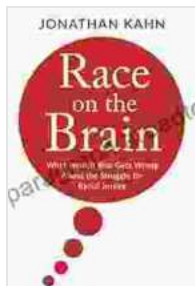


# What Implicit Bias Gets Wrong About the Struggle for Racial Justice



## Race on the Brain: What Implicit Bias Gets Wrong About the Struggle for Racial Justice by Jonathan Kahn

★★★★☆ 4.6 out of 5

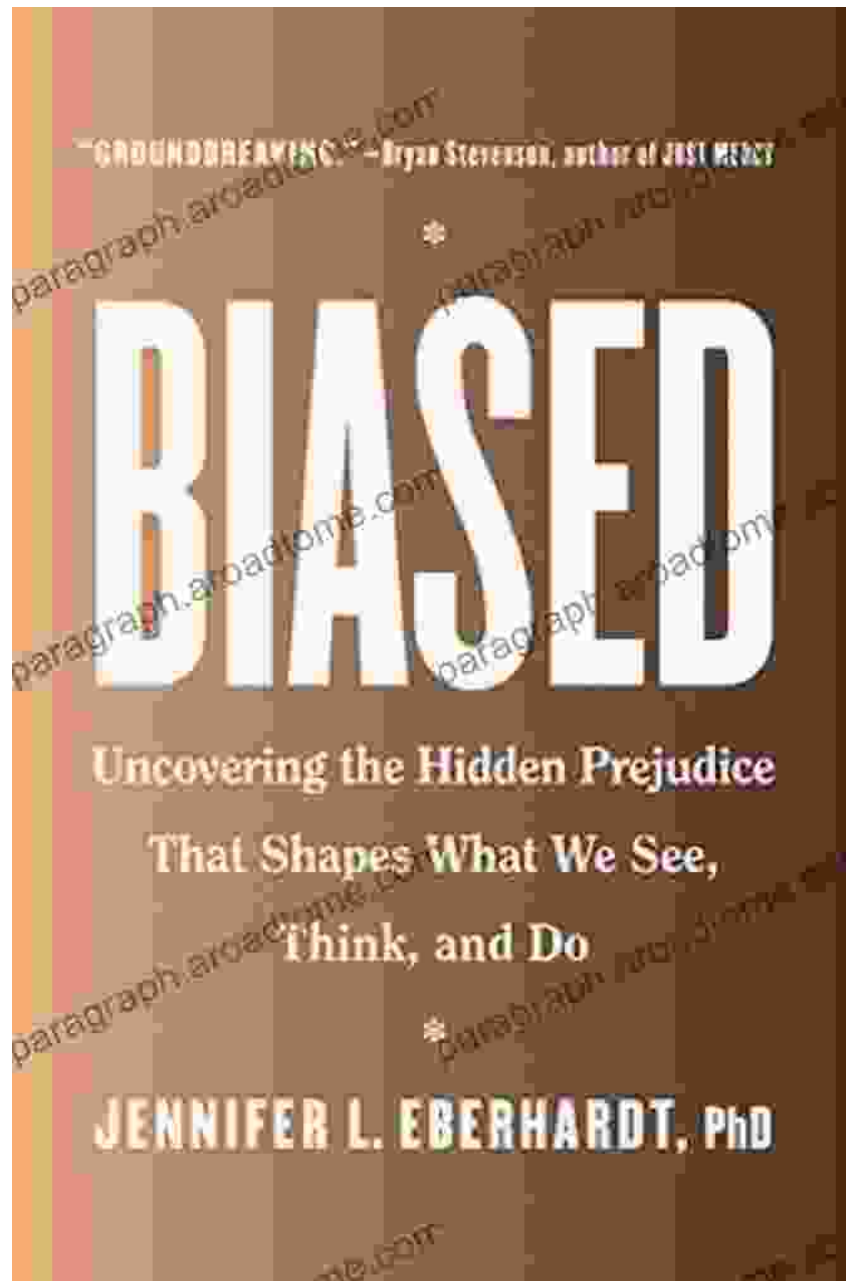
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Screen Reader : Supported  
Enhanced typesetting : Enabled  
Word Wise : Enabled  
Print length : 226 pages  
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## Rethinking a Widely Held Belief



In the wake of growing public awareness about racial inequality, implicit bias has emerged as a central concept in the discourse on racial justice. However, in her groundbreaking book, "What Implicit Bias Gets Wrong About the Struggle for Racial Justice," renowned psychologist Jennifer L. Eberhardt argues that our current understanding of implicit bias is deeply flawed and may even be hindering progress towards racial equity.

Eberhardt, a MacArthur Fellow and professor of psychology at Stanford University, draws on decades of research to demonstrate that implicit bias is not the primary driver of racial disparities. Instead, she argues that we must focus on explicit bias, which is conscious and intentional discrimination, and systemic racism, which is embedded in our institutions and policies.

Eberhardt's book offers a fresh and provocative perspective on the issue of racial justice. It is a must-read for anyone who wants to understand the true nature of racial bias and its impact on society. It is also an essential resource for activists, policymakers, and anyone who wants to work towards creating a more just and equitable world.

### **Key Insights from the Book**

- **Implicit bias is not the primary driver of racial disparities.** Eberhardt argues that implicit bias, which is unconscious and unintentional, is not as powerful as we think it is. It is explicit bias, which is conscious and intentional, and systemic racism that are the real obstacles to racial justice.
- **Focusing on implicit bias can distract us from addressing explicit bias and systemic racism.** Eberhardt argues that our focus on implicit bias has led us to neglect the more pernicious problems of explicit bias and systemic racism. This has allowed these forms of bias to persist and perpetuate racial inequality.
- **Implicit bias training is not always effective.** Eberhardt reviews the research on implicit bias training and finds that it is often not effective in reducing bias. In some cases, it can even make bias worse. This is

because implicit bias training does not address the root causes of bias, such as explicit bias and systemic racism.

- **We need to focus on solutions that address explicit bias and systemic racism.** Eberhardt argues that we need to move beyond implicit bias and focus on solutions that address the real causes of racial inequality. This includes policies and practices that promote diversity and inclusion, reduce bias in hiring and promotion, and dismantle systemic racism in our institutions and policies.

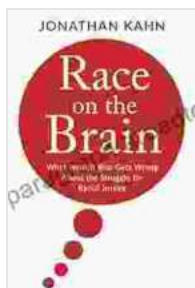
## **Why This Book Is Important**

"What Implicit Bias Gets Wrong About the Struggle for Racial Justice" is an important book for several reasons. First, it provides a much-needed critique of the current understanding of implicit bias. Eberhardt's research shows that implicit bias is not as powerful as we think it is and that it is not the primary driver of racial disparities.

Second, the book offers a fresh and provocative perspective on the issue of racial justice. Eberhardt argues that we need to move beyond implicit bias and focus on explicit bias and systemic racism. This is a radical and counterintuitive idea, but it is supported by a wealth of research evidence.

Third, the book is a call to action. Eberhardt argues that we need to take action to address explicit bias and systemic racism. She offers a number of specific proposals for how we can do this, including increasing diversity and inclusion in our workplaces, schools, and communities; reducing bias in hiring and promotion; and dismantling systemic racism in our institutions and policies.

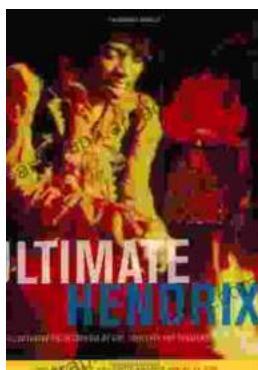
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