

WELCOME!

AESP DEI Book Club

Blind Spot

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Blindspots

Admit you have
them even if you
don't see them.

Hidden Biases

- Most people are unaware
- Discrimination is primarily inadvertent
- Exposure to socio-cultural conditioning contributes
- We favour our own groups
- Members of stereotyped groups internalize stereotypes

Power of the Unconscious Mind

- Automatic and reflective mind influence behaviour
- Research debunked belief that human behaviour is guided by conscious thought
- Approximately 90% of decisions and thoughts are automatic

Discriminatory Behaviour

- Connection between hidden biases and discriminatory behaviour
- Hidden biases have been established as a significant contributor to black disadvantage (health care, hiring, housing, criminal justice)
- Takes shape through in-group favoritism and failing to help those in the out-group, perpetuating out-group disadvantages
- Race Implicit Assessment Test (IAT) shows the vast majority of people have a white preference

Self Awareness

- Increasing self awareness mitigates hidden biases and discriminatory behaviour
- Awareness is the path to self control
- Seeing our hidden biases is uncomfortable, but it's necessary to be able to overcome them


Self Awareness

Skills:

- Empathy
- Adaptability
- Mindfulness
- Kindness

How to develop:

- Curiosity of self and others
- Self discipline
- Think of how your actions affect others
- Ask for feedback



Remove the veil.
Learn how to see
your own
blindspots.



