Organizational Behavior in Health Care 4th edition Borkowski Test Bank

SKU: 9781284183245-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>

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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

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[3] Cognitive Dissonance
[4] Inclusion
<Answer: 2>
<Complexity: Easy>
<Subject: Defining Diversity, Equity & Inclusion Chapter 2>

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