

# Reviews

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## The Value of Difference – Eliminating Bias in Organisations



*In this excellent, eloquent and thought provoking book, Binna Kandola provides a comprehensive description of the unconscious bias that often leads to prejudicial or discriminatory behaviours. He also offers a refreshing perspective on equality and diversity issues in organisations.*

Kandola argues the case for diversity training focusing on raising awareness and changing behaviours and attitudes.

He offers research-based tools and techniques to identify and combat unconscious bias in the workplace, with clear arguments for having a diverse workforce where people are treated well and given ownership.

This book is highly recommended, especially to senior leaders, as it provides the practical techniques and approaches to empower individuals and organisations. Kandola argues that we can change our unconscious bias so that it no longer infringes on our decision-making. He calls on individuals to look inwards and question their preconceived ideas and assumptions, before looking outwards at others to improve equality and diversity in the workplace.

**Binna Kandola | Pearn Kandola Publishing | 261pp | £18.99 | ISBN: 978 0 9562318 0 2**

*Reviewed by Joan Myers, professional officer for diversity, Department of Health*

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