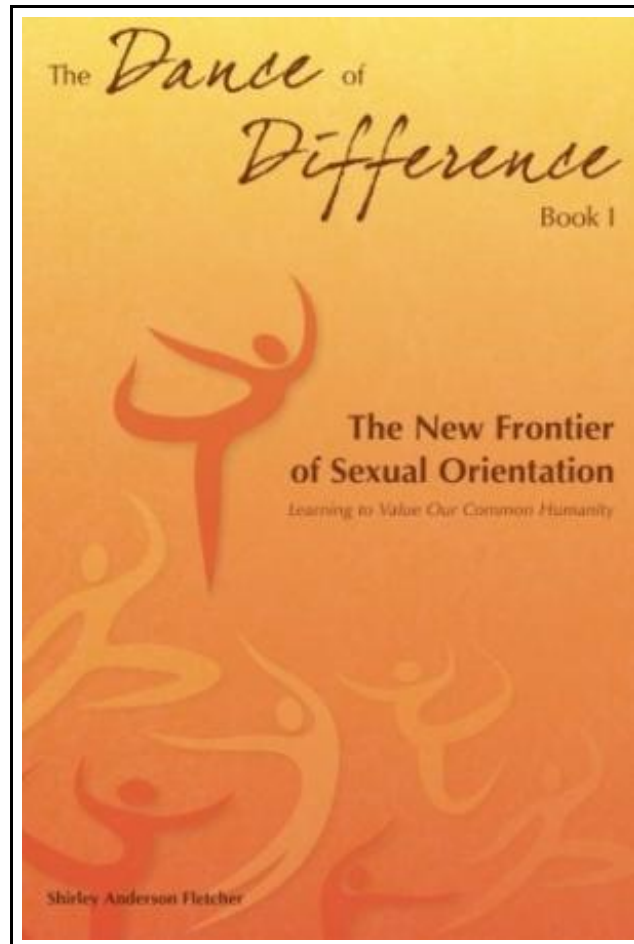


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Createspace, United States, 2011. Paperback. Book Condition: New. 226 x 152 mm. Language: English . Brand New Book ***** Print on Demand *****.It is rare for heterosexuals to acknowledge, much less write about, their own homophobia. This black grandmother who grew up in the homophobic culture of Jamaica in the 40 s and 50 s offers a moving look into the challenges faced daily by people who are lesbian, gay, bisexual or transgender (LGBT) because of the learned biases, attitudes and behavior of heterosexuals. The author, a behavioral scientist, who migrated to the United States 30 years ago, shares examples from her early life experiences as well as examples from her long career as an organizational consultant in the United States and Europe. The centerpiece of the book is a spontaneous dialogue between the author and a gay pastor about the realities of life for members of the gay community. This is a standout element that sets the book apart. In a particularly valuable part of the book, the author describes common scenarios of heterosexual prejudice and bias towards LGBT people that will ring familiar with many readers. The responses she recommends will be useful in building relationships between members of the gay and heterosexual communities. Throughout, the author strikes a good balance between professional reserve and personal openness. She comes across as sincere, candid and open-minded. She effectively uses her own life experience to demonstrate that we are not born with inbred prejudice. Rather we learn our biases from the culture in which we are raised and from well-intended people in our families and communities. She emphasizes that as adults, we have the capacity to move from indifference, to compassion, to support for human rights. This book will appeal to a wide audience that includes organization consultants and managers...

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