



Diversity, Equity and Inclusion (DEI)

Reading Test

EXAMPLE

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Student

Time: *Approximately 1 hour*

Two types of lesson

Lesson#1: [Easier] ***** [B2/C1]

1. Predict the content of the text by reading the title. Write down the key terms & ideas.
2. Read the text. Check the unknown words with a dictionary.
3. Answer the comprehension questions.
4. Check your answers with the provided key (pass mark is 70%).

Lesson #2: [More challenging] ***** [C1]

1. Read the text without looking up any words.
2. Answer the comprehension questions.
3. Check your answers with the provided key (pass mark is 70%).

Teacher

Two types of lesson

Lesson#1: [Easier] ***** [B2/C1]

1. Distribute **text 1 (without reference words underlined)** a week before the test. Students read, check vocabulary & meanings.
2. Test day. Distribute **text 2 (with reference words underlined)** & the **questions** (no dictionary or notes).
3. Set 1 hour to read the text & answer the questions.
4. Take in & correct or go through answers in class (pass mark is 70%).
5. Extra activity. Students write the *summary (add 30 minutes to the test).

Lesson #2: [More challenging] ***** [C1]

1. Test day. Distribute **text 2 (with reference words underlined)** & the **questions**.
2. Set 1 hour to read the text & answer the questions.
3. Take in & correct or go through answers in class (pass mark is 70%).
4. Extra activity. Students write the *summary (add 30 minutes to the test).

*Summary writing: www.academic-englishuk.com/summary

Diversity, Equity and Inclusion (DEI) (Text 1) EXAMPLE

By H. Kennedy (2023)

Diversity, equity and inclusion, often shortened to DEI, [redacted],
init [redacted] place of work to promote equal representation and participation.
According to Phillips (2021), whereas [redacted] among the
workforce, equity and inclusion refer to the insertion of effective policies and programmes which make
[redacted] valued. As a consequence, a workplace encouraging
DEI can help to foster a more successful work environment by [redacted]
[redacted] from arising and attracting a more diverse range of staff
(ACAS, n.d.).

ACAS (n.d.) describes diversity as valuing differences among [redacted]
religion, ethnicity, disability and gender. A 2019 study conducted by Dixon-Fyle et al. (2020) focusing
on [redacted] reference to gender diversity, the most gender-
diverse companies were 25% more likely to have above-[redacted] least
33% [redacted] outperform companies who had fewer. On the
other hand, with regard to ethnic diversity, Dixon-Fyle et al. (2020) found that in 2019, outperformance
in profit [redacted] organisations. Overall, the least diverse
companies in terms of gender and ethnic diversity, were 27% more likely to underperform on
profitability. Therefore, this increasing correlation [redacted] s
[redacted] a company, the more profitable it will be.

Equity, or equality at a place of work entails equal job opportunities and fairness for both existing and
prospective employees, [redacted], i.e. age, disability, marital
status, race, religion, gender or sexual orientation are not used against them in an unfair way, known
as the discrimination law (ACAS, n.d.). Also known as [redacted] in
the [redacted] direct and indirect discrimination, harassment and
victimisation, and has brought about several changes to [redacted]
employees against harassment, granting new powers for employment tribunals, allowing claims to be
[redacted] pay secrecy clauses, and preventing companies from
asking job applicants about disability and health so that they [redacted]
[redacted] and Equality and Human Rights Commission, 2015).

Inclusion in the workplace implies that all staff members feel their contributions at work are valued
[redacted] safe to suggest different ideas but also raise issues to
senior staff and managers (ACAS, n.d.). In another study [redacted] staff
[redacted] discovered that overall sentiment on feelings of
inclusion was rated 61% negative overall, with openness [redacted] neg
[redacted] 63% and 80% negative. It is clear, therefore, that many
companies, no matter how diverse, continue to struggle to [redacted]
hiring [redacted] create an inclusive workplace.

In order to make all employees feel included, appreciated and that they are treated fairly, there are a
number of [redacted] to, both internally and externally. Gassam
Asare (2021) suggests that Human Resources departments [redacted]
[redacted] are differently abled is provided accordingly, which may
include working closely with individuals outside [redacted] about

accessibility, as well as incorporating accountability measures such [redacted] allowing employees to report exclusionary behaviour anonymously, and having a clear procedure for how it [redacted] recommend drawing up workplace policies that include training and development for all staff so that they all [redacted] make it work in practice, and how to best monitor and measure it. Finally, ACAS (n.d.) propose a systematic, [redacted] leadership and critical roles, the promotion of openness throughout the workforce and confronting [redacted].

Although some progress towards creating more diverse, equitable and inclusive workplaces has been made in [redacted] very little, or none at all. A data comparison between companies based in the USA and the UK and [redacted] in the [redacted] ethnic minorities on executive teams in 2019 was at 20% and 13% respectively, whereas gender and ethnic [redacted] (Dixon-Fyle [redacted] effective DEI practices need to be implemented across the board and the globe.

Reference list

ACAS, (n.d.). [redacted] [online]. Available at:
<https://www.acas.org.uk/improving-equality-diversity> [Viewed 11.01.2023].

Dixon-Fyle, S., [redacted], (2020). *Diversity wins: How inclusion matters* [online]. Available at: [https://www.mckinsey.com/featured-articles-how-inclusion-wins](https://www.mckinsey.com/featured-articles/how-inclusion-wins) [Viewed 10.01.2023].

[redacted] *Your Company Should Adopt In 2022* [online]. Available at:
<https://www.forbes.com/sites/janicegassam/2021/12/29/4-dei-practices-3bc5e09b41d5> [Viewed 11.01.2023].

Government Equalities Office and Equality and Human Rights Commission, (2015 [redacted] [online]. Available at: <https://www.gov.uk/guidance/equality-act-2010-guidance> [Viewed 11.01.2023].

Phillips, N., (2021). [redacted] Available at:
<https://trainingindustry.com/articles/> [Viewed 10.01.2023].

Diversity, Equity and Inclusion (DEI) (Text 2) EXAMPLE

By H. Kennedy (2023)

1. Diversity, equity and inclusion, often shortened to DEI, [redacted], initiates [redacted] place of work to promote equal representation and participation. According to Phillips (2021), whereas [redacted] among the workforce, equity and inclusion refer to the insertion of effective policies and programmes **which** make [redacted] valued. As a consequence, a workplace encouraging DEI can help to foster a more successful work environment by [redacted] [redacted] from arising and attracting a more diverse range of staff (ACAS, n.d.).

2. ACAS (n.d.) describes diversity as valuing differences [redacted] religion, ethnicity, disability and gender. A 2019 study conducted by Dixon-Fyle et al. (2020) focusing on [redacted] reference to gender diversity, the most gender-diverse companies were 25% more likely to have above-[redacted] least 33% [redacted] outperform companies **who** had fewer. On the other hand, with regard to ethnic diversity, Dixon-Fyle et al. (2020) found that in 2019, outperformance in profit [redacted] organisations. Overall, the least diverse companies in terms of gender and ethnic diversity, were 27% more likely to underperform on profitability. Therefore, this increasing correlation [redacted] s [redacted] a company, the more profitable it will be.

3. Equity, or equality at a place of work entails equal job opportunities and fairness for both existing and prospective [redacted], i.e. age, disability, marital status, race, religion, gender or sexual orientation are not used against **them** in an unfair way, known as the discrimination law (ACAS, n.d.). Also known as [redacted] in the [redacted] direct and indirect discrimination, harassment and victimisation, and has brought about several changes to [redacted] employees against harassment, granting new powers for employment tribunals, allowing claims to be [redacted] pay secrecy clauses, and preventing companies from asking job applicants about disability and health so that they [redacted] [redacted] and Equality and Human Rights Commission, 2015).

4. Inclusion in the workplace implies that all staff members feel **their** contributions at work are valued [redacted] safe to suggest different ideas but also raise issues to senior staff and managers (ACAS, n.d.). In another study [redacted] staff [redacted] discovered that overall sentiment on feelings of inclusion was rated 61% negative overall, with openness [redacted] neg [redacted] 63% and 80% negative. It is clear, therefore, that many companies, no matter how diverse, continue to struggle to [redacted] hiring [redacted] create an inclusive workplace.

5. In order to make all employees feel included, appreciated and that they are treated fairly, there are a number of [redacted] to, both internally and externally. Gassam Asare (2021) suggests that Human Resources departments [redacted] [redacted] are differently abled is provided accordingly, which may include working closely with individuals outside [redacted] about [redacted]

accessibility, as well as incorporating accountability measures such [redacted] allowing employees to report exclusionary behaviour anonymously, and having a clear procedure for how it [redacted] recommend drawing up workplace policies that include training and development for all staff so that they all [redacted] make it work in practice, and how to best monitor and measure it. Finally, ACAS (n.d.) propose a systematic, [redacted] leadership and critical roles, the promotion of openness throughout the workforce and confronting [redacted].

6. Although some progress towards creating more diverse, equitable and inclusive workplaces has [redacted] very little, or **none at all**. A data comparison between companies based in the USA and the UK and [redacted] in the [redacted] ethnic minorities on executive teams in 2019 was at 20% and 13% respectively, whereas gender and ethnic [redacted] (Dixon-Fyle [redacted] effective DEI practices need to be implemented across the board and the globe.

Reference list

ACAS, (n.d.). [redacted] [online]. Available at: <https://www.acas.org.uk/improving-equality-diversity> [Viewed 11.01.2023].

Dixon-Fyle, S., [redacted], (2020). *Diversity wins: How inclusion matters* [online]. Available at: [https://www.mckinsey.com/featured-articles-how-inclusion-wins](https://www.mckinsey.com/featured-articles/how-inclusion-wins) [Viewed 10.01.2023].

[redacted] *Your Company Should Adopt In 2022* [online]. Available at: <https://www.forbes.com/sites/janicegassam/2021/12/29/4-dei-practices-3bc5e09b41d5> [Viewed 11.01.2023].

Government Equalities Office and Equality and Human Rights Commission, (2015 [redacted] [online]. Available at: <https://www.gov.uk/guidance/equality-act-2010-guidance> [Viewed 11.01.2023].

Phillips, N., (2021). [redacted] Available at: <https://trainingindustry.com/articles/> [Viewed 10.01.2023].

Comprehension Questions

1. Headings: Choose a subheading for each paragraph. One title is not needed.

1		A	The notion of feeling valued
2		B	_____
3		C	An overview of DEI
4		D	The role Human Resources play in DEI
5		E	_____
6		F	Successful case studies
		G	_____

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2. True / False / Not Given: One question per paragraph.

		T / F / NG
Paragraph 1		
i.	Diversity refers to the implementation of effective policies that encourage a range of differences among the workforce.	
Paragraph 2		
ii.	Research _____ more profitable.	
Paragraph 3		
iii.	Workplace _____ employees and future applicants.	
Paragraph 4		
iv.	Companies _____ inclusive workplace.	
Paragraph 5		
v.	Many Human Resource departments _____ on disability laws.	
Paragraph 6		
vi.	Statistics indicate that companies in the USA and the UK are doing better at _____ world.	

_ / 6

3. Reference Words: What do these words/phrases connect to? (underlined> in the text).

Paragraph	Word	Connection
1	Which	
2	_____	
3	Them	
3	_____	
4	Their	
5	Who	
5	_____	
6	None	
6	The former	

_ / 9

4. Open Answer Questions: One question per paragraph.

Paragraph 1		
i.	What are the THREE positive	?
	1.	2. 3.
Paragraph 2		
ii.	What is the evidence	profitable?
	1.	
Paragraph 3		
iii.	Name THREE changes that	the introduction of the Equality Act 2010?
	1.	2. 3.
Paragraph 4		
iv.	What is the evidence t	in the workplace?
	1.	
Paragraph 5		
v.	What THREE accountability	workplace inclusion?
	1.	2. 3.
Paragraph 6		
vi.	Which companies did better	, the USA & the UK or the other countries around the world?
	1.	

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5. Citations: Match the source with the point they make about DEI.

	Source		Point
i.	Philips (2021)	a.	need to work with accessibility professionals outside the business to improve their knowledge on disability laws.
ii.	ACAS (ND)	b.	Diversity place good polices that make sure all employees are valued
iii.		c.	The changes in the workplace ensure that the employee is not unfairly rejected when applying for a post.
iv.	Dixon-Fyle et al. (2020)	d.	confronting bias head on is required.
v.	Government Equalities Office a Rights Commission (2015)	e.	In the research conducted, staff members reported negative feelings of inclusion and belonging.

i.	ii.	iii.	iv	v.
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6. Key language: Search for the word in the paragraph that means:

Paragraph	Explanation	Word
1	The action of taking part in something.	
2	_____.	
2	A connection between two facts or ideas.	
3	People _____ a particular position.	
3	Treating a person differently from the way you treat other people.	
4	A thought, _____ feeling about a situation.	
4	A person with a natural ability or skill.	
5	_____ decided should happen.	
5	The fact of being responsible for the actions you take.	
6	_____ same way.	

___ / 10

Overall Total: ___ / 48

Comprehension Questions **ANSWERS**

1. Headings: Choose a subheading for each paragraph.

1	<i>C</i>	A	The notion of feeling valued
2	<i>G</i>	B	The law on discrimination
3	<i>B</i>	C	An overview of DEI

ALL ANSWERS INCLUDED IN PAID VERSION...