

- 1) Affirmative action requires federal contractors to:
 - a. Perform utilization studies
 - b. Take into account availability pools
 - c. Hire more minorities than Whites
 - d. a and b.
- 2) "Utilization studies" require federal employers to:
 - a. Analyze the percentage of current employees that pertain to distinct groups (i.e., race, gender, ethnicity, etc.)
 - b. Hire unqualified minorities over qualified Whites
 - c. Hire only minorities
 - d. b and c.
- 3) "Availability pools" refer to:
 - a. All job seekers
 - b. The percentage of qualified workers that are actually available for the position in question
 - c. Only female job seekers
 - d. b and c.
- 4) If Adams State University is found to employ *only* Hispanic janitors:
 - a. The University would still be in compliance with federal law due to the high Hispanic populations in the area
 - b. The University would be unlikely to be accused of discrimination
 - c. The University would be in danger of a lawsuit due to the fact that less than half of the available job pool is Hispanic
 - d. a and b.
- 5) Affirmative action focuses mainly on:
 - a. Enforcing hiring quotas
 - b. Contracting members of minority groups only
 - c. Casting a broad net such that all eligible candidates have the opportunity to apply for job openings
 - d. All of the above.
- 6) Legally, affirmative action applies only to:
 - a. White contractors
 - b. Federal contractors
 - c. Private contractors
 - d. All of the above.
- 7) In the 2003 case *Gratz vs Bollinger* the supreme court ruled:
 - a. That "race-plus" admission systems cannot be used at the undergraduate level
 - b. That "race-plus" admission systems can still be used at the graduate level
 - c. That race is not to be considered in any admission decisions
 - d. a and b.

- 8) Abigail Fisher is:
- An African-American women that was denied entrance to the University of Texas (UT)
 - A White women that was denied entrance to UT
 - Suing UT for apparently denying her entrance based on her race
 - b and c.
- 9) Roughly ____ of university scholarships are only available to minorities.
- 50%
 - 60%
 - 3%
 - 40%.
- 10) Proposition 46, which was on Colorado's 2008 ballot, proposed:
- Adopting more stringent affirmative action laws
 - Abolishing affirmative action altogether
 - Keeping affirmative action in order to promote minority employment
 - Getting rid of affirmative action in college admissions only.
- 11) It is commonly expected that in the U.S. children earn more than their parents. This trend holds true for _____ across all classes. However, it does not hold true for _____ in the middle and upper middle class.
- Whites; Blacks
 - Blacks; Whites
 - Hispanics; Whites
 - Blacks; Asians.
- 12) When academically high-achieving African-American students are told they are being tested on their "innate intelligence" they tend to:
- Perform better than comparable White students
 - Underperform compared to comparable White students
 - Do the same as White students of similar ability
 - b and c.
- 13) When academically high-achieving White students are told they are being tested on their "innate intelligence" they tend to:
- Perform much better than comparable African-American students
 - Underperform compared to similar African-American students
 - Do the same as African-American students of similar ability
 - b and c.
- 14) When academically high-achieving African-American students are told they are being tested on their preparation and hard work they tend to:
- Perform much better than comparable White students
 - Underperform compared to similar White students
 - Do about the same as White students of similar ability
 - a and c.

- 15) "Stereotype threat" is:
- A form of blatant discrimination
 - Non-existent according to available research
 - Is the threat of being viewed through the lens of a negative stereotype
 - Has relatively little impact on minorities.
- 16) Benjamin Franklin expressed:
- Very little xenophobia in his writings
 - A clear dislike for German immigrants in the American Colonies
 - A strong fear that Germans would unduly influence cultural norms in the American Colonies
 - b and c.
- 17) Univision is:
- A Spanish television channel with a strong viewer base in the U.S.
 - The 3rd most watched television channel in the U.S.
 - Has more viewers in the U.S. than NBC
 - All of the above.
- 18) According to Thomas Huntington, Hispanic immigrants challenge the American Creed because:
- They frequently only speak Spanish
 - They tend to be Catholic
 - They are close to their homelands
 - All of the above.
- 19) According to Thomas Huntington, the American "creed" is based on a foundation of:
- Protestant religion
 - Anglo inhabitants
 - A strong work ethic focused on individual success
 - All of the above.
- 20) Hispanics currently make up roughly _____ of the U.S. population.
- 16%
 - 80%
 - 3%
 - 40%.
- 21) As a percentage of population, immigration to the U.S. peaked in _____ and _____.
- 1910;2010
 - 1790;1840
 - 1910;1950
 - 1960;1970
- 22) According to the article, "Fear vs. Facts: Examining the Economic Impact of Undocumented Immigrants in the U.S." undocumented immigrants:
- Clearly compete with U.S. citizens for blue-collar jobs.
 - Provide a net income for the Federal government
 - Cost local governments a large amount of money
 - b and c.

- 23) On average, the fence that was built along the U.S.-Mexico border in the early 2000s cost _____ per mile of construction.
- a. \$10,000-\$15,000
 - b. \$100,000-\$200,000
 - c. \$10,000,000-\$20,000,000
 - d. \$1,000,000-\$2,000,000
- 24) Overall, the efforts to “protect” the U.S.-Mexico border:
- a. Have had very little impact of net migration and the trafficking of illicit goods
 - b. Have been an overwhelming success
 - c. Have cost U.S. citizen’s billions of dollars
 - d. a and c.
- 25) The cost of providing undocumented immigrants with healthcare is a contentious issue for most U.S. citizens. According to the article, “Fear vs. Facts” the cost of providing such care, per U.S. household, is roughly _____ per year.
- a. \$1,000
 - b. \$11
 - c. \$100
 - d. \$500