

DEI Awareness Professional Practice Test Questions and Answers

1. What does DEI stand for in organizational context?

- A) Development, Education, Integration
- B) Diversity, Equity, and Inclusion
- C) Direction, Excellence, Innovation
- D) Dynamic, Effective, Inclusive

2. Which approach is most effective for creating inclusive workplace culture?

- A) One-time diversity training
- B) Ongoing education, policy changes, and leadership accountability
- C) Hiring quotas only
- D) Avoiding discussions about differences

3. What is unconscious bias?

- A) Intentional discrimination
- B) Automatic mental associations that influence judgment without awareness
- C) Company policy violations
- D) Formal complaint processes

4. Which metric best measures inclusion effectiveness?

- A) Demographic representation numbers only
- B) Employee sense of belonging and psychological safety surveys
- C) Training completion rates
- D) Number of diversity events held

Answers: 1-B 2-B 3-B 4-B

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