

Diversity Terminology Challenge [MASTER COPY] - 7 Questions

Number of questions: 7

Description

Welcome to a Qstream set of diversity questions. Diversity means many different things to people because of our own backgrounds, experiences and interactions with others. Each of us has a unique filter through which we see the world and because of this we interpret questions, ideas and experiences from that individual perspective. These questions are designed to engage your thinking and curiosity. They might also challenge how you see the world or raise questions that you can talk about with your team. We recognize that while we have created these questions and answers, some people may have different interpretations based on their own backgrounds and filters. If you do interpret the questions differently, we encourage you to talk about it with the people you work with. When you talk with team members or interact with them, remember that it is important to respect other people's experiences, even if they do not mirror or reflect our own. We invite you to explore with us the rich world of diversity and the human experience.

This Qstream will help you to better understand diversity terminology including terms that people use to self identify. It is important to remember that how people self-identify varies from person to person and being respectful means using language and terms that people prefer to use to describe themselves.

Syllabus

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(Multi-correct answer): Terminology: Black/African American



Leticia is a woman who has dark skin. She is originally from Jamaica but has lived in the United States for 25 years.

How might Leticia describe herself?

Choices:

- African American
- Black
- Jamaican American
- Person of Color

Explanation:

As a Jamaican, Leticia does not see herself as African American as her heritage doesn't come from the African continent. But, as a woman with dark skin, she does see herself as racially black, and she also considers herself a Jamaican American because she still incorporates many aspects of the Jamaican culture into her life.

While Leticia doesn't mind the phrase Person of Color, she knows that some other people don't like this term as it is too general and doesn't recognize the different experiences and backgrounds that encompass people who are not racially white.

Question Topics: terminology

(Multi-correct answer): Terminology: Person w/ a disability



Matilda was in a car accident in her teens. As a result, she uses a wheelchair to get around. She is now an active member of a wheelchair basketball league, has gone skydiving, and is a new mother with a one-year-old son.

How might Matilda describe herself?

Choices:

- Mother
- Handicapped
- Athlete
- Inspirational

Explanation:

While it is true that Matilda uses a wheelchair for daily activities, she doesn't see the wheelchair as the main thing that defines her life, so she doesn't use that as a way to describe herself. She does strongly identify as a mother for her son, and her time with the basketball team is a great source of fun and exercise.

She takes offense when someone refers to her as inspirational. She does not feel that living a daily, regular life makes her so. She and the members of her basketball team shake their heads when well-meaning people come up to them when they are traveling together to tell them "they are inspirational." Matilda and the others find it condescending.

The word *handicapped* should never be used to describe people. In the United States, this is a governmental term used to describe an accessible parking spot or bathroom. Other words no longer in use include *disfigured*, *cripple*, *invalid*, *victim*, and *wheelchair-bound*.

Question Topics: terminology

(Multiple Choice): Terminology: LGBTQ+



Damon is a trans man who is currently undergoing hormone therapy. He has been dating his girlfriend for about six months.

How might Damon describe himself?

Choices:

- Boyfriend
- Transgender woman
- Gay
- Bisexual

Explanation:

As Damon was assigned the gender of female at birth but he identifies as a man, he is a transgender man who has a girlfriend. As he is a man dating a woman, he identifies not as gay, but as straight. He is not attracted to other men, so he is not a bisexual, which is someone who is sexually attracted to both men and women.

For a list of LGBTQ+ vocabulary, visit the Human Rights Campaign:

<https://www.hrc.org/resources/glossary-of-terms>

Question Topics: terminology

(Multi-correct answer): Terminology: Asian



Aroon was born in Thailand. His name means “Dawn” in Thai. His family immigrated to Florida when he was four years old, so although he was not born in the United States, he does consider it his home culture.

Aroon appreciates different aspects of both his Thai heritage and his life in the United States. He completed a law degree last year and is working for a Miami-based firm.

How do you think Aroon describes himself?

Choices:

- Chinese
- Thai
- Southeast Asian
- American

Explanation:

Aroon describes himself in many ways, depending on who he is with. With friends and at work, he refers to himself as American and if pushed, as Southeast Asian. When he is with family, he refers to himself as Thai.

Some people often refer to him as “Chinese” when they think he is from Asia. Depending on the day, he shrugs it off, gives an impromptu explanation about not all Asians being Chinese, or just keeps his mouth shut so that his anger doesn’t get the better of him. He doesn’t care to explain this for the 4,000th time.

Self-identification can shift depending on context and from day to day: people’s lives evolve and change, which is why Aroon can choose to identify in so many different ways.

Question Topics: terminology

(Multiple Choice): Terminology: Veterans



Tom’s team of fifteen workers includes several veterans. Memorial Day is coming up, and Tom wants to thank these veterans for their service. What should he do?

What should he do?

Choices:

- ✗ Get a card for each veteran, ask the team to sign it, and hand the cards out the Friday before the holiday.
- ✗ Make a point during the Friday staff meeting of wishing everyone a Happy Memorial Day.
- ✗ Not make any comments about Memorial Day and wait until Veterans Day in November.
- ✓ Thank the veterans for their service on Memorial Day as well as acknowledging their fallen comrades, family, and friends.

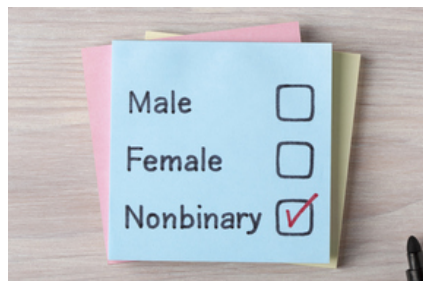
Explanation:

While both Memorial Day and Veterans Day honor veterans, they are very different days. Memorial Day serves as a remembrance of those who died while serving. For veterans, this is a solemn occasion when many of them may remember friends who did not return home. Thus, it is inappropriate to wish veterans a “Happy Memorial Day.”

Saying “We will remember this Memorial Day” is a better way of letting veterans know that you wish to recognize those who have made the ultimate sacrifice. Bear in mind that colleagues who are veterans might have a more difficult time at Memorial Day. Be more supportive than usual.

Veterans Day in November honors those who are in uniform or who have served in our armed forces. This, in fact, is the day when it is appropriate to thank veterans for their service.

Question Topics: terminology

(Multi-correct answer): Terminology: Pronouns

Shannon was assigned the gender of female at birth, but growing up she didn't feel very feminine. At times she felt feminine, sometimes she felt more masculine. Some days she dresses and acts in ways that are considered feminine, on other days she dresses and acts in ways that are typically considered masculine. As she is now in her 20's and exploring her sexual orientation and gender identity (SOGI) more deeply, she is starting to explore how she wants to self-identify.

How do you think Shannon would describe herself to you?

Choices:

- ✗ Butch
- ✓ Non-binary
- ✓ They/Their/Them
- ✗ Lesbian

Explanation:

There is no information here about what Shannon's sexual orientation is; we don't know if she would consider herself a lesbian or not. The term butch can be used both as a derogatory term or as a means of self-expression. We don't know from the information given if Shannon considers herself butch or not. With the exploration of both masculine and feminine clothing styles and actions, Shannon does identify as non-binary and as part of her embracing that identity, she is considering switching from feminine pronouns to gender neutral ones.

Question Topics: terminology

(Multi-correct answer): Terminology: Hispanx



José was born in Ohio. His parents immigrated from Guatemala 30 years before he was born. He is bilingual (Spanish/English).

How do you think José describes himself?

Choices:

- Guatemalan
- American
- Latino
- Hispanic

Explanation:

While his parents were born in Guatemala and think of themselves as Guatemalan-American, José has only known life in the United States and sees himself as American. He doesn't mind if someone refers to him as Guatemalan American, but he takes offense when people assume he is Mexican just because he speaks Spanish. He also gets annoyed when people ask him, "Where are you really from" and keep pressing even after he tells them he is from Ohio.

Question Topics: terminology
