



Sample Exam

Exam Name: Certified Diversity, Equity, and Inclusion Professional (CDEIP)

Exam Code: CDEIP-001

Which of the following best defines “equity” in the context of DEI?

- A. Providing everyone with the same resources and opportunities.
- B. Ensuring fairness by addressing individual needs and removing barriers.
- C. Promoting representation from all demographic groups.
- D. Focusing on cultural celebrations and awareness events.

Correct Answer: B

Which statement best explains the business case for Diversity, Equity, and Inclusion (DEI)?

- A. DEI initiatives primarily focus on compliance with employment laws.
- B. DEI enhances creativity, innovation, and overall organizational performance.
- C. DEI is mostly relevant for non-profit organizations and public institutions.
- D. DEI programs reduce the need for employee training and development.

Correct Answer: B

In DEI terminology, "inclusion" primarily refers to:

- A. Ensuring that all individuals feel welcomed, respected, and valued within the organization.
- B. Hiring employees from underrepresented groups.
- C. Meeting diversity quotas set by the government.
- D. Providing equal salaries to all employees.

Correct Answer: A

Which of the following global frameworks or standards supports the implementation of DEI practices in organizations?

- A. ISO 9001 – Quality Management Systems
- B. ISO 27001 – Information Security Management
- C. ISO 14001 – Environmental Management Systems
- D. ISO 30415 – Human Resource Management: Diversity and Inclusion

Correct Answer: D

Which of the following is a key distinction between “diversity” and “inclusion”?

- A. Diversity is about representation, while inclusion is about participation and belonging.
- B. Diversity focuses on individual needs, while inclusion focuses on equal treatment.
- C. Inclusion is measurable, while diversity is not.
- D. Diversity is short-term, while inclusion is long-term.

Correct Answer: A

Which of the following best describes the link between inclusive culture and organizational success?

- A. Inclusive organizations experience lower productivity but higher employee satisfaction.
- B. Inclusive cultures reduce the need for compliance and diversity reporting.
- C. Inclusive cultures drive engagement, innovation, and long-term organizational growth.
- D. Inclusion has minimal measurable impact on performance outcomes.

Correct Answer: C