



THOUGHT PARALYSIS The Virtues of Discrimination BY FARHAD DALAL

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Given the enormous struggles, efforts and money expended on the equalities enterprise, why has more progress not been made? And further, why have things actually become worse in many circumstances?

The book walks the thin line between the apologists who deify 'difference' and the zealots and bigots who vilify the different, to argue that to create a fairer world, we need to enhance our capacities for discrimination, not stifle them. Although the work is focussed around equality, it has bigger things to say about the human condition and organizational life in general.

'This book exposes the ideologues that fight against the principles of equality; it confronts the liberal left which has lost its cutting edge, opting instead for that happy pill, "diversity"; and it challenges those Britons of colour who are preoccupied with culture and lose sight of issues of power and racism. Meanwhile, prejudice and bigotries continue to blight lives, aided by the Conservatives who are determined to remove the protection provided by the equalities legislation and Human Rights Act. Farhad Dalal's timely and brave wake up call must be heeded by progressives.'

Yasmin Alibhai-Brown, weekly columnist on the Independent

'Hurrah, and what a relief – at last an intelligent argument for using judgement and discrimination against prevailing multiculturalist dogma and relativist orthodoxies. *Thought Paralysis* bravely takes on the "diversity peddlers" and "liberals of a certain persuasion", whose constructed taboos too often crush our capacity for discernment. And all this is done without giving succour to the reactionaries, firmly keeping faith with the emancipatory project. Written in a refreshingly accessible way, using a myriad of everyday examples, we are offered a complex defence of Enlightenment values. As I read, I had many "virtual" arguments with its author. This is a compliment as Dalal's writing stimulated endless intellectual challenges. The author invites us to an "exchange of ideological fluids", knowing that convictions, however strong, ought to remain open to interrogation and challenge. So read this book and let the critical juices flow.'

Claire Fox, Director, Institute of Ideas; panellist, BBC Radio 4's Moral Maze

Selection from the Contents

- The Struggle to Live and Let Live: The Liberal World View
- Equal Strokes for Different Folks: The Legislature
- Manufacturing Kinds of People: Processes of Inclusion and Exclusion
- The Human Condition: Psychology
- Counting Discriminations
- Corrupting the Liberal Ideal: Diversity in Organizational Life
- Perverting the Liberal Ideal: Fear and Control in the Panopticon
- The Difference that Dare not Speak its Name: The Lexicon Police
- Islam: The New Black
- Tolerating Discrimination: Discriminating Tolerance
- The Road to Nowhere: Conceptual Cul-de-Sacs

About the Author

Farhad Dalal is a psychotherapist and group analyst working in Devon. He also works with teams and organizations. Previous publications: *Taking the Group Seriously* (1998) and *Race, Colour and the Processes of Racialization* (2002).

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