Unconscious Bias Major Projects Association

The classic, bestselling book on the psychology of racism -- now fully revised and updated Walk into any racially mixed high school and you will see Black, White, and Latino youth clustered in their own groups. Is this self-segregation a problem to address or a coping strategy? Beverly Daniel Tatum, a renowned authority on the psychology of racism, argues that straight talk about our racial identities is essential if we are serious about enabling communication across racial and ethnic divides. These topics have only become more urgent as the national conversation about race is increasingly acrimonious. This fully revised edition is essential reading for anyone seeking to understand the dynamics of race in America.

This book encompasses the theoretical and practical aspects of surgical ethics, with a focus on the application of ethical standards to everyday surgical practice and the resolution of ethical conflicts in the surgical arena. It provides surgeons (both prospective and practicing) in the different surgical fields with deep, practical insights into the topic. A 21st century surgeon requires complete competence (superb clinical skills, expert surgical decision-making and outstanding performance and technical skills) as well as solid ethical values. Ethics are placed at the core of surgical professionalism, so surgeons must be not only proficient and expert but also ethically and morally reliable. Surgical decision-making can be considered as a two-step process: the "how to treat" aspect is a matter of surgical science, while "why to treat" issues are a matter of surgical ethics and are based on ethical principles. As such, every surgeon should have a moral compass to guide his or her actions, always placing the welfare and rights of the patients above their own. The book provides invaluable background and insights for solving the ethical conflicts surgeons around the globe encounter in their daily practice. Each chapter will also include features such as key point summaries in the beginning of the chapters, explanatory boxes, a glossary and suggested readings. Surgical Ethics - Principles and Practice is an authoritative work in the field designed for experienced surgeons, surgical residents, and fellows, all of whom are confronted with ethics issues and conflicts in practice.

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 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.

This volume provides resourceful thinking and insightful management solutions to the many challenges that decision makers face in their predictions, preparations, and implementations of the key elements that our societies and industries need to take as they move toward digitalization and smartness. The discussions within the book aim to uncover the sources of large-scale problems in socio-industrial dilemmas, and the theories that can support these challenges. How theories might also transition to real applications is another question that this book aims to uncover. In answer to the viewpoints expressed by several practitioners and academicians, this book aims to provide both a learning platform which spotlights open questions with related case studies. The relationship between Industry 4.0 and Society 5.0 provides the basis for the expert contributions in this book, highlighting the uses of analytical methods such as mathematical optimization, heuristic methods, decomposition methods, stochastic optimization, and more. The book will prove useful to researchers, students, and engineers in different domains who encounter large scale optimization problems and will encourage them to undertake research in this timely and practical field. The book splits into two parts. The first part covers a general perspective and challenges in a smart society and in industry. The second part covers several case studies and solutions from the operations research perspective for large scale challenges specific to various industry and society related phenomena.

This handbook explores prejudice, stereotyping and discrimination primarily as phenomena embedded in the social organization of societies and connected to structural factors and larger societal systems. It offers a unique critical and cross-disciplinary approach to the study of contemporary manifestations of prejudice, stereotyping and discrimination. New socio-psychological analyses of the most pressing social problems of our age bring into view future directions of research on prejudice, stereotyping and discrimination oriented to social change and collective action and that engage with wider systems of norms and discourse. The editors draw on social psychology, sociology, social policy, clinical psychology, cultural studies and feminist, antiracist and decolonizing social science to show how social psychology can successfully rekindle its intellectual dialogue with kindred social science fields to create broader foundations for the exploration of the paradoxes lodged at the heart of the social expression of prejudice in liberal democracies. This is essential reading for anyone interested in prejudice, discrimination and stereotypes. The handbook will be of interest to academics and researchers exploring both the quantitative and qualitative aspects of discrimination, inequality and social exclusion, as well as students undertaking masters or doctoral studies in social psychology, political psychology and political science.

Let the CEO of Rework Work help you understand diversity, equity, and inclusion concepts to actively remove bias from the workplace Dismantling unhealthy workplaces involves much more than talking about it, and more than charts, graphs, and statistics—it requires action. Although it's increasingly common for businesses of all shapes and sizes to appreciate the importance of diversity and inclusion in the workplace, many are often unaware of bias in the cultures they've created. Others might know there's a problem, but don't know how to properly address it. UNBIAS: Addressing Unconscious Bias At Work helps you understand concepts of workplace diversity, equity, and inclusion, shows you how to identify bias, and provides you with the tools for actively removing barriers and ensuring equity throughout your organization. Written by Stacey Gordon—CEO of Rework Work, a company on a mission to reduce bias in global talent acquisition and management—this real-world handbook offers step-by-step guidance on creating workplace cultures where employees feel they belong. UNBIAS teaches you to: Identify and address bias in the workplace Understand what you can do to be more inclusive Handle potentially uncomfortable conversations Discuss race in an authentic and meaningful way Use workplace-proven tools that make concepts of diversity and equity actionable Help your employee resource groups without giving them extra work Place accountability on organizational policies that allow biased behavior UNBIAS is a must-have resource for all employers, managers, and HR professionals seeking to create and sustain healthy, inclusive, and equitable workplace environments.

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 a red brick university 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, 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 organisational 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 recognising bias, emphasising empathy and curiosity, and making true understanding a priority in the workplace, we can unlock the potential of every person we encounter.

Where do our prejudices come from? Why are some people more biased than others? Is it possible for individuals, and society as a whole, to truly defeat prejudice? In these pages, leading scientists, psychologists, educators, activists, and many others offer answers, drawing from new scientific discoveries that shed light on why and how our brains form prejudices, how racism hurts our health, steps we can take to mitigate prejudiced instincts, and what a post-prejudice society might actually look like. Bringing a diverse range of disciplines into conversation for the first time, Are We Born Racist? offers a straightforward overview of the new science of prejudice, and showcases the abundant practical, research-based steps that can be taken in all areas of our lives to overcome prejudice.

Kindness and leadership aren't often synonymous. Ask someone to describe "good leadership" to you and you will hear many adjectives used: authentic, bold, challenging, charismatic, decisive, empowering, fearless, goal-oriented, humble, inspiring, original, passionate, role-model, strategic and transparent, to name of a few. And though there are many more that come to mind, kindness isn't one of them. And here's the problem with that. Leaders lead. And the way a leader leads – how they do what they do – influences those they lead. From the President of the country, to the president of a company, from middle managers, right down to front-line supervisors, what a leader models – how they think, speak and act – influences the people they lead. Leaders who think, speak and act unkindly give legitimacy and permission to those they lead to think, speak and act in exactly the same unkind ways. Today, in a world where a leaders' words and actions travel quickly through social media channels such as Twitter, their influence – unkind or kind – is amplified through repeated views and sharing. In an increasingly fragmented, polarized and divided world, we need leaders who will bring people together not divide them. Leaders who value and model cooperation and collaboration over competition. And who model ways to think kindly, speak kindly and act kindly. We need kindness to become synonymous with good leadership. So that when someone is asked to describe the traits of a good leader, kindness will be the first word that comes to mind. Essentially, the purpose of this book is to teach leaders how to lead with kindness so they can influence the people they lead to create kinder workplaces, organizations and the world. Each chapter contains a mixture of theory, case studies and reflections from leaders and the people they influence. As well, the book follows the fictional stories of Kay'La Janson and Kevin Landrell, as they become leaders in a failing organization that is ultimately turned around through kind leadership. Between chapters there are a series of practical exercises based on concepts presented in the previous chapter with space to record outcomes and reflections on the practice process. This book gives you a deep theoretical understanding of the importance of leading with kindness and also provides practical exercises for you to use to turn theory into practice. Because "change means doing things differently," and because we only really "learn by doing" to create kinder organizations, kinder communities and a kinder world, leaders must be able to begin practicing kindness right away. By the time you finish the book, you will feel confident in your ability to lead with kindness and also to address organizational problems at work, at home and in the community, with kindness.

This book provides an introduction to social psychology that covers its history, theories, and core concepts. It explains intrapersonal (how others influence our views about ourselves) and interpersonal (how we think about and act toward other people) applications of this discipline in today's society. • Presents perspectives on many contemporary issues—such as shooting events, terrorism, autism, post-traumatic effects on veterans, transgender issues, prejudice, and antisocial behavior—that help readers to develop critical thinking abilities • Briefly reviews the contributions of famous psychologists and well-known social psychology experiments • Examines topics holistically, providing a thorough and accessible overview of the subject • Includes a bibliography of print and electronic sources for further study as well as a glossary that defines unfamiliar terms

In Unconscious Bias in Schools, two seasoned educators describe the phenomenon of unconscious racial bias and how it negatively affects the work of educators and students in schools. "Regardless of the amount of effort, time, and resources education leaders put into improving the academic achievement of students of color," the authors write, "if unconscious racial bias is overlooked, improvement efforts may never achieve their highest potential." In order to address this bias, the authors argue, educators must first be aware of the racialized context in which we live. Through personal anecdotes and real-life scenarios, Unconscious Bias in Schools provides education leaders with an essential roadmap for addressing these issues directly. The authors draw on the literature on change management, leadership, critical race theory, and racial identity development, as well as the growing research on unconscious bias in a variety of fields, to provide guidance for creating the conditions necessary to do this work—awareness, trust, and a "learner's stance." Benson and Fiarman also outline specific steps toward normalizing conversations about race; reducing the influence of bias on decision-making; building empathic relationships; and developing a system of accountability. All too often, conversations about race become mired in questions of attitude or intention–"But I'm not a racist!" This book shows how information about unconscious bias can help shift conversations among educators to a more productive, collegial approach that has the potential to disrupt the patterns of perception that perpetuate racism and institutional injustice. Tracey A. Benson is an assistant professor of educational leadership at the University of North Carolina at Charlotte. Sarah E. Fiarman is the director of leadership development for EL Education, and a former public school teacher, principal, and lecturer at Harvard Graduate School of Education.

'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 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 enables us to open our eyes to our own biases in a scientific and non-judgmental way.

As a member of the LGBTQ+ Community, did you know that you naturally have some amazing leadership skills inside you, based upon your experience, that you may not be capitalizing on? Now, it's not to say that our straight brothers and sisters don't have the potential to be rock star leaders, but—through many of our shared experiences being LGBTQ+ folks—we've had the opportunity to truly develop such skills as leveraging empathy, shaping our culture, being courageous, and being authentic. These skills are some of the most sought-after leadership competencies in the workplace today ... and they're already inside you, dear LGBTQ+ professional! Based upon over twenty-five years' experience in the leadership development, change management, and diversity and inclusion consulting space, Dr. Steve Yacovelli identifies the six leadership traits—being authentic, leading with courage, having empathy, effective communication, building relationships, and influencing organizational culture—that can greatly increase any LGBTQ+ Leader's effectiveness, and ways in which you as an LGBTQ+ Leader can increase your own leadership potential through cultivating these six leadership competencies. Whether you're a seasoned senior executive or a just-starting-out shiny new leader, Pride Leadership is your stop to hone your natural LGBTQ+ leadership awesomeness, gather a few kernels of wisdom to immediately apply in your workplace, and amp up your leadership-self to be just that much better-er. In short: you'll be a more effective, impactful, and inclusive leader after reading this book. Oh, and you'll have a good time learning along the way, too!

This book explores how scientific evidence on the human mind might help to explain why racial equality is so elusive. Through the lens of powerful and pervasive implicit racial attitudes and stereotypes, it examines both the continued subordination of historically disadvantaged groups and the legal system's complicity in the subordination.

In this bold contribution to environmental law, Robert Verchick argues for a new perspective on disaster law that is based on the principles of environmental protection. He contends that government must assume a stronger regulatory role in managing natural infrastructure, distributional fairness, and public risk. Verchick proposes changes to the federal statutes governing environmental impact assessments, wetlands development, air emissions, and flood control, among others. This is a new vision of disaster law for the next generation.

Gender equality is a moral and a business imperative. But unconscious bias holds us back and de-biasing minds has proven to be difficult and expensive. Behavioral design offers a new solution. Iris Bohnet shows that by de-biasing organizations instead of individuals, we can make smart changes that have big impacts—often at low cost and high speed.

Jungian analysts from all over the world gathered in Montreal from August 22 to 27, 2010. The 11 plenary presentations and the 100 break-out sessions attest to the complex dynamics and dilemmas facing the community in present-day culture. The Pre-Congress Workshop on Movement as Active Imagination papers are also recorded. There is a foreword by Tom Kelly with the opening address of Joe Cambray and the farewell address of Hester Solomon. From the Contents: Jacques Languirand: From Einstein's God to the God of the Amerindians John Hill: One Home, Many Homes: Translating Heritages of Containment Denise Ramos: Cultural Complex and the Elaboration of Trauma from Slavery Christian Roesler: A Revision of Jung's Theory of Archetypes in light of Contemporary Research: Neurosciences, Genetics and Cultural Theory - A Reformulation Margaret Wilkinson, Ruth Lanius: Working with Multiplicity. Jung, Trauma, Neurobiology and the Healing Process: a Clinical Perspective Beverley Zabriskie: Emotion: The Essential Force in Nature, Psyche and Culture Guy Corneau: Cancer: Facing Multiplicity within Oneself Marta Tibaldi: Clouds in the Sky Still Allow a Glimpse of the Moon: Cancer Resilience and Creativity Astrid Berg, Tristan Troudart, Tawiq Salman: What could be Jungian About Human Rights Work? Bou-Yong Rhi: Like Lao Zi's Stream of Water: Implications for Therapeutic Attitudes Linda Carter, Jean Knox, Marcus West, Joseph McFadden: The Alchemy of Attachment: Trauma, Fragmentation and Transformation in the Analytic Relationship Sonu Shamdasani, Nancy Furlotti, Judith Harris & John Peck: Jung after The Red Book

Since I wrote the Foreword for the second edition of this book, risk management processes have become much more widely used, but controversy about what should be done and how best to do it has grown. Managing risk is a risky business. Chapman and Ward provide an in-depth explanation of why it is important to understand and manage underlying uncertainty in all its forms, in order to realise opportunities more fully and enhance corporate performance. They show what best practice should look like. The implications go well beyond the conventional wisdom of project risk management, providing an enlightening new perspective. —Professor Tony M. Ridley Imperial College London, Past President, Institution of Civil Engineers Chris Chapman and Stephen Ward continue to educate the profession with this masterful exposition of the differences between, and the potentials for combinations of, risk, uncertainty and opportunity. Particularly welcome is the way they integrate this trio into the project lifecycle – the bedrock of project management control and organization. —Peter W.G. Morris Head of School and Professor of Construction and Project Management University College London Chris Chapman and Stephen Ward's books on Project Risk Management have been an essential part of my repertoire for twenty years, and they are top of my recommended reading for the courses I do on that subject. In this book they have enhanced their previous work to focus on uncertainty management and emphasise more strongly opportunities for improving project performance, rather then just identifying what can go wrong. A structured process is an essential part of managing project uncertainty, and their process is one of the most powerful. This book will be added to my repertoire. —Rodney Turner Professor of Project Management, SKEMA Business School Lille A profoundly important book. With How to Manage Project Opportunity and Risk, Chris Chapman and Stephen Ward take a good thing and make it better. Members of the project management profession have been influenced for years by their insights into project risk management. With this latest instalment the authors demonstrate that risk and uncertainty needn't be dreaded; in fact, the reverse side of the 'risk coin' has always been opportunity. My

sincere appreciation to Chapman and Ward for turning this particular coin over and showing readers, academic and practitioner alike, the opportunity embedded in managing projects. —Jeffrey K. Pinto Andrew Morrow and Elizabeth Lee Black Chair in Management of Technology Sam and Irene Black School of Business, Penn State Erie

A heartbreaking and powerful story about a black boy killed by a police officer, drawing connections through history, from award-winning author Jewell Parker Rhodes. An instant New York Times bestsellerAn instant IndieBound bestsellerThe #1 Kids' Indie Next PickA Walter Award winner Only the living can make the world better. Live and make it better. Twelve-year-old Jerome is shot by a police officer who mistakes his toy gun for a real threat. As a ghost, he observes the devastation that's been unleashed on his family and community in the wake of what they see as an unjust and brutal killing. Soon Jerome meets another ghost: Emmett Till, a boy from a very different time but similar circumstances. Emmett helps Jerome process what has happened, on a journey towards recognizing how historical racism may have led to the events that ended his life. Jerome also meets Sarah, the daughter of the police officer, who grapples with her father's actions. Once again Jewell Parker Rhodes deftly weaves historical and socio-political layers into a gripping and poignant story about how children and families face the complexities of today's world, and how one boy grows to understand American blackness in the aftermath of his own death. 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. What happens when public prosecutors, the most powerful officials in the criminal justice system, seek convictions instead of justice? Why are cases involving well-to-do victims often prosecuted more vigorously than those involving poor victims? Why do wealthy defendants frequently enjoy more lenient plea bargains than the disadvantaged? In this eye-opening work, Angela J. Davis shines a much-needed light on the power of American prosecutors, revealing how the day-to-day practice of even the most well-intentioned prosecutors can result in unequal treatment of defendants and victims. Ranging from mandatory minimum sentencing laws that enhance prosecutorial control over the outcome of cases, to the increasing politicization of the office, Davis uses powerful stories of individuals caught in the system to demonstrate how the perfectly legal exercise of prosecutorial discretion can result in gross inequities in criminal justice. For the paperback edition, Davis provides a new Afterword which covers such recent incidents of prosecutorial abuse as the Jena Six case, the Duke lacrosse case, the Department of Justice firings, and more.

In this issue of Nursing Clinics, guest editor Erica L. Stone brings her considerable expertise to the topic of best practices in nursing. Provides in-depth, clinical reviews on best practices in nursing, providing actionable insights for clinical practice. Presents the latest information on this timely, focused topic under the leadership of experienced editors in the field; Authors synthesize and distill the latest research and practice guidelines to create these timely topic-based reviews.

This edited collection brings together voices of the strongest thought leaders for diversity, equity and inclusion in the field of statistics and data science, with the goal of encouraging and steering the profession into the regular practice of inclusive and humanistic leadership. It provides both futuristic ideas for promoting opportunities for equitable leadership, as well as tested approaches that have already been found to make a difference. It speaks to the challenges and opportunities of leading successful research collaborations and making strong connections within research teams. Curated with a vision that leadership takes a myriad of forms, and that diversity has many dimensions, this volume examines the nuances of leadership within a workplace environment and promotes storytelling and other competencies as critical elements of effective leadership. It makes the case for inclusive and humanistic leadership in statistics and data science, where there often remains a dearth of women and members of certain racial communities among the employees. Titled and non-titled leaders will benefit from the planning, evaluation, and structural tools offered within to contribute inclusive excellence in workplace climate, environment, and culture. With the goal of building more inclusive working, learning, and living environments in higher education, this book seeks to reframe understandings of forms of everyday exclusion that affect members of nondominant groups on predominantly white college campuses. The book contextualizes the need for a more robust analysis of persistent patterns of campus inequality by addressing key trends that have reshaped the landscape for diversity, including rapid demographic change, reduced public spending on higher education, and a polarized political climate. Specifically, it offers a critique of contemporary analytical ideas such as micro-aggressions and implicit and unconscious bias and underscores the impact of consequential discriminatory events (or macro-aggressions) and racial and gender-based inequalities (macro-inequities) on members of nondominant groups. The authors draw extensively upon interview studies and qualitative research findings to illustrate the reproduction of social inequality through behavioral and process-based outcomes in the higher education environment. They identify a more powerful systemic framework and conceptual vocabulary that can be used for meaningful change. In addition, the book highlights coping and resistance strategies that have regularly enabled members of nondominant groups to address, deflect, and counteract everyday forms of exclusion. The book offers concrete approaches, concepts, and tools that will enable higher education leaders to identify, address, and counteract persistent structural and behavioral barriers to inclusion. As such, it shares a series of practical recommendations that will assist presidents, provosts, executive officers, boards of trustees, faculty, administrators, diversity officers, human resource leaders, diversity taskforces, and researchers as they seek to implement comprehensive strategies that result in sustained diversity change.

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

A groundbreaking book that offers approaches for changing the hidden biases in the workplace This is an eye-opening examination of the causes and dynamics of bias in the workplace, offering a psychological, political, and societal analysis of the actual cost of bias to the bottom line. The authors make the hurdles that women and minorities face in the workplace as personal to the reader as they are to those who face them. Giving Notice is filled with sensible approaches for solving the current imbalance and challenges us to rethink unconscious ideas about stereotypes and commonly accepted business practices. Freada Kapor Klein (San Francisco, CA) is an internationally noted consultant and diversity expert. She has been quoted in the New York Times, Chicago Tribune, Los Angeles Times, Washington Post, and on the

Today show, Nightline, and NBC Nightly News. Kimberly Allers (Bayshore, NY) was a writer at Fortune magazine and is a frequent guest speaker at professional development and women-oriented seminars. Martha Mendoza (Santa Cruz, CA) is a national writer for the Associated Press. She won a Pulitzer Prize for investigative reporting.

"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. You may not realize it but simple, irrelevant factors can have profound consequences on your decisions and behavior, often diverting you from your original plans and desires. Sidetracked will help you identify and avoid these influences so the decisions you make do stick—and you finally reach your intended goals. Psychologist and Harvard Business School professor Francesca Gino has long studied the factors at play when judgment and decision making collide with the results of our choices in real life. In this book she explores inconsistent decisions played out in a wide range of circumstances—from our roles as consumers and employees (what we buy, how we manage others) to the choices that we make more broadly as human beings (who we date, how we deal with friendships). From Gino's research, we see when a mismatch is most likely to occur between what we want and what we end up doing. What factors are likely to sway our decisions in directions we did not initially consider? And what can we do to correct for the subtle influences that derail our decisions? The answers to these and similar questions will help you negotiate similar factors when faced with them in the real world. For fans of Dan Ariely and Daniel Kahneman, this book will help you better understand the nuances of your decisions and how they get derailed—so you have more control over keeping them on track.

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.

American communities are changing fast: ethnic minority populations are growing, home ownership is falling, the number of people per household is going up, and salaries are going down. According to Marc Brenman and Thomas W. Sanchez, the planning field is largely unprepared for these fundamental shifts. If planners are going to adequately serve residents of diverse ages, races, and income levels, they need to address basic issues of equity. Planning as if People Matter offers practical solutions to make our communities more livable and more equitable for all residents. While there are many books on environmental justice, relatively few go beyond theory to give real-world examples of how better planning can level inequities. In contrast, Planning as if People Matter is written expressly for planning practitioners, public administrators, policy-makers, activists, and students who must directly confront these challenges. It provides new insights about familiar topics such as stakeholder participation and civil rights. And it addresses emerging issues, including disaster response, new technologies, and equity metrics. Far from an academic treatment, Planning as if People Matter is rooted in hard data, on-the-ground experience, and current policy analysis. In this tumultuous period of economic change, there has never been a better time to reform the planning process. Brenman and Sanchez point the way toward a more just social landscape.

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 unlock the potential of every person we encounter.

BiasedUncovering the Hidden Prejudice That Shapes What We See, Think, and DoPenguin

A book that will open eyes to the most serious problem of our times. In the case of the US Government versus Enron, the presiding judge chose to employ the legal concept of willful blindness: you are responsible if you could have known, and should have known, something which instead you strove not to see. The guilty verdict sent shivers down the spine of the corporate world. In this book, Margaret Heffernan draws on psychological studies, social statistics, interviews with relevant protagonists, and her own experience to throw light on willful blindness and why whistleblowers and Cassandras are so rare. Ranging freely through history and from business to science, government to the family, this engaging and anecdotal book will explain why willful blindness is so dangerous in a globalized, interconnected world, before suggesting ways in which institutions and individuals can start to combat it. Margaret Heffernan's thought-provoking book will force us to open our eyes.

In the United States, some populations suffer from far greater disparities in health than others. Those disparities are caused not only by fundamental differences in health status across segments of the population, but also because of inequities in factors that impact health

status, so-called determinants of health. Only part of an individual's health status depends on his or her behavior and choice; community-wide problems like poverty, unemployment, poor education, inadequate housing, poor public transportation, interpersonal violence, and decaying neighborhoods also contribute to health inequities, as well as the historic and ongoing interplay of structures, policies, and norms that shape lives. When these factors are not optimal in a community, it does not mean they are intractable: such inequities can be mitigated by social policies that can shape health in powerful ways. Communities in Action: Pathways to Health Equity seeks to delineate the causes of and the solutions to health inequities in the United States. This report focuses on what communities can do to promote health equity, what actions are needed by the many and varied stakeholders that are part of communities or support them, as well as the root causes and structural barriers that need to be overcome.

The connection between mental and social life remains one of the most intriguing topics in all of psychology. This book reviews some of the most recent advances in research exploring the links between how people think and behave in interpersonal situations. The chapters represent a variety of theoretical orientations, ranging from evolutionary approaches through cognitive and affective theories, all the way to considering social and cultural influences on the relationship between social cognition and interpersonal behavior. Given its breadth of coverage, this volume is useful both as a basic reference book and as an informative textbook for advanced courses dealing with social cognition and interpersonal behavior. The main target audience comprises researchers, students, and professionals in all areas of the social and behavioral sciences, including social, cognitive, clinical, counseling, personality, organizational, forensic, and applied psychology, as well as sociology, communication studies, and social work. Written in a readable yet scholarly style, this volume serves as an engaging overview of the field for students in courses dealing with social cognition and social interaction at undergraduate and graduate levels.

The End of Bias is a transformative, groundbreaking exploration into how we can eradicate unintentional bias and discrimination, the great challenge of our age. Unconscious bias: persistent, unintentional prejudiced behavior that clashes with our consciously held beliefs. We know that it exists, to corrosive and even lethal effect. We see it in medicine, the workplace, education, policing, and beyond. But when it comes to uprooting our prejudices, we still have far to go. With nuance, compassion, and ten years' immersion in the topic, Jessica Nordell weaves gripping stories with scientific research to reveal how minds, hearts, and behaviors change. She scrutinizes diversity training, deployed across the land as a corrective but with inconsistent results. She explores what works and why: the diagnostic checklist used by doctors at Johns Hopkins Hospital that eliminated disparate treatment of men and women; the preschool in Sweden where teachers found ingenious ways to uproot gender stereotyping; the police unit in Oregon where the practice of mindfulness and specialized training has coincided with a startling drop in the use of force. Captivating, direct, and transformative, The End of Bias: A Beginning brings good news. Biased behavior can change; the approaches outlined here show how we can begin to remake ourselves and our world. Includes illustrated charts

Anti-bias education begins with you! Become a skilled anti-bias teacher with this practical guidance to confronting and eliminating barriers. Psychological research on the origins and consequences of prejudice, discrimination, and stereotyping has moved into previously uncharted directions through the introduction of neuroscientific measures. Psychologists can now address issues that are difficult to examine with traditional methodologies and monitor motivational and emotional as they develop during ongoing intergroup interactions, thus enabling the empirical investigation of the fundamental biological bases of prejudice. However, several very promising strands of research have largely developed independently of each other. By bringing together the work of leading prejudice researchers from across the world who have begun to study this field with different neuroscientific tools, this volume provides the first integrated view on the specific drawbacks and benefits of each type of measure, illuminates how standard paradigms in research on prejudice and intergroup relations can be adapted for the use of neuroscientific methods, and illustrates how different methodologies can complement each other and be combined to advance current insights into the nature of prejudice. This cutting-edge volume will be of interest to advanced undergraduates, graduates, and researchers students who study prejudice, intergroup relations, and social neuroscience.

Understanding Racism systematically examines the theories and theorists that have contributed the most to our contemporary understanding of racism in its various forms—making it easier for you to understand the multiple dynamics of how racism operates. In every chapter, activist and award-winning sociologist Hephzibah Strmic-Pawl describes the emergence of a theory and the problem it addresses; discusses the scholars who are most closely associated with the theory; and explores the strengths and limitations of the theory. From foundational theories such as Prejudice and White Privilege to contemporary theories such as Color-Blind Racism, Understanding Racism is the first text to present thirteen approaches for explaining racism in one book. The book's systematic organization and pedagogical features will help you think theoretically about race and racism at different levels of analysis, as well as reflect and discuss how to challenge racism.

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