really" from ✓ correct
c) exclusion of Black Americans from subsidized housing loans
d) the Black/White false dichotomy and construction of a "racial middle"

Q48. *[Multiple Choice] · Cognitive Domain: Comprehension*

Courses about race are necessarily also about _____.

a) religion
b) economics
c) power ✓ correct
d) morality

Q49. *[Multiple Choice] · Cognitive Domain: Comprehension*

Which reaction is expected in White students unfamiliar with accurate historical accounts and representations of racial slavery or of people's struggles to fight racial inequality?

a) frustration
b) depression
c) anxiety
d) resentment ✓ correct

Q50. *[Multiple Choice] · Cognitive Domain: Comprehension*

Which reaction is expected in students of color when studying race, ethnicity and power?

a) anxiety ✓ correct
b) guilt
c) denial
d) rejection

Q51. *[Multiple Choice] · Cognitive Domain: Comprehension*

In this book, racial categories such as Black and White are capitalized to indicate that they are both _____.

a) biological categories
b) created racial identities ✓ correct
c) hypothetical concepts
d) deconstructed identities

Q52. *[Multiple Choice] · Cognitive Domain: Comprehension*

Which statement is true of toddlers' understanding of race?

a) They are aware of social racial preferences. ✓ correct
b) They go out of their way to make friends who look different.
c) They like to talk about race despite adults' censorship.
d) They are ignorant of race.

Q53. *[Multiple Choice] · Cognitive Domain: Knowledge*

Many White Americans have been taught since a very young age that talking about race is _____.

a) encouraged
b) necessary
c) taboo ✓ correct
d) difficult

Q54. *[Multiple Choice] · Cognitive Domain: Application*

Elissa is a White student taking a class on race. She spends a long time thinking about the racial prejudices that she previously had not even realized she held. It makes her uncomfortable to realize that she held racist beliefs, but having recognized them, she thinks she can start to combat them. Which guideline of engagement is Elissa following?

a) sharing personal stories
b) recognizing the difference between personal opinions and research
c) choosing to believe one another
d) being radically self-honest ✓ correct

Q55. *[Multiple Choice] · Cognitive Domain: Application*

Ahmed is an Arab American student taking a class on race. One of his fellow students shares an experience she had as an Arab American woman, which differs from his own experience. Although initially his instinct is that this story does not ring true to him, he realizes that his classmate likely experiences the world differently than he does and sets aside his own initial reaction. Which guideline of engagement is Ahmed following?

a) choosing to believe one another ✓ correct
b) being radically self-honest
c) sharing personal stories
d) recognizing the difference between personal opinions and research

True/False (15)

Q56. *[True/False] · Cognitive Domain: Comprehension*

Race is the same thing as ethnicity.

a) True
b) False ✓ correct

Correct answer: False

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Q57. *[True/False] · Cognitive Domain: Knowledge*

Race is a social construct.

a) True ✓ correct

b) False

Correct answer: True

Q58. *[True/False] · Cognitive Domain: Knowledge*

People of many different ethnicities may belong to the same racial category.

a) True ✓ correct

b) False

Correct answer: True

Q59. *[True/False] · Cognitive Domain: Knowledge*

It is more difficult for White people to see themselves as simply human without qualifiers.

a) True

b) False ✓ correct

Correct answer: False

Q60. *[True/False] · Cognitive Domain: Knowledge*

Racial categories remain constant over time.

a) True

b) False ✓ correct

Correct answer: False

Q61. *[True/False] · Cognitive Domain: Knowledge*

The U.S. Census in 1790 could only categorize Black Americans as enslaved people.

a) True ✓ correct

b) False

Correct answer: True

Q62. *[True/False] · Cognitive Domain: Comprehension*

A person could be racially classified very differently depending on census year.

a) True ✓ correct

b) False

Correct answer: True

Q63. *[True/False] · Cognitive Domain: Comprehension*

Plantation owners were required to respond to armed rebellion against enslavement on their own, without federal troops' involvement.

a) True

b) False ✓ correct

Correct answer: False

Q64. *[True/False] · Cognitive Domain: Comprehension*

The theory of intersectionality argues that all women's experiences are universal.

a) True

b) False ✓ correct

Correct answer: False

Q65. *[True/False] · Cognitive Domain: Knowledge*

The Combahee River Collective illustrated how similar the experiences of Black lesbian women and White lesbian women were.

a) True

b) False ✓ correct

Correct answer: False

Q66. *[True/False] · Cognitive Domain: Comprehension*

Journalist Ida B. Wells documented lynchings of Black men from an intersectional perspective.

a) True ✓ correct

b) False

Correct answer: True

Q67. *[True/False] · Cognitive Domain: Comprehension*

Feminism in the United States has always attempted to represent all women and girls regardless of racial and cultural differences.

a) True

b) False ✓ correct

Correct answer: False

Q68. *[True/False] · Cognitive Domain: Knowledge*

Colorblindness or pretending one does not “see color” can be very harmful, as it erases racism, the individual’s history, and identity.

a) True ✓ correct

b) False

Correct answer: True

Q69. *[True/False] · Cognitive Domain: Knowledge*

Because individuals may not notice racial microaggressions, they cannot be considered harmful.

a) True

b) False ✓ correct

Correct answer: False

Q70. *[True/False] · Cognitive Domain: Knowledge*

Young children do not “see race.”

a) True

b) False ✓ correct

Correct answer: False

Essay (15)

Q71. *[Essay] · Cognitive Domain: Analysis*

Explain the difference between race and ethnicity.

Suggested answer: *Sample response: Race is a system of organizing people into groups perceived to be distinct because of physical appearance. Ethnicity comprises shared cultural norms, values, language, religion, geography, and nationality.*

Q72. *[Essay] · Cognitive Domain: Analysis*

How is biology related to race?

Suggested answer: *Sample response: Even though genes, such as skin color and hair, are associated with race, these differences are too small to fully represent a person’s race. Science indicates there are more biological differences between people in the same racial category than there are differences across racial categories.*

Q73. *[Essay] · Cognitive Domain: Analysis*

How does failure to recognize the racial middle disproportionately harm racial categories other than Black and White?

Suggested answer: *Sample response: The disproportionate focus on the supposed binary between White and Black racial categories makes invisible or dismisses other categories such as Latinx, Asian, and Native American as representational racial categories to be discussed in social inequities.*

Q74. *[Essay] · Cognitive Domain: Application*

Give one example of how racial categorizations have changed over time.

Suggested answer: *Sample response: The best example to illustrate the flexibility of racial categories through time is to look at the U.S. Census bureau. For example, at one point, Native American people were not considered their own distinct category. This was based on their forced assimilation into White society.*

Q75. *[Essay] · Cognitive Domain: Analysis*

Explain intersectionality and how it benefits research analysis.

Suggested answer: *Sample response: Intersectionality refers to how the social categories, such as social class, gender, and race, are intimately connected and work in conjunction to reinforce advantages or disadvantages in society. This helps us see, for example, that all women's experiences are not the same and vary according to their other social positions such as race, citizenship status, or class.*

Q76. *[Essay] · Cognitive Domain: Analysis*

Explain how White third wave feminists could improve intersectional representation in transnational activism.

Suggested answer: *Sample response: There remains a lack of transnational women of color and research connecting the similarities in the struggles for equity. Therefore, a global inclusionary effort must be made to secure social equity for all women, regardless of their country of origin.*

Q77. *[Essay] · Cognitive Domain: Application*

Explain how color blindness negatively affects people of color.

Suggested answer: *Sample response: A person who proclaims that they do not see color covertly wipes away, or makes invisible, an individual's history, racism, social inequality, and oppression.*

Q78. *[Essay] · Cognitive Domain: Application*

Imagine a friend of yours claims that they cannot be racist because they do not "see color." How would you respond to this assertion?

Suggested answer: *Sample response: Colorblindness grew out of White people realizing overt prejudice was no longer socially acceptable. However, claiming on does not "see color" invalidates the very real experiences of oppression that people of color must deal with every day. Moreover, it does nothing to combat the existing structural mechanisms of oppression on which American was built. Colorblind racism is still racism.*

Q79. *[Essay] · Cognitive Domain: Application*

Describe how racial microaggressions can be harmful even if the perpetrator did not notice them.

Suggested answer: *Sample response: Even if unnoticed or unintended to be negative, racial microaggressions can be harmful to the person who receives them because they emphasize "otherness." Furthermore, they perpetuate negative ideas, misinformation, and racial inequality.*

Q80. *[Essay] · Cognitive Domain: Application*

What fact could be used to dismiss the idea that children do not see race?

Suggested answer: *Sample response: Research indicates that children as young as 2 years old quickly understand that society favors one race over another, and that one race is preferred based on their interpretations of race-based meanings.*

Q81. *[Essay] · Cognitive Domain: Analysis*

What are the differences between ethnicity and race?

Suggested answer: *Sample response: Race refers to the socially constructed physical differences that a particular society considers important or unimportant. Physical characteristics act as visual markers, such as skin color, hair texture, the shape of a person's nose, the size and shape of one's head. However, race is intimately tied with social significance. It can become a social cue for inclusion in parts of society, such as affordable housing, job opportunities, health care, and educational attainment. When a physical characteristic becomes embedded with social significance, it becomes something that everyone agrees to because it seems natural or normal to believe it as truth, even though it is not valid. Ethnicity refers to the shared social and cultural norms, values, historical experiences, religion, and common languages that stem from common geographical backgrounds that make this subgroup unique. It is different from race precisely because ethnicity avoids the social construction of race as a biological determinant or visual cue of social difference that makes these two terms different.*

Q82. *[Essay] · Cognitive Domain: Analysis*

How is the socially constructed idea of race connected to the U.S. system of enslavement?

Suggested answer: *Sample response: To understand the connection between the social construction of race and its relationship to the United States, we must first look at power. Power is the ability to gain authority over individuals, groups, and other social institutions. To have power over someone or something means that it can or will maintain its dominance and influence on most if not all matters of social life. Given that most power and authority were obtained and maintained by White men, these men could construct a social idea, in this case, race. Race as a social construct is meant to describe or categorize society into various social groups based on skin color and other physical features deemed relevant. To be sure, it was not a valid biological concept; race is a social construction that gives or denies benefits and privileges to some while disadvantaging others. The United States developed and used the idea of race early to justify its new economic system of capitalism and colonial expansion. These two systems depended on the institution of forced servitude predominantly extracted from African peoples through enslavement. The method of slavery is one method in which White men could expand and maintain their power.*

Q83. *[Essay] · Cognitive Domain: Analysis*

Define the term “racial middle.” How does this concept negatively affect certain racial categories?

Suggested answer: *Sample response: Race in U.S. society is seen as one that consists of Black and White racial groups. However, there is a gray area called the racial middle. The racial middle ground is where other racial groups become obscured or lost based on the misidentification that the United States has two primary racial groups. Viewing society through this lens dismisses several different identities, histories, and lived experiences. The racial middle becomes more critical when we look at social and racial inequities. For other marginalized racial groups to gain ground on being seen and heard when it comes to conversations of racial disparities in the United States, they assimilate into two categories: White or Black. However, by doing so, they also perpetuate the same system that forces them to assimilate to one or the other racial groups.*

Q84. *[Essay] · Cognitive Domain: Application*

What is intersectionality? How does intersectionality help us understand the ways people experience social inequality?

Suggested answer: *Sample response: Intersectionality is a framework for conceptualizing a person, group of people, or social problem as affected by several advantages and disadvantages. Intersectionality considers an individual or group’s overlapping identities and lived experiences to understand better the complexity of prejudices they face. Therefore, intersectionality allows us to see that social inequalities associated with disadvantages such as the lack of access to medical treatment, insurance, food, work, and an equal education stem from multiple sources of power that lead to oppression and exploitation connected to history. Social constructs such as race, class, sexual orientation, gender identity, religion, and ethnicity often overlap and do not exist independently. For example, while White women make 70 cents on the dollar compared to White men, the Black–White wage gap tells us something different. Black men make less than White men and slightly more than White women. However, Black women earn less than all categories.*

Q85. *[Essay] · Cognitive Domain: Application*

Define racial colorblindness. Describe how colorblindness is harmful to people of color.

Suggested answer: *Sample response: In a racial context, colorblindness is a person's ability to proclaim that they do not "see color" and, under this same guise, only see humans. However, color is a socially constructed term that categorizes people in different racial groups. This occurs in ways that define who is superior and inferior. Race as a category associated with color is a pervasive and ongoing social issue that one cannot dismiss or generalize, as it has devastating and adverse effects on those deemed inferior. With that said, denying that one sees color as a racial category typically reproduces racial inequality; it is a covert method that perpetuates systems of social and racial disparities and denies that racial discrimination exists. Second, denying that racial color exists denies that person or persons the historical, cultural, and ethnic legacies they and past generations had to experience, thus rejecting their claim to historical cultural trauma. Lastly, denying a person's color is to deny them the opportunity to define and identify themselves within the social ecosystem.*