

Blindspot Hidden Biases Of Good People English Ed Handbook

blindspot hidden biases of good people english ed

In our pursuit of kindness, fairness, and moral integrity, many good people often overlook their own unconscious biases. These hidden biases, or blind spots, can subtly influence our thoughts, decisions, and interactions without us even realizing it. Recognizing and addressing these biases is essential not just for personal growth but also for fostering more inclusive and equitable environments. This article explores the concept of blind spot hidden biases of good people, especially in the context of English language education and beyond, shedding light on how even well-intentioned individuals can harbor biases and what steps can be taken to mitigate their impact.

Understanding Blind Spot Hidden Biases

What Are Hidden Biases?

Hidden biases are subconscious attitudes or stereotypes that influence our perceptions and actions without our conscious awareness. Unlike overt prejudice, these biases are often deeply ingrained and operate below the level of conscious thought, making them difficult to detect and address.

The Concept of Blind Spots in Biases

A blind spot refers to an area where an individual lacks awareness. When it comes to biases, a blind spot is a specific prejudice or stereotypical belief that a person does not recognize within themselves. Even those who consider themselves fair-minded and empathetic can have these unseen biases that influence their behavior.

The Paradox of Good People

The paradox lies in the fact that good, well-meaning individuals are often the most susceptible to blind spot biases because they tend to see themselves as fair and unbiased. This self-perception can create resistance to acknowledging biases, making it more challenging to confront and correct them.

Common Hidden Biases in English Education

Language and Cultural Biases

In the realm of English education, biases can be embedded in the materials used, the way teachers interact with students, and the expectations placed upon learners.

- **Cultural Stereotypes:** Textbooks may perpetuate stereotypes about certain cultures or countries, shaping students' perceptions based on limited or biased representations.
- **Accent and Dialect Bias:** Teachers and evaluators may unconsciously favor Standard American or British English accents, marginalizing students with regional or non-native accents.
- **Content Selection Bias:** The choice of reading materials might reflect Western-centric perspectives, overlooking diverse voices and experiences.

Teacher Expectations and Biases

Implicit biases can influence how teachers perceive and support their students.

- **Learning Ability Bias:** Assuming some students are inherently better or worse at language learning based on ethnicity, gender, or socioeconomic status.
- **Participation Bias:** Expecting certain students to participate more actively based on stereotypes about confidence or background.
- **Assessment Bias:** Unconscious tendencies to grade or evaluate students differently based on biases rather than actual performance.

Impact on Learners

These biases can have significant consequences for learners, affecting their confidence, motivation, and opportunities.

- **Self-Perception:** Students might internalize stereotypes, believing they are less capable due to biases held by educators or peers.
- **Access to Opportunities:** Biases can influence which students are encouraged to pursue advanced courses or leadership roles.
- **Classroom Dynamics:** Favoritism or marginalization can hinder inclusive participation, affecting the overall learning environment.

Why Good People Still Harbor Hidden Biases

Social Conditioning and Cultural Norms

Society often subtly reinforces stereotypes and prejudices through media, traditions, and social

interactions. Even well-intentioned individuals absorb these norms without conscious awareness.

Confirmation Bias and Cognitive Dissonance

People tend to seek information that confirms their existing beliefs and ignore evidence to the contrary. When individuals believe they are fair, they may dismiss or rationalize biases that challenge this self-image.

Unconscious Influence of Stereotypes

Deeply embedded stereotypes influence perceptions automatically. For example, assumptions about intelligence, work ethic, or cultural traits can influence behavior and judgments unconsciously.

Strategies to Recognize and Address Hidden Biases

Self-Awareness and Reflection

The first step toward mitigating biases is acknowledging their existence.

- **Implicit Bias Testing:** Engage in assessments like the Harvard Implicit Bias Test to uncover unconscious prejudices.
- **Personal Reflection:** Regularly examine your attitudes, assumptions, and reactions in different situations.

Education and Exposure

Learning about different cultures, perspectives, and histories can challenge stereotypes.

- **Diverse Reading Materials:** Incorporate texts from various cultures and backgrounds into curricula.
- **Engage with Different Communities:** Participate in multicultural events or conversations to broaden understanding.

Creating Inclusive Environments

Fostering an environment where all individuals feel valued and respected helps reduce biases.

- **Bias-Training:** Provide training for educators and staff on unconscious bias and inclusive

practices.

- **Inclusive Curriculum Design:** Ensure teaching materials reflect diversity and challenge stereotypes.
- **Equitable Opportunities:** Actively promote fairness in participation, assessment, and leadership roles.

Implementing Practical Classroom Strategies

Teachers can adopt specific strategies to minimize bias in their interactions.

- **Mindful Language Use:** Be aware of language that may reinforce stereotypes or marginalize students.
- **Equitable Participation:** Encourage all students to contribute and ensure no one is overshadowed.
- **Bias Checks:** Before assessments or feedback, review judgments for potential biases.

The Role of Good People in Combating Hidden Biases

Leading by Example

Good individuals in educational settings can model inclusive behavior, openly acknowledging their own biases and working to overcome them.

Advocating for Diversity and Equity

Using their influence to promote policies and practices that support diversity, equity, and inclusion can lead to systemic change.

Continuous Learning and Growth

Recognizing that bias mitigation is an ongoing process encourages openness to feedback, new perspectives, and personal development.

Conclusion

Even the most well-intentioned and morally upright individuals can harbor hidden biases that influence their perceptions and actions. The concept of blind spot hidden biases of good people highlights the importance of self-awareness, education, and active effort in recognizing and addressing unconscious prejudices. In the context of English education, these biases can subtly shape curricula, teacher-student interactions, and opportunities, often perpetuating stereotypes and

inequalities. By fostering a culture of reflection, exposure, and inclusivity, good people can work toward minimizing these biases, creating more equitable and respectful environments for all learners. Embracing this ongoing journey of self-improvement not only benefits individuals but also contributes to building a more just and understanding society.

Blindspot Hidden Biases of Good People: An In-Depth Exploration of Unconscious Prejudices in Well-Intentioned Individuals

Introduction: Unveiling the Hidden Biases of Good People

In a world increasingly aware of social justice and equity, the phrase "good people" often conjures images of individuals with moral integrity, kindness, and integrity. However, even the most well-meaning individuals harbor unconscious biases—subtle, often unnoticed prejudices that influence perceptions and actions. The book "Blindspot: Hidden Biases of Good People" by Mahzarin R. Banaji and Anthony G. Greenwald delves deeply into this paradox: how good people can unknowingly perpetuate bias, despite their moral compass and intentions.

This comprehensive review aims to unpack the core themes of the book, explore the psychological underpinnings of hidden biases, analyze real-world implications, and suggest pathways to awareness and change.

Understanding Hidden Biases: The Concept and Its Roots

What Are Hidden Biases?

Hidden biases, also known as unconscious biases, are automatic associations and attitudes that influence our judgments and behaviors without conscious awareness. These biases are:

- Automatic and involuntary: They occur instantly and without deliberate intent.
- Deeply ingrained: Shaped by societal, cultural, and personal experiences.
- Resistant to change: Often persist despite conscious efforts to be fair.

For example, a person might unconsciously associate leadership qualities more strongly with men than women, affecting hiring decisions without overt prejudice.

The Psychological Foundations

The authors draw upon decades of social psychology research, emphasizing that:

- Implicit Associations: Our brains create mental links between concepts (e.g., race, gender, age) and stereotypes.
- Cognitive Efficiency: Our brains seek shortcuts?heuristics?that simplify decision-making but can reinforce biases.
- In-group vs. Out-group Dynamics: Humans tend to favor those perceived as similar (in-group) over others (out-group), often unconsciously.

The Origins of Hidden Biases

These biases originate from various sources:

- Societal and Cultural Norms: Media, history, and social narratives shape stereotypes.
- Personal Experiences: Family, peer groups, and community interactions influence associations.
- Environmental Factors: Segregated neighborhoods or homogeneous workplaces reinforce stereotypes.

The Paradox of Good People and Bias

Why Good People Have Biases

Intuitively, people who consider themselves moral and fair should be free of prejudice. Yet, the book emphasizes that:

- Moral Awareness vs. Implicit Bias: Being morally aware does not automatically eliminate biases; the two operate on different levels.
- Cognitive Dissonance: When biases conflict with moral self-image, people may deny or rationalize their prejudices.
- Universal Nature of Bias: Everyone, regardless of morality, is susceptible because biases are rooted in human cognition, not morality.

The Impact of Good Intentions

Well-intentioned individuals can inadvertently reinforce stereotypes:

- Unconscious Favoritism: Favoring people who resemble oneself.
- Bias in Decision-Making: Choosing candidates, friends, or partners based on implicit preferences.
- Microaggressions: Subtle comments or actions rooted in unconscious stereotypes.

The Role of Self-Perception and Bias Awareness

People often believe they are less biased than others, leading to:

- Illusory Superiority: Overestimating one's fairness.
- Resistance to Bias Acknowledgment: Difficulty accepting that one harbors prejudice.
- Denial and Justification: Rationalizing behaviors to align with self-image.

Measuring Hidden Biases: Tools and Techniques

The Implicit Association Test (IAT)

One of the central tools discussed in the book is the IAT, which measures the strength of automatic associations between concepts.

- How it Works: Participants quickly categorize words or images, revealing implicit preferences.
- Applications: Used to assess biases related to race, gender, age, disability, and other social categories.
- Limitations: While insightful, IAT scores are not definitive judgments of personal prejudice but indicators of unconscious associations.

Other Assessment Methods

- Priming Tasks: Measure reaction times to certain stimuli.
- Behavioral Experiments: Observe actual decision-making in simulated contexts.
- Self-Report Measures: Less reliable, as they are subject to social desirability bias.

Why Measurement Matters

Identifying hidden biases is the first step toward addressing them. The book advocates for:

- Regular Self-Assessment: Using tools like IAT to become aware of personal biases.
- Creating Safe Spaces for Reflection: Encouraging honest conversations about bias.
- Institutional Monitoring: Organizations assessing implicit biases among employees.

Impacts of Hidden Biases in Society

In the Workplace

Biases influence hiring, promotions, evaluations, and workplace culture:

- Recruitment Biases: Favoring certain demographics unconsciously.
- Performance Evaluations: Stereotypes affecting perceptions of competence.
- Leadership Opportunities: Unequal access based on implicit preferences.

In Education

Implicit biases shape teacher perceptions and student experiences:

- Expectancy Bias: Expecting less from students of certain backgrounds.
- Disciplinary Disparities: Higher suspension rates linked to stereotypes.
- Academic Tracking: Biased placement in advanced or remedial tracks.

In Legal and Criminal Justice Systems

Biases contribute to systemic inequalities:

- Profiling and Sentencing: Disproportionate targeting of minorities.
- Judicial Decisions: Implicit stereotypes influencing judgments.
- Policing Practices: Differential enforcement based on race or ethnicity.

In Media and Cultural Narratives

Media representations reinforce stereotypes, which become internalized and influence implicit biases over generations.

Strategies for Recognizing and Mitigating Hidden Biases

Awareness and Education

- Knowledge Acquisition: Learning about implicit biases and their effects.
- Self-Reflection: Recognizing one's own biases through assessments and feedback.
- Mindfulness Practices: Cultivating present-moment awareness to catch automatic responses.

Practical Interventions

- Bias Training Programs: Workshops designed to increase awareness and promote behavioral change.
- Counter-Stereotype Exposure: Interacting with diverse groups or narratives that challenge stereotypes.
- Perspective-Taking Exercises: Empathizing with others' experiences to reduce prejudice.

Organizational and Structural Changes

- Diverse Hiring Panels: Reducing bias in recruitment.
- Standardized Procedures: Mitigating subjective judgments.
- Inclusive Culture: Promoting values of equity and openness.

Personal Commitment and Ongoing Effort

- Recognizing that bias mitigation is a continuous process.
- Regularly revisiting assumptions and behaviors.
- Seeking feedback and engaging in dialogues about bias.

The Ethical and Moral Dimensions

Good People and Moral Responsibility

The book challenges the notion that good intentions are sufficient, emphasizing that:

- Moral Responsibility: Recognizing that unconscious biases can harm others even when unintentional.
- Active Commitment: Making deliberate efforts to counteract biases.
- Accountability: Holding oneself and institutions accountable for promoting fairness.

Balancing Self-Perception and Reality

- Accepting that everyone harbors biases, but that acknowledgment is the first step toward moral growth.
- Cultivating humility and openness to change.

Conclusion: Moving Toward Conscious Awareness and Change

"Blindspot: Hidden Biases of Good People" serves as a compelling reminder that moral virtue does not automatically equate to bias-free behavior. The insights presented underscore the complexity of human cognition, the pervasiveness of stereotypes, and the importance of conscious effort to recognize and challenge our implicit prejudices.

For individuals committed to integrity and fairness, embracing this knowledge offers a pathway to genuine inclusivity. It requires humility, vigilance, and ongoing reflection. Society benefits when good people actively confront their blindspots, transforming awareness into action.

By fostering environments that prioritize education, self-awareness, and structural reforms, we can begin to dismantle the hidden biases that undermine equality and justice. Ultimately, understanding and addressing our unconscious prejudices is not just an individual moral imperative but a collective pursuit toward a fairer, more empathetic world.

In summary, "Blindspot: Hidden Biases of Good People" is a vital resource that shines a light on the subconscious prejudices lurking within even the most morally upright individuals. Its lessons call for continuous self-examination, systemic change, and an unwavering commitment to fairness, reminding us that being good is an ongoing journey, not a static state.

QuestionAnswer What is the main focus of 'Blindspot: Hidden Biases of Good People'? The book explores how even well-intentioned individuals can harbor unconscious biases that influence their perceptions and actions without their awareness. How can understanding hidden biases improve personal and professional relationships? By recognizing and addressing unconscious biases, individuals can foster more equitable, respectful, and inclusive interactions, leading to better communication and reduced prejudice. What strategies does 'Blindspot' suggest for uncovering and mitigating hidden biases? The book recommends self-awareness exercises, exposure to diverse perspectives, reflection, and ongoing education to identify and challenge one's unconscious biases. Why is it important for organizations to address hidden biases according to the book? Addressing hidden biases helps create fairer workplaces, improves decision-making, enhances diversity and inclusion efforts, and reduces systemic discrimination. Who is the author of 'Blindspot: Hidden Biases of Good People' and what is their background? The book is authored by Mahzarin R. Banaji and Anthony G. Greenwald, both of whom are prominent psychologists specializing in social cognition and implicit bias research.

Related keywords: blindspot, hidden biases, good people, implicit bias, unconscious bias, prejudice, stereotypes, self-awareness, bias correction, social psychology

ESSAY OF GOOD MANNERS FOR CLASS 6TH

Essay of Good Manners for Class 6th

Good manners are an essential part of a person's personality. They reflect our attitude, respect towards others, and how well we can adapt to social situations. For students in the 6th grade, understanding and practicing good manners is crucial as it helps in building strong relationships, gaining respect, and becoming responsible individuals. This essay on good manners for class 6th aims to highlight the importance of good manners, their various types, and how students can cultivate them in their daily lives.

Introduction to Good Manners

Good manners are courteous behaviors that show respect and consideration for others. They are the foundation of a civilized society and are necessary for maintaining harmony in relationships. For young students, practicing good manners is not only about following rules but also about developing a kind heart and respectful attitude.

Why Are Good Manners Important?

Understanding the importance of good manners helps students realize their significance in daily life. Some reasons why good manners are essential include:

1. Builds Respect

Good manners help in earning the respect of teachers, friends, and family members.

2. Promotes Good Relationships

Politeness and respectful behavior foster healthy and lasting relationships.

3. Creates a Positive Environment

Courteous behavior makes schools, homes, and communities happier and more peaceful.

4. Boosts Self-Confidence

Knowing how to behave properly makes students more confident in social settings.

5. Prepares for Future

Good manners are essential qualities for success in personal and professional life.

Types of Good Manners

Good manners encompass various behaviors and etiquettes. Here are some important types:

1. Manners at Home

- Say "please" and "thank you"
- Respect elders and listen to their advice
- Keep your surroundings clean
- Help family members with chores

2. Manners at School

- Greet teachers politely
- Raise your hand before speaking
- Listen attentively during lessons
- Keep your desk and classroom tidy

3. Manners in Public Places

- Use polite language like "excuse me" and "sorry"
- Stand in queue patiently
- Keep noise levels down
- Respect public property

4. Manners with Friends and Peers

- Share your things
- Be kind and helpful
- Apologize if you hurt someone
- Avoid teasing or fighting

How to Develop Good Manners

Developing good manners is a continuous process and requires conscious effort. Here are some

simple ways students can cultivate good manners:

1. Lead by Example

Observe the good manners of elders and teachers and imitate them.

2. Practice Regularly

Make a habit of saying "please," "thank you," and "sorry."

3. Be Respectful

Show respect to everyone regardless of their age or social status.

4. Be Polite and Courteous

Use polite words and gestures in all interactions.

5. Listen Attentively

Pay full attention when someone is speaking to you.

6. Maintain Cleanliness

Keep yourself and your surroundings clean and tidy.

Role of Schools and Family in Teaching Good Manners

Both schools and families play a vital role in instilling good manners in children.

1. Family's Role

- Parents should demonstrate good manners in their daily life
- Teach children the importance of politeness and respect
- Correct bad habits gently and patiently

2. School's Role

- Teachers should encourage respectful behavior

- Organize activities that promote manners and etiquette
- Recognize and appreciate students who display good manners

Examples of Good Manners for Class 6th Students

Here are some practical examples of good manners that students should follow:

- Greeting teachers and elders with a smile and respectful words
- Saying "thank you" when someone helps you
- Apologizing sincerely if you make a mistake
- Holding the door open for others
- Not interrupting while someone is speaking
- Keeping your voice calm and gentle in public
- Waiting patiently for your turn
- Maintaining personal hygiene and cleanliness
- Helping others in need or those who are sick

Consequences of Poor Manners

Not practicing good manners can lead to various negative consequences such as:

- Loss of respect from teachers and friends
- Breakage of friendships
- Facing embarrassment in social settings
- Poor reputation in the community
- Difficulties in future social and professional life

Conclusion

In conclusion, good manners are the backbone of a well-behaved and respected person. For class 6th students, it is the right age to learn and practice proper etiquette. Developing good manners not only helps in personal growth but also creates a positive environment around us. Remember, manners cost nothing but are priceless in building a better society. So, always be polite, respectful, and helpful to others, and you will earn love and respect from everyone around you.

Summary

- Good manners are essential for personal and social development.

- They include respectful behavior at home, school, and in public.
- Developing manners requires practice, patience, and guidance.
- Schools and families play a key role in teaching manners.
- Practicing good manners can lead to a happier, respectful, and successful life.

Adopting good manners is a lifelong journey, and starting early, especially in the 6th class, sets a strong foundation for a disciplined, respectful, and confident individual.

Essay of Good Manners for Class 6th: A Guide to Building Respectful and Confident Young Individuals

In today's rapidly changing world, where technology and social norms evolve swiftly, the importance of good manners remains timeless. For students in the sixth grade, developing proper manners is not just about etiquette; it's about laying the foundation for respectful, confident, and socially responsible adults. An essay of good manners for class 6th serves as an essential tool in nurturing these qualities, guiding young learners to understand the significance of courteous behavior in everyday life. This article explores the importance of good manners, the key elements involved, and practical ways for students to cultivate them, ensuring they grow into well-mannered individuals.

The Significance of Good Manners in a Young Student's Life

Building Respect and Friendship

Good manners are the cornerstone of respectful interactions. When students exhibit courteous behavior—such as saying “please,” “thank you,” and “sorry”—they create an environment of mutual respect. This respect fosters genuine friendships and helps in resolving conflicts amicably. For sixth graders, who are at a crucial stage of social development, understanding the value of manners can significantly enhance their social skills.

Creating a Positive Image

Manners influence how others perceive us. A student with good manners leaves a positive impression on teachers, classmates, and elders. This favorable image can open doors to new opportunities, leadership roles, and academic success. It also boosts self-confidence, enabling students to participate actively in class discussions and extracurricular activities.

Promoting Discipline and Responsibility

Practicing good manners involves discipline—remembering to greet elders, waiting for one's turn, and maintaining cleanliness. These habits instill a sense of responsibility and discipline, which are vital qualities for personal growth and academic achievement.

Key Elements of Good Manners for Class 6th Students

Respect for Others

Respect is the foundation of good manners. It encompasses:

- Respect for Elders: Greeting elders politely, listening attentively, and valuing their advice.
- Respect for Peers: Sharing, helping, and speaking kindly to classmates.
- Respect for Teachers and Authority: Obeying instructions and showing appreciation for their efforts.

Politeness and Courtesy

Politeness involves using words like 'please,' 'thank you,' 'excuse me,' and 'sorry' appropriately. It also includes:

- Holding the door open for others.
- Offering seats to elders or those in need.
- Using respectful language during conversations.

Good Behavior in Public and at School

- Maintaining silence in libraries and during assemblies.
- Keeping the classroom clean and free of litter.
- Following rules and instructions diligently.

Personal Hygiene and Cleanliness

Good manners extend beyond words to personal habits such as:

- Bathing regularly.
- Keeping nails trimmed and hair tidy.
- Wearing clean clothes.

Sharing and Caring

Helping classmates in studies, sharing stationery or snacks, and caring for the environment reflect

good manners and a caring attitude.

Practical Ways for Class 6th Students to Cultivate Good Manners

- Leading by Example

Students should observe and emulate good manners demonstrated by teachers, elders, and family members. Leading by example encourages peers to follow suit.

- Daily Practice and Reminders

- Making a habit of greeting everyone politely.
- Saying "thank you" and "sorry" whenever necessary.
- Practicing good table manners during meals.

- Participating in School Activities

Engaging in debates, drama, and cultural programs helps students practice speaking politely and confidently.

- Reading and Learning

Encouraging reading of stories and essays on manners enhances understanding and appreciation of polite behavior.

- Parental and Teacher Guidance

Parents and teachers should reinforce good manners by providing guidance, positive feedback, and gentle reminders.

Challenges in Maintaining Good Manners and How to Overcome Them

Peer Pressure

Sometimes, students may feel pressured to behave improperly to fit in. To overcome this, students

should understand the importance of standing firm on their values and seek support from teachers and family.

Exposure to Negative Influences

In an age of social media and entertainment, negative influences can impact behavior. Educating students about appropriate online conduct and the importance of real-world respect can help them stay on the right path.

Lack of Awareness

Some students may not realize the significance of good manners. Schools should organize activities, workshops, and discussions that highlight the importance of courtesy and respect.

The Role of Schools and Parents in Promoting Good Manners

Schools

- Incorporate lessons and activities focused on manners and etiquette.
- Recognize and reward students who display exemplary behavior.
- Create a respectful environment where students feel valued.

Parents

- Model good manners at home.
- Encourage polite communication.
- Provide opportunities for children to practice manners in daily life.

Conclusion: Building a Foundation for a Respectful Future

An essay of good manners for class 6th is more than just an academic exercise; it's a vital lesson in human values and social responsibility. Good manners help students navigate their social environment confidently and gracefully, making their interactions pleasant and meaningful. As young minds grow, instilling the importance of kindness, respect, and politeness will shape them into responsible citizens. Schools and families must work together to nurture these qualities, ensuring that the next generation is not only academically bright but also morally upright and courteous. Developing good manners is a lifelong journey—one that begins in the sixth grade and continues into adulthood, fostering a more respectful and harmonious society.

Question What is the importance of good manners for class 6 students? Good manners help students to be respectful, polite, and well-behaved, which creates a positive environment at school and home. They also help in building good relationships and earning respect from others. **Can you give examples of good manners for class 6 students?** Yes, examples include greeting teachers and elders politely, saying 'please' and 'thank you,' sharing with others, listening when someone is speaking, and maintaining cleanliness. **Why should students say 'please' and 'thank you'?** Saying 'please' and 'thank you' shows respect and gratitude. It helps in creating a polite environment and makes interactions more respectful and friendly. **How do good manners help in school life?** Good manners help students communicate effectively, respect teachers and classmates, follow rules, and create a positive and disciplined school environment. **What are some ways to develop good manners among classmates?** Students can develop good manners by practicing polite speech, helping each other, listening attentively, and showing kindness and respect in their daily interactions. **Why is punctuality considered a good manner?** Punctuality shows respect for others' time and helps in maintaining discipline. It also ensures that students do not miss important lessons or activities. **How can parents and teachers encourage good manners in students?** Parents and teachers can set a good example, praise polite behavior, teach manners through stories and discussions, and reward good conduct to motivate students. **What is the role of good manners in developing a good personality?** Good manners reflect a person's character, help in building confidence, and create a positive impression on others, thereby contributing to overall personality development.

Related keywords: good manners, class 6 essay, manners and behavior, politeness, respect, classroom etiquette, kindness, discipline, social skills, respectful attitude

Read the full article online: [Essay of good manners for class 6th](#)