

Farhad Dalal

Psychotherapist, Group Analyst in private practice. Also works with organizations.



Professional Affiliations

Institute of Group Analysis,
London.
South Devon Psychotherapy
and Counselling Service.

Publications

1998 *Taking the Group Seriously* Jessica Kingsley
2002 *Race, Colour and the Processes of Racialization: Psychoanalysis, Group Analysis and Sociology* Brunner-Routledge.

Tolerating Discrimination, Discriminating Tolerance

The paper is a constructive critique of *some* the strategies being advocated by the Equality movements. Issue is taken not just with the proposed solutions, but with the way that the problems are formulated in the first place. Two interlinked beliefs are initially challenged: that 'ignorance' and 'fear of the stranger' are the sources of prejudice which in turn leads to people being treated unequally. Multiculturalist and psychoanalytic versions of this belief are considered. The history and principles of liberalism are then briefly attended to, to show how it generates two contradictory sets of values, which in turn lead the Equality movements towards a number of conceptual confusions.

There follows a critical examination of three of the practical strategies advocated by the Equality movements, beginning with the legislature. It is argued that there is a serious problem in the way that state has written its legislation in regards to 'racial' discrimination. Second, issue is taken with the reasoning behind the way that 'ethnic' monitoring is conducted. Third, issue is taken with the premise that Equality and Diversity trainings (which organizations oblige their employees to go through) are a key means of achieving a more equitable society.

Next, the notion of tolerance itself is subjected to deep critique. The question is considered: what is the ethical thing to do when one is faced with the intolerant or/and the intolerable? The paper concludes that it is a mistake to try to get rid of discriminatory process *per se* to achieve a fairer world. Rather, what is required is a more discerning discrimination, the exercise of which requires both humility and courage.