

Blindspot Hidden Biases Of Good People

Diversity Consciousness Business Chemistry Unconscious Bias Turning Unconscious Bias Into Conscious Thought The Law of Good People Ghosts in the Schoolyard The American Non-Dilemma Psychological Foundations of Attitudes Blindspots The Blind Spot Effect Navigating the Social World Race on the Brain Rethink Creativity Joan Garry's Guide to Nonprofit Leadership On the Other Side of Freedom Social Conscience and Responsibility Hopping over the Rabbit Hole Everyday Bias Racing to Justice Subtle Acts of Exclusion Eyewitness Testimony Blind Spots Think, Care, Act Blindspot Blindspot The Blindspots Between Us Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do (Issues of Our Time) Dear Mr. Knightley Teaching Race and Anti-Racism in Contemporary America Blind Spots Blindspot Sway Biased What Are Your Blind Spots? Conquering the 5 Misconceptions that Hold Leaders Back Lillian's Right to Vote Troublemakers The Leader's Guide to Unconscious Bias Intuition Blind Spots The Hidden Brain An Introduction to Implicit Bias

Diversity Consciousness

A guide to putting cognitive diversity to work Ever wonder what it is that makes two people click or clash? Or why some groups excel while others fumble? Or how you, as a leader, can make or break team potential? Business Chemistry holds the answers. Based on extensive research and analytics, plus years of proven success in the field, the Business Chemistry framework provides a simple yet powerful way to identify meaningful differences between people ' s working styles. Who seeks possibilities and who seeks stability? Who values challenge and who values connection? Business Chemistry will help you grasp where others are coming from, appreciate the value they bring, and determine what they need in order to excel. It offers practical ways to be more effective as an individual and as a leader. Imagine you had a more in-depth understanding of yourself and why you thrive in some work environments and flounder in others. Suppose you had a clearer view on what to do about it so that you could always perform at your best. Imagine you had more insight into what makes people tick and what ticks them off, how some interactions unlock potential while others shut people down. Suppose you could gain people ' s trust, influence them, motivate them, and get the very most out of your work relationships. Imagine you knew how to create a work environment where all types of people excel, even if they have conflicting perspectives, preferences and needs. Suppose you could activate the potential benefits of diversity on your teams and in your organizations, improving collaboration to achieve the group ' s collective potential. Business Chemistry offers all of this--you don ' t have to leave it up to chance, and you shouldn ' t. Let this book guide you in creating great chemistry!

Business Chemistry

This book presents thoughtful reflections and in-depth, critical analyses of the new challenges and opportunities instructors face in teaching race during what has been called the " post-racial era " . It examines the racial dimensions of the current political, economic, and cultural climate. The book features renowned scholars and experienced teachers from a range of disciplines and offers successful strategies for teaching important concepts through case studies and active learning exercises. It provides innovative strategies, novel lesson plans and classroom activities for college and university professors who seek effective methods and materials for teaching about race and racism to today ' s students. A valuable handbook for educators, this book should be required

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reading for all graduate students and college instructors.

Unconscious Bias Turning Unconscious Bias Into Conscious Thought

This practical, accessible, nonjudgmental handbook is the first to help individuals and organizations recognize and prevent microaggressions so that all employees can feel a sense of belonging in their workplace.

The Law of Good People

The Civil Rights movement of the 1960s seemed to mark a historical turning point in advancing the American dream of equal opportunity for all citizens, regardless of race. Yet 50 years on, racial inequality remains a troubling fact of life in American society and its causes are highly contested. In *The American Non-Dilemma*, sociologist Nancy DiTomaso convincingly argues that America's enduring racial divide is sustained more by whites' preferential treatment of members of their own social networks than by overt racial discrimination. Drawing on research from sociology, political science, history, and psychology, as well as her own interviews with a cross-section of non-Hispanic whites, DiTomaso provides a comprehensive examination of the persistence of racial inequality in the post-Civil Rights era and how it plays out in today's economic and political context. Taking Gunnar Myrdal's classic work on America's racial divide, *The American Dilemma*, as her departure point, DiTomaso focuses on "the white side of the race line." To do so, she interviewed a sample of working, middle, and upper-class whites about their life histories, political views, and general outlook on racial inequality in America. While the vast majority of whites profess strong support for civil rights and equal opportunity regardless of race, they continue to pursue their own group-based advantage, especially in the labor market where whites tend to favor other whites in securing jobs protected from market competition. This "opportunity hoarding" leads to substantially improved life outcomes for whites due to their greater access to social resources from family, schools, churches, and other institutions with which they are engaged. DiTomaso also examines how whites understand the persistence of racial inequality in a society where whites are, on average, the advantaged racial group. Most whites see themselves as part of the solution rather than part of the problem with regard to racial inequality. Yet they continue to harbor strong reservations about public policies—such as affirmative action—intended to ameliorate racial inequality. In effect, they accept the principles of civil rights but not the implementation of policies that would bring about greater racial equality. DiTomaso shows that the political engagement of different groups of whites is affected by their views of how civil rights policies impact their ability to provide advantages to family and friends. This tension between civil and labor rights is evident in Republicans' use of anti-civil rights platforms to attract white voters, and in the efforts of Democrats to bridge race and class issues, or civil and labor rights broadly defined. As a result, DiTomaso finds that whites are, at best, uncertain allies in the fight for racial equality. Weaving together research on both race and class, along with the life experiences of DiTomaso's interview subjects, *The American Non-Dilemma* provides a compelling exploration of how racial inequality is reproduced in today's society, how people come to terms with the issue in their day-to-day experiences, and what these trends may signify in the contemporary political landscape.

Ghosts in the Schoolyard

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"You want-you need-Alexandra Levit as your guide." -Daniel H. Pink, New York Times bestselling author of Drive There's been a major paradigm shift in business practices and the workplace. Alexandra Levit tells readers what no longer holds true for getting ahead today, and debunks business myths that are more dangerous and less viable than ever-given the current climate of ethical scrutiny and intense competition-including it's best to climb the ladder as fast as possible, and that employers want you to be yourself. Levit offers something better in place of these myths: practical advice on what it really takes to succeed in this new values-driven environment.

The American Non-Dilemma

Grounded in evidence-based cognitive behavioral therapy (CBT), *The Blindspots Between Us* reveals the most common "hidden" biases that blind us to the truth, and which lead to misunderstandings and damaged relationships. Using this guide, readers will learn to identify their own blindspots, and move beyond them for better relationships--and a better world.

Psychological Foundations of Attitudes

A pair of leading psychologists argues that prejudice toward others is often an unconscious part of the human psyche, providing an analysis of the science behind biased feelings while sharing guidelines for identifying and learning from hidden prejudices. 15,000 first printing.

Blindspots

"A fascinating new book [Dr. Jennifer Eberhardt is] a genius."--Trevor Noah, *The Daily Show* with Trevor Noah "Poignant, important and illuminating."--*The New York Times Book Review* "Groundbreaking."--Bryan Stevenson, New York Times bestselling author of *Just Mercy* From one of the world's leading experts on unconscious racial bias come stories, science, and strategies to address one of the central controversies of our time How do we talk about bias? How do we address racial disparities and inequities? What role do our institutions play in creating, maintaining, and magnifying those inequities? What role do we play? With a perspective that is at once scientific, investigative, and informed by personal experience, Dr. Jennifer Eberhardt offers us the language and courage we need to face one of the biggest and most troubling issues of our time. She exposes racial bias at all levels of society--in our neighborhoods, schools, workplaces, and criminal justice system. Yet she also offers us tools to address it. Eberhardt shows us how we can be vulnerable to bias but not doomed to live under its grip. Racial bias is a problem that we all have a role to play in solving.

The Blind Spot Effect

If you've ever been left out of an opportunity where you thought you could really add value, missed out on a promotion you believed you were perfect for, or seen a relationship deteriorate for no apparent reason, you likely have blind spots. This book is about identifying and dealing with the behaviors, attitudes, and habits you're not even aware of that keep you from being and doing your best. We'll show you the hidden issues that are stalling your

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potential and teach you 11 proven strategies to overcome your blind spots.

Navigating the Social World

Develop the Scaramucci mindset that drives entrepreneurial success Hopping over the Rabbit Hole chronicles the rise, fall, and resurgence of SkyBridge Capital founder Anthony Scaramucci, giving you a primer on how to thrive in an unpredictable business environment. The sheer number of American success stories has created a false impression that becoming an entrepreneur is a can't-miss endeavor—but nothing could be further from the truth. In the real world, an entrepreneur batting .150 goes directly to the Hall of Fame. Things happen. You make a bad hire, a bad strategic decision, or suffer the consequences of an unforeseen market crash. You can't control what happens to your business, but you can absolutely control how you react, and how you turn bumps in the road into ramps to the sky. Anthony Scaramucci has been there and done that, again and again, and has ultimately come out on top; in this book, he shares what he wishes he knew then. Your chances of becoming an overnight billionaire are approximately the same as your chances of being signed to the NBA. Success is hard work, and anxiety, and tiny hiccups that can turn into disaster with a single misstep. This book shows you how to use adversity to your ultimate advantage, and build the skills you need to respond effectively to the unexpected. Learn how to deal with unforeseen events Map a strategic backup plan, and then a backup-backup plan Train yourself to react in the most productive way Internalize the lessons learned by a leader in entrepreneurship For every 23-year-old billionaire who just created a new way to send a picture on a phone, there are countless others who have failed, and failed miserably. Hopping over the Rabbit Hole gives you the skills, insight, and mindset you need to be one of the winners.

Race on the Brain

Committed to teaching for peace and justice, the author brings to life a teaching approach that empowers youth: • to think critically and creatively about historical, current, and future issues, • to care about classmates and neighbors as well as the global community, • to act—locally and globally—for the greater good. Think, Care, Act: Teaching for a Peaceful Future is readable, practical, conversational, and intimate. It will inspire readers to build a just and peaceful world. Think, Care, Act depicts the daily successes and struggles a peace educator undergoes in encouraging students to envision peace and gain tools to build a culture of peace. The author uses three imperatives—think, care, act—to infuse required curricula with peace, character, and multicultural concepts in daily activities throughout the year. Chapters address critical and creative thinking; media and political literacy; compassionate classroom and school climate; explorations of racism, gender issues, civil discourse, global citizenship, war, and peace; and school, community, and global socialaction projects. Chapters include rationales, lesson expectations, and classroom “ playbyplay. ” Students ’ feedback about the impact of lessons is also featured. With its combination of theory and practice Think, Care, Act is unique. It will motivate teachers, education students, and scholars to employ “ think, care, act ” frameworks to empower students to build a peaceful future.

Rethink Creativity

Written by a diverse range of scholars, this accessible introductory volume asks: What is implicit bias? How does implicit bias compromise our knowledge of

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others and social reality? How does implicit bias affect us, as individuals and participants in larger social and political institutions, and what can we do to combat biases? An interdisciplinary enterprise, the volume brings together the philosophical perspective of the humanities with the perspective of the social sciences to develop rich lines of inquiry. Its twelve chapters are written in a non-technical style, using relatable examples that help readers understand what implicit bias is, its significance, and the controversies surrounding it. Each chapter includes discussion questions and additional annotated reading suggestions, and a companion webpage contains teaching resources. The volume is an invaluable resource for students—and researchers—seeking to understand criticisms surrounding implicit bias, as well as how one might answer them by adopting a more nuanced understanding of bias and its role in maintaining social injustice.

Joan Garry's Guide to Nonprofit Leadership

Uncover your blind spots and reset your leadership approach for long-lasting success in any business Far too many business leaders today are using outdated practices to engage and motivate their people and they're failing miserably. Truly resilient, thriving organizations are those that are purpose driven and focus on more than pure profits. Purpose, or an underlying company philosophy, not only drives strategic change, but also encourages customer loyalty and employee engagement. In order to succeed, leaders must be willing to discard old ways of thinking and detrimental business habits—and recognize their blind spots. Authors Jim Haudan and Rich Berens identify the five most common leadership blind spots that hamper success: Purpose, Story, Engagement, Trust, and Truth. They take you straight into the board room of well-known leadership teams to illustrate how these blind spots play out and the impact they have on organizations. You'll learn how to identify and overcome your own blind spots and embrace positive, forward-thinking new practices. What Are Your Blind Spots equips you with the tools needed for a personal leadership reset. You'll discover how to increase engagement, productivity, and growth in your own organization. This is an invaluable guide for executives, managers, team leaders, and human resource professionals looking for an effective way to engage and motivate employees at every level of an organization.

On the Other Side of Freedom

Psychological Foundations of Attitudes presents various approaches and theories about attitudes. The book opens with a chapter on the development of attitude theory from 1930 to 1950. This is followed by separate chapters on the principles of the attitude-reinforcer-discriminative system; a systematic test of a learning theory analysis of interpersonal attraction; a "spread of effect" in attitude formation; Hullian learning theory; and possible origins of learned attitudinal cognitions. Subsequent chapters deal with mechanisms through which attitudes can function as both independent and dependent variables in the attitude-behavior link; and the problem of how people go about applying a summary label to their attitudes and the reciprocal effects that rating has on the content of attitude. The final chapters discuss a commodity theory that relates selective social communication to value formation; the freedoms there are in regard to attitudes; attitude change occasioned by actions which are discrepant from one's previously existing attitudes or values; and the conflict-theory approach to attitude change.

Social Conscience and Responsibility

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How we teach ethics has been an ambiguous instructional area for many years. In religious schools it is left to the work of the religion teacher, and in public schools it is often incorporated into a civics course. Across the curriculum there are multiple points at which we can incorporate the study of ethics in interdisciplinary ways. In this volume we will focus on how educators in high schools (grades 9-12) can incorporate the teaching of ethics effectively across all disciplines (Sciences, Humanities, Arts, Math and Technology). The introduction of the book will be a foundational description of ethics - what it means to study ethics and to be an ethical person.

Hopping over the Rabbit Hole

I know my own mind. I am able to assess others in a fair and accurate way. “ Blindspot ” is the authors ’ metaphor for the portion of the mind that houses hidden biases. Writing with simplicity and verve, Banaji and Greenwald explain the science that shapes our likes and dislikes and our judgments about people ’ s character, abilities and potential. The book uses the Implicit Association Test, a method that has revolutionized the way scientists learn about the human mind and that gives us a glimpse into what lies within the blindspot. The “ good people ” in the subtitle refers to all of us who strive to align our behavior with our intentions.

Everyday Bias

"Drawing from his own experiences, DeRay Mckesson, the civil rights activist and organizer, offers ways for all Americans to work to dismantle the legacy of racism and to take responsibility for imagining and building a better world"--

Racing to Justice

How reliable is our intuition? How much should we depend on gut-level instinct rather than rational analysis when we play the stock market, choose a mate, hire an employee, or assess our own abilities? In this engaging and accessible book, David G. Myers shows us that while intuition can provide us with useful—and often amazing—insights, it can also dangerously mislead us. Drawing on recent psychological research, Myers discusses the powers and perils of intuition when:

- judges and jurors determine who is telling the truth;
- mental health workers predict whether someone is at risk for suicide or crime;
- coaches, players, and fans decide who has the hot hand or the hot bat;
- personnel directors hire new employees;
- psychics claim to be clairvoyant or to have premonitions;
- and much more.

Subtle Acts of Exclusion

"I spent 33 months in a federal prison for a crime I didn't knowingly commit. What are your blind spots doing to you?"--Page 1 of cover.

Eyewitness Testimony

I know my own mind. I am able to assess others in a fair and accurate way. These self-perceptions are challenged by leading psychologists Mahzarin R. Banaji and Anthony G. Greenwald as they explore the hidden biases we all carry from a lifetime of exposure to cultural attitudes about age, gender, race, ethnicity, religion, social class, sexuality, disability status, and nationality. “Blindspot” is the authors’ metaphor for the portion of the mind that houses hidden biases. Writing with simplicity and verve, Banaji and Greenwald question the extent to which our perceptions of social groups—without our awareness or conscious control—shape our likes and dislikes and our judgments about people’s character, abilities, and potential. In *Blindspot*, the authors reveal hidden biases based on their experience with the Implicit Association Test, a method that has revolutionized the way scientists learn about the human mind and that gives us a glimpse into what lies within the metaphoric blindspot. The title’s “good people” are those of us who strive to align our behavior with our intentions. The aim of *Blindspot* is to explain the science in plain enough language to help well-intentioned people achieve that alignment. By gaining awareness, we can adapt beliefs and behavior and “outsmart the machine” in our heads so we can be fairer to those around us. Venturing into this book is an invitation to understand our own minds. Brilliant, authoritative, and utterly accessible, *Blindspot* is a book that will challenge and change readers for years to come. Praise for *Blindspot* “Conversational . . . easy to read, and best of all, it has the potential, at least, to change the way you think about yourself.” —Leonard Mlodinow, *The New York Review of Books* “Accessible and authoritative . . . While we may not have much power to eradicate our own prejudices, we can counteract them. The first step is to turn a hidden bias into a visible one. . . . What if we’re not the magnanimous people we think we are?” —*The Washington Post* “Banaji and Greenwald deserve a major award for writing such a lively and engaging book that conveys an important message: Mental processes that we are not aware of can affect what we think and what we do. *Blindspot* is one of the most illuminating books ever written on this topic.” —Elizabeth F. Loftus, Ph.D., distinguished professor, University of California, Irvine; past president, Association for Psychological Science; author of *Eyewitness Testimony* “A wonderfully cogent, socially relevant, and engaging book that helps us think smarter and more humanely. This is psychological science at its best, by two of its shining stars.” —David G. Myers, professor, Hope College, and author of *Intuition: Its Powers and Perils* “[The authors’] work has revolutionized social psychology, proving that—unconsciously—people are affected by dangerous stereotypes.” —*Psychology Today* “An accessible and persuasive account of the causes of stereotyping and discrimination . . . Banaji and Greenwald will keep even nonpsychology students engaged with plenty of self-examinations and compelling elucidations of case studies and experiments.” —*Publishers Weekly* “A stimulating treatment that should help readers deal with irrational biases that they would otherwise consciously reject.” —*Kirkus Reviews* From the Hardcover edition.

Blind Spots

'Passionate and urgent.' *Guardian*, Book of the Week 'A must-read for all.' *Stylist*, best new books for 2020 'Cogently argued and intensely persuasive. Groundbreaking Work.' *Waterstones*, best new books of April 'Impressive and much-needed.' *Financial Times*, Best Business Books April to June 'Admirably detailed.' *Prospect Magazine* 'Practical, useful, readable and essential for the times we are living in.' Nikesh Shukla 'An eye-opening book that I hope will be widely read.' Angela Saini 'If you think you don't need to read this book, you really need to read this book.' Jane Garvey 'An eye-opening book looking at unconscious bias. Meticulously researched and well written. It will make you think hard about the judgements you make. An essential read for

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our times.' Kavita Puri, BBC Journalist and author For the first time, behavioural and data scientist, activist and writer Dr Pragya Agarwal unravels the way our implicit or 'unintentional' biases affect the way we communicate and perceive the world, how they affect our decision-making, and how they reinforce and perpetuate systemic and structural inequalities. Sway is a thoroughly researched and comprehensive look at unconscious bias and how it impacts day-to-day life, from job interviews to romantic relationships to saving for retirement. It covers a huge number of sensitive topics - sexism, racism, ageism, homophobia, colourism - with tact, and combines statistics with stories to paint a fuller picture and enhance understanding. Throughout, Pragya clearly delineates theories with a solid grounding in science, answering questions such as: do our roots for prejudice lie in our evolutionary past? What happens in our brains when we are biased? How has bias affected technology? If we don't know about it, are we really responsible for it? At a time when partisan political ideologies are taking centre stage, and we struggle to make sense of who we are and who we want to be, it is crucial that we understand why we act the way we do. This book will enable us to open our eyes to our own biases in a scientific and non-judgmental way.

Think, Care, Act

Argues that America has more to do to redeem the promise of inclusive democracy, discussing the Western notions of individuality, rationality, and market capitalism that contain seeds of exclusion and domination.

Blindspot

An elderly African American woman, en route to vote, remembers her family's tumultuous voting history in this picture book publishing in time for the fiftieth anniversary of the Voting Rights Act of 1965. As Lillian, a one-hundred-year-old African American woman, makes a "long haul up a steep hill" to her polling place, she sees more than trees and sky—she sees her family's history. She sees the passage of the Fifteenth Amendment and her great-grandfather voting for the first time. She sees her parents trying to register to vote. And she sees herself marching in a protest from Selma to Montgomery. Veteran bestselling picture-book author Jonah Winter and Coretta Scott King Illustrator Award winner Shane W. Evans vividly recall America's battle for civil rights in this lyrical, poignant account of one woman's fierce determination to make it up the hill and make her voice heard. "Moving. Stirs up a potent mixture of grief, anger, and pride at the history of black people's fight for access to the ballot box." —The New York Times "A much-needed picture book that will enlighten a new generation about battles won and a timely call to uphold these victories in the present." —Kirkus Reviews, Starred "A valuable introduction to and overview of the civil rights movement." —Publishers Weekly, Starred "An important book that will give you goose bumps." —Booklist, Starred From the Hardcover edition.

Blindspot

Do you ever feel like you're experiencing your life at only a fraction of its true clarity and depth? Are your days dominated by a single emotion such as fear, sadness, anger, or disappointment? At work or in your personal life, do you find yourself facing similar relationship patterns or conflicts again and again? From our earliest years, we all acquire blind spots in the way we perceive, feel, and think. Driven by our biology, life experiences, cultural messages, and

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physical environment, they profoundly affect us throughout our lives. This informative and practical guide invites us to understand: how we get them, how to bring them to light, and how to work with that newfound awareness to improve our lives. Here, author Kelly Boys presents emerging research from many fields of psychology and neuroscience, personal stories, and a wealth of hands-on exercises and practices to help us identify, welcome, and transform our own hidden domains. Join her to explore: What we miss and how we miss it Attentional blink—gaps in our sensory awareness and our astonishing potential to perceive more in each moment Decoding your unconscious stories—how they filter the truth and influence you Hacking your intuition—why our gut instincts are not always accurate, and ways to get it right more often The defended self—uncovering the core beliefs that shape your emotional landscape Using moments of crisis to reveal especially elusive blind spots Falling in love, “crushing,” cheating, and wholehearted loving—shining a light into the wilderness of intimate relationships Three biases that sabotage our judgment and how to counter them Self-compassion, welcoming, and vulnerability—keys to clearer self-perception Flow states—becoming fully immersed in what you do without the filters that diminish your natural way of perceiving and being Seeing yourself as others see you—safely engaging with someone you trust to gain greater self-awareness Illuminating the biggest blind spot of all—the illusion of an isolated and separate self, and how to free ourselves from the traps it creates Chapter-by-chapter practices—somatic, contemplative, and mindfulness-based—for self-discovery and change Once we recognize our blind spots, we can't unsee them. We release ourselves from unnecessary suffering and begin to experience each moment more richly. With *The Blind Spot Effect*, you're invited to illuminate what is right in front of you and within you—for greater wonder, joy, and fulfillment.

The Blindspots Between Us

The book focuses on building relationships that are not reliant on someone's outer-appearance. It explores how our early environments and experiences with others, events and situations create unconscious beliefs that may be based on false or inaccurate inputs. Those unconscious beliefs create biases that we view the world around us through. Unfortunately if the beliefs are based on inaccurate information, those beliefs may create biases that cause unfavorable behaviors such as stereotyping, bigotry, prejudgement, etc. If you enjoy helping others create better relationships this book might be a great gift for them

Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do (Issues of Our Time)

A timely, must-have guide to understanding and overcoming bias in the workplace, from the experts at FranklinCovey. Unconscious bias affects everyone. It can look like the disappointment of an HR professional when a candidate for a new position asks about maternity leave. It can look like preferring the application of an Ivy League graduate over one from a state school. It can look like assuming a man is more entitled to speak in a meeting than his female junior colleague. Ideal for every manager who wants to understand and move past their own preconceived ideas, *The Leader's Guide to Unconscious Bias* explains that bias is the result of mental shortcuts, our likes and dislikes, and is a natural part of the human condition. And what we assume about each other and how we interact with one another has vast effects on our organizational success—especially in the workplace. Teaching you how to overcome unconscious bias, this book provides more than thirty unique tools, such as a prep worksheet and a list of ways to reframe your unconscious thoughts. According to the experts at FranklinCovey, your workplace can achieve its highest performance rate once you start to overcome your biases and allow your employees to be whole people. By recognizing bias, emphasizing empathy and curiosity, and making true understanding a priority in the workplace, we can

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unlock the potential of every person we encounter.

Dear Mr. Knightley

Of the many obstacles to racial justice in America, none has received more recent attention than the one that lurks in our subconscious. As social movements and policing scandals have shown how far from being “ postracial ” we are, the concept of implicit bias has taken center stage in the national conversation about race. Millions of Americans have taken online tests purporting to show the deep, invisible roots of their own prejudice. A recent Oxford study that claims to have found a drug that reduces implicit bias is only the starkest example of a pervasive trend. But what do we risk when we seek the simplicity of a technological diagnosis—and solution—for racism? What do we miss when we locate racism in our biology and our brains rather than in our history and our social practices? In *Race on the Brain*, Jonathan Kahn argues that implicit bias has grown into a master narrative of race relations—one with profound, if unintended, negative consequences for law, science, and society. He emphasizes its limitations, arguing that while useful as a tool to understand particular types of behavior, it is only one among several tools available to policy makers. An uncritical embrace of implicit bias, to the exclusion of power relations and structural racism, undermines wider civic responsibility for addressing the problem by turning it over to experts. Technological interventions, including many tests for implicit bias, are premised on a color-blind ideal and run the risk of erasing history, denying present reality, and obscuring accountability. Kahn recognizes the significance of implicit social cognition but cautions against seeing it as a panacea for addressing America ’ s longstanding racial problems. A bracing corrective to what has become a common-sense understanding of the power of prejudice, *Race on the Brain* challenges us all to engage more thoughtfully and more democratically in the difficult task of promoting racial justice.

Teaching Race and Anti-Racism in Contemporary America

Nonprofit leadership is messy Nonprofits leaders are optimistic by nature. They believe with time, energy, smarts, strategy and sheer will, they can change the world. But as staff or board leader, you know nonprofits present unique challenges. Too many cooks, not enough money, an abundance of passion. It ’ s enough to make you feel overwhelmed and alone. The people you help need you to be successful. But there are so many obstacles: a micromanaging board that doesn ’ t understand its true role; insufficient fundraising and donors who make unreasonable demands; unclear and inconsistent messaging and marketing; a leader who ’ s a star in her sector but a difficult boss And yet, many nonprofits do thrive. Joan Garry ’ s *Guide to Nonprofit Leadership* will show you how to do just that. Funny, honest, intensely actionable, and based on her decades of experience, this is the book Joan Garry wishes she had when she led GLAAD out of a financial crisis in 1997. Joan will teach you how to: Build a powerhouse board Create an impressive and sustainable fundraising program Become seen as a ‘ workplace of choice ’ Be a compelling public face of your nonprofit This book will renew your passion for your mission and organization, and help you make a bigger difference in the world.

Blind Spots

The hidden brain is the voice in our ear when we make the most important decisions in our lives—but we ’ re never aware of it. The hidden brain decides

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whom we fall in love with and whom we hate. It tells us to vote for the white candidate and convict the dark-skinned defendant, to hire the thin woman but pay her less than the man doing the same job. It can direct us to safety when disaster strikes and move us to extraordinary acts of altruism. But it can also be manipulated to turn an ordinary person into a suicide terrorist or a group of bystanders into a mob. In a series of compulsively readable narratives, Shankar Vedantam journeys through the latest discoveries in neuroscience, psychology, and behavioral science to uncover the darkest corner of our minds and its decisive impact on the choices we make as individuals and as a society. Filled with fascinating characters, dramatic storytelling, and cutting-edge science, this is an engrossing exploration of the secrets our brains keep from us—and how they are revealed.

Blindspot

When confronted with an ethical dilemma, most of us like to think we would stand up for our principles. But we are not as ethical as we think we are. In *Blind Spots*, leading business ethicists Max Bazerman and Ann Tenbrunsel examine the ways we overestimate our ability to do what is right and how we act unethically without meaning to. From the collapse of Enron and corruption in the tobacco industry, to sales of the defective Ford Pinto, the downfall of Bernard Madoff, and the Challenger space shuttle disaster, the authors investigate the nature of ethical failures in the business world and beyond, and illustrate how we can become more ethical, bridging the gap between who we are and who we want to be. Explaining why traditional approaches to ethics don't work, the book considers how blind spots like ethical fading--the removal of ethics from the decision--making process--have led to tragedies and scandals such as the Challenger space shuttle disaster, steroid use in Major League Baseball, the crash in the financial markets, and the energy crisis. The authors demonstrate how ethical standards shift, how we neglect to notice and act on the unethical behavior of others, and how compliance initiatives can actually promote unethical behavior. They argue that scandals will continue to emerge unless such approaches take into account the psychology of individuals faced with ethical dilemmas. Distinguishing our "should self" (the person who knows what is correct) from our "want self" (the person who ends up making decisions), the authors point out ethical sinkholes that create questionable actions. Suggesting innovative individual and group tactics for improving human judgment, *Blind Spots* shows us how to secure a place for ethics in our workplaces, institutions, and daily lives.

Sway

“ Katherine Reay's *Dear Mr. Knightley* kept me up until 2:00 a.m.; I simply couldn't put it down.” —Eloisa James, *New York Times* best-selling author of *Once Upon a Tower* Samantha Moore has always hidden behind the words of others—namely, her favorite characters in literature. Now, she will learn to write her own story—by giving that story to a complete stranger. Sam is, to say the least, bookish. An English major of the highest order, her diet has always been Austen, Dickens, and Shakespeare. The problem is, both her prose and conversation tend to be more Elizabeth Bennet than Samantha Moore. But life for the twenty-three-year-old orphan is about to get stranger than fiction. An anonymous, Dickensian benefactor (calling himself Mr. Knightley) offers to put Sam through Northwestern University 's prestigious Medill School of Journalism. There is only one catch: Sam must write frequent letters to the mysterious donor, detailing her progress. As Sam 's dark memory mingles with that of eligible novelist Alex Powell, her letters to Mr. Knightley become increasingly confessional. While Alex draws Sam into a world of warmth and literature that feels like it 's straight out of a book, old secrets are drawn to light. And as Sam learns to love and trust Alex and herself, she learns once again how quickly trust can be broken. Reminding us all that our own true

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character is not meant to be hidden, Reay ' s debut novel follows one young woman ' s journey as she sheds her protective persona and embraces the person she was meant to become. “ Dear Mr. Knightley is a stunning debut—a pure gem with humor and heart. ” —Serena Chase, USA Today Includes Reading Group Guide Plus Bonus Material: Q & A with Katherine Reay and Sam ' s Reading List

Biased

Navigating the social world requires sophisticated cognitive machinery that, although present quite early in crude forms, undergoes significant change across the lifespan. This book will be the first to report on evidence that has accumulated on an unprecedented scale, showing us what capacities for social cognition are present at birth and early in life, and how these capacities develop through learning in the first years of life. The volume will highlight what is known about the discoveries themselves but also what these discoveries imply about the nature of early social cognition and the methods that have allowed these discoveries — what is known concerning the phylogeny and ontogeny of social cognition. To capture the full depth and breadth of the exciting work that is blossoming on this topic in a manner that is accessible and engaging, the editors invited 70 leading researchers to develop a short report of their work that would be written for a broad audience. The purpose of this format was for each piece to focus on a single core message: are babies aware of what is right and wrong, why do children have the same implicit intergroup preferences that adults do, what does language do to the building of category knowledge, and so on. The unique format and accessible writing style will be appealing to graduate students and researchers in cognitive psychology, developmental psychology, and social psychology.

What Are Your Blind Spots? Conquering the 5 Misconceptions that Hold Leaders Back

In Whistling Vivaldi, described as a 'beautifully-written account' of the relationship between stereotypes and identity, Claude Steele offers a vivid first-person detailing of the research that brought him to his groundbreaking conclusions. Through the telling of dramatic personal stories, Dr. Steele shares the process of constructing and completing experiments and statistical studies that show that exposing subjects to stereotypes - merely reminding a group of female math majors about to take a math test, for example, that women are considered naturally inferior to men at math - impairs their performance in the area affected by the stereotype. Steele's conclusions shed new light on a host of American social phenomena, from the racial and gender gaps in standardized test scores to the belief in the superior athletic prowess of black men. As Homi Bhabha states, 'Steele's book is both urgent and important in understanding the tyranny of the stereotype and liberating ourselves from its derogatory, one-dimensional vision.' Whistling Vivaldi presents a new way of looking at identity and the way it is shaped by social expectations, and, in Richard Thompson Ford's words, 'offers a clear and compelling analysis and, better still, straightforward and practical solutions.'

Lillian's Right to Vote

This empowering study on human diversity helps readers develop the ability to understand, respect, and value diversity—i.e., raise their “ diversity consciousness ” —and demonstrates how opening one's mind to the views of other peoples and cultures is central for a quality education and successful

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career. Personalizing the learning experience by weaving a wide variety of real-life student experiences and perspectives throughout the book, it discusses topics in a style that promotes self-reflection and dialogue, and uses an approach to diversity that is balanced, comprehensive, well-integrated, and relevant to achieving one's life goals. **KEY TOPICS** Complete with self-reflective journal questions and interactive exercises, it offers thorough and current discussions on diversity and workplace issues—what they are, their significance, and their relevance to the reader; discusses concepts such as teamwork, conflict management, leadership, racism, prejudice, and communication in a clear and concise fashion; and zeroes in on the relationship between an employee's success in the workplace and his/her ability to develop flexibility in their thinking so that he/she can positively and effectively deal with a variety of diversity issues. A useful guide to raising diversity consciousness.

Troublemakers

By shedding light on the many factors that can intervene and create inaccurate testimony, Elizabeth Loftus illustrates how memory can be radically altered by the way an eyewitness is questioned, and how new memories can be implanted and old ones changed in subtle ways.

The Leader's Guide to Unconscious Bias

"Failing schools. Underprivileged schools. Just plain bad schools." That's how Eve L. Ewing opens *Ghosts in the Schoolyard*: describing Chicago Public Schools from the outside. The way politicians and pundits and parents of kids who attend other schools talk about them, with a mix of pity and contempt. But Ewing knows Chicago Public Schools from the inside: as a student, then a teacher, and now a scholar who studies them. And that perspective has shown her that public schools are not buildings full of failures--they're an integral part of their neighborhoods, at the heart of their communities, storehouses of history and memory that bring people together. Never was that role more apparent than in 2013 when Mayor Rahm Emanuel announced an unprecedented wave of school closings. Pitched simultaneously as a solution to a budget problem, a response to declining enrollments, and a chance to purge bad schools that were dragging down the whole system, the plan was met with a roar of protest from parents, students, and teachers. But if these schools were so bad, why did people care so much about keeping them open, to the point that some would even go on a hunger strike? Ewing's answer begins with a story of systemic racism, inequality, bad faith, and distrust that stretches deep into Chicago history. Rooting her exploration in the historic African American neighborhood of Bronzeville, Ewing reveals that this issue is about much more than just schools. Black communities see the closing of their schools--schools that are certainly less than perfect but that are theirs--as one more in a long line of racist policies. The fight to keep them open is yet another front in the ongoing struggle of black people in America to build successful lives and achieve true self-determination.

Intuition

Incorporating anecdotes from today's headlines alongside case studies from the author's 30+ years as a nationally prominent diversity consultant, this book helps readers understand how unconscious bias impacts our day-to-day lives and particularly our daily work lives. --

Blind Spots

Monica H. Kang, CEO of InnovatorsBox® thought she had it all: a purposeful career in nuclear nonproliferation, great friends and mentors, and a life in a city she loved. So why did she feel stuck? Rethink Creativity teaches you and your team how to start constructing a creative mindset by allocating time to change up your daily routine. It will help you rediscover the passion you felt your first day on the job! Not only will leaders and managers be able to benefit from proven strategies, thought-provoking questions, and effective training techniques, but as you move through the book, you 'll start enjoying your work more, be a better leader, and find new ways to be creative, curious, and innovative every day.

The Hidden Brain

Currently, the dominant enforcement paradigm is based on the idea that states deal with 'bad people' - or those pursuing their own self-interests - with laws that exact a price for misbehavior through sanctions and punishment. At the same time, by contrast, behavioral ethics posits that 'good people' are guided by cognitive processes and biases that enable them to bend the laws within the confines of their conscience. In this illuminating book, Yuval Feldman analyzes these paradigms and provides a broad theoretical and empirical comparison of traditional and non-traditional enforcement mechanisms to advance our understanding of how states can better deal with misdeeds committed by normative citizens blinded by cognitive biases regarding their own ethicality. By bridging the gap between new findings of behavioral ethics and traditional methods used to modify behavior, Feldman proposes a 'law of good people' that should be read by scholars and policymakers around the world.

An Introduction to Implicit Bias

A radical educator 's paradigm-shifting inquiry into the accepted, normal demands of school, as illuminated by moving portraits of four young " problem children " In this dazzling debut, Carla Shalaby, a former elementary school teacher, explores the everyday lives of four young " troublemakers, " challenging the ways we identify and understand so-called problem children. Time and again, we make seemingly endless efforts to moderate, punish, and even medicate our children, when we should instead be concerned with transforming the very nature of our institutions, systems, and structures, large and small. Through delicately crafted portraits of these memorable children—Zora, Lucas, Sean, and Marcus—Troublemakers allows us to see school through the eyes of those who know firsthand what it means to be labeled a problem. From Zora 's proud individuality to Marcus 's open willfulness, from Sean 's struggle with authority to Lucas 's tenacious imagination, comes profound insight—for educators and parents alike—into how schools engender, exclude, and then try to erase trouble, right along with the young people accused of making it. And although the harsh disciplining of adolescent behavior has been called out as part of a school-to-prison pipeline, the children we meet in these pages demonstrate how a child 's path to excessive punishment and exclusion in fact begins at a much younger age. Shalaby 's empathetic, discerning, and elegant prose gives us a deeply textured look at what noncompliance signals about the environments we require students to adapt to in our schools. Both urgent and timely, this paradigm-shifting book challenges our typical expectations for young children and with principled affection reveals how these demands—despite good intentions—work to undermine the pursuit of a free and just society.

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