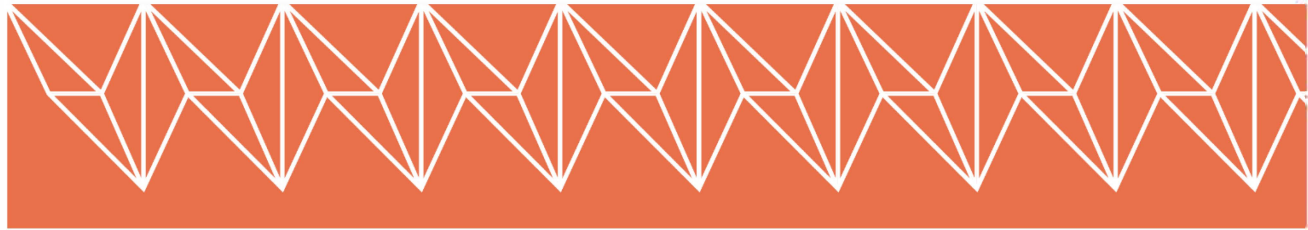


FLEX: Unconscious Bias Quiz Answers

Please review quiz answers below

1. In your own words, explain what bias means to you
 - a. A preference in favor of or against a thing, person or group compared to another
 - b. It may be held by an individual, group or institution
 - c. It can have negative or positive consequences
2. True or False? As a women's body mass increases, her pay decreases.
 - a. TRUE. IN the United States and other Western Nations, for every 1% of increase in a woman's body mass there is a 0.5% decrease in pay.
3. True or False? In Canada, the US, the UK and Australia, a job seeker with a non western name has to submit more resumes than a job seeker with a Western name in order to get a response from the recruiter.
 - a. TRUE. Similar results have been found in Canada, the US, the UK, and in Australia. In non-Western countries, family names can convey information about ethnicity and religious or regional origin, which can trigger biases.
 - b. Job seekers in most western countries who have a non-western name have to submit approximately 30% more resumes to achieve the same result as jo seekers who have western names.
4. True or False? Men are far less likely than woman to report being victims of domestic violence, hazing, or sexual assault.
 - a. TRUE. In the UK, man are 3x as likely as woman to not report being victims of domestic violence, hazing, or sexual assault; only 10% of those reporting will report to the police.
 - b. Bias can be held by an individual, an organization, or society. This is an example of a bias in society. Many cultures believe that men are rarely victims of domestic violence, hazing, or sexual assault, or should be tough enough not to need help in these areas.
5. LGBTQ+ youth are more or less than 2x as likely to have attempted suicide compared to the heterosexual youth?
 - a. MORE. In most Western countries, LGBTQ+ youth are actually 3x-5x as likely to have attempted suicide as heterosexual youth.
 - b. Compared to the general population, LGBTQ+ people are more likely to have thoughts of suicide. Much more likely.
 - c. LGBTQ+ youth are subject to much more discrimination because they are typically part of a minority group. This discrimination leads to isolation and depression, which can lead to suicide.





6. While 50% of US workforce are extroverts, they account for what percentage of leaders and manager?
 - a. The answer is C, 85-100 percent. In the US, 50 percent of the general population are extroverts, yet 96 percent of managers and executives display extroverted personalities.
7. Brown and black Brazilians earn more, less or the same as white Brazilians with the same background?
 - a. The answer is LESS. Brown and black Brazilians earn approximately 20-25 percent less than white Brazilians with the same background, even when age, work experience, education level, sex, region, class origin, and labor market characteristics are considered.
 - b. People are strictly defined by their skin tone rather than their ethnic origin in Brazil. Siblings of different skin colors are not an uncommon phenomenon. It's possible that twins with the exact same background and experience, one considered "white" while the other is considered "black," would have a 20-25 percent difference in wages.
8. What percentage of male CEOs of Fortune 500 companies are over 6 feet (180 centimeters) tall?
 - a. C. 50-60% of male CEOs
 - b. 58 percent of male CEOs in Fortune 500 companies are over 6 feet (or 180 centimeters) tall. But only 14.5 percent of the U.S. male population is that tall or taller. The U.S. has a bias toward tall men as CEOs.

Other Biases

1. 71% of leaders pick proteges of the same race and gender
2. In the US, minority patients are less likely to receive pain medication than white patients.
3. 78% of artificial-intelligence professionals are male, implying AI is being developed without diverse talent.
4. Children with learning disabilities account for 8.6% of students in US public schools and 32% of youth in juvenile detention.

