

Backfire A Reporters Look At Affirmative Action

The Affirmative Action Puzzle When Affirmative Action Was White: An Untold History of Racial Inequality in Twentieth-Century America **For Discrimination Affirmative Action in Perspective** *The Affirmative Action Puzzle* **Affirmative Action Affirmative Action Around the World** *Affirmative Action for the Rich* **Mismatch Affirmative Action** *Affirmative Action for the Future* *The Pursuit of Fairness* **Backfire Affirmative Action Matters** **The Death of Affirmative Action?** Understanding Affirmative Action **Inside Affirmative Action** *In Defense Of Affirmative Action* *The Economics of Affirmative Action* *Defending Diversity* **Affirmative Action and Justice** **The Affirmative Action Debate** **The Ironies of Affirmative Action** When Diversity Drops Up Against the Law *Race and College Admissions* **The Remedy** **Affirmative Action Naked Racial Preference** Affirmative Action and Racial Equity Affirmative Action Race, Class, and Affirmative Action **Affirmative Action in Higher Education** Equality, Affirmative Action and Justice *Affirmative Action in Antidiscrimination Law and Policy* **Constructing Affirmative Action** *Racism and Justice* **Affirmative Action in the United States and India** *Place, Not Race* Affirmative Action

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Affirmative Action in Perspective Jul 28 2022 Published Under the Auspices of the Society for the Psychological Study of Social Issues *Affirmative Action in Antidiscrimination Law and Policy* Nov 27 2019 Provides a comprehensive and even-handed overview of the very contentious subject of affirmative action. **The Remedy** Aug 05 2020 Analyzes the progression of affirmative action programs

from their inception as a means of redressing a historical imbalance to their current application for achieving diversity *Affirmative Action for the Future* Dec 21 2021 At a time when private and public institutions of higher education are reassessing their admissions policies in light of new economic conditions, *Affirmative Action for the Future* is a clarion call for the need to keep the door of opportunity open. In 2003, U.S. Supreme Court's Grutter and Gratz decisions vindicated the University of Michigan Law School's

affirmative action program while striking down the particular affirmative action program used for undergraduates at the university. In 2006 and 2008, state referendums banned affirmative action in some states while upholding it in others. Taking these developments into account, James P. Sterba draws on his vast experience as a champion of affirmative action to mount a new moral and legal defense of the practice as a useful tool for social reform. Sterba documents the level of racial and sexual discrimination that still exists

in the United States and then, arguing that diversity is a public good, he calls for expansion of the reach of affirmative action as a mechanism for encouraging true diversity. In his view, we must include in our understanding of affirmative action the need to favor those who come from economically disadvantaged backgrounds, regardless of race and sex. Elite colleges and universities could best facilitate opportunities for students from working-class and poor families, in Sterba's view, by cutting back on legacy and athletic preferences that overwhelmingly benefit wealthy white applicants.

Constructing Affirmative Action Oct 26 2019 Between 1965, when President Lyndon B. Johnson defined affirmative action as a legitimate federal goal, and 1972, when President Richard M. Nixon named one of affirmative action's chief antagonists the head of the Department of Labor, government officials at all levels addressed racial economic inequality in earnest. Providing members of historically disadvantaged groups an equal chance at obtaining limited and competitive positions, affirmative action had the potential to alienate large numbers of white Americans, even those who had viewed school desegregation and voting rights in a positive light. Thus, affirmative action was—and continues to be—controversial. Novel in its approach and meticulously researched, David Hamilton Golland's *Constructing Affirmative Action: The Struggle for Equal Employment*

Opportunity bridges a sizeable gap in the literature on the history of affirmative action. Golland examines federal efforts to diversify the construction trades from the 1950s through the 1970s, offering valuable insights into the origins of affirmative action-related policy. *Constructing Affirmative Action* analyzes how community activism pushed the federal government to address issues of racial exclusion and marginalization in the construction industry with programs in key American cities.

Backfire Oct 19 2021 The author examines the controversial issue of affirmative action, discussing how it really works in such areas as employment, voting rights, mortgage and insurance regulation, education, and minority set-asides

The Economics of Affirmative Action Apr 12 2021 A selection of articles from various sources.

Place, Not Race Jul 24 2019 From a nationally recognized expert, a fresh and original argument for bettering affirmative action Race-based affirmative action had been declining as a factor in university admissions even before the recent spate of related cases arrived at the Supreme Court. Since Ward Connerly kickstarted a state-by-state political mobilization against affirmative action in the mid-1990s, the percentage of four-year public colleges that consider racial or ethnic status in admissions has fallen from 60 percent to 35 percent. Only 45 percent of private colleges

still explicitly consider race, with elite schools more likely to do so, although they too have retreated. For law professor and civil rights activist Sheryll Cashin, this isn't entirely bad news, because as she argues, affirmative action as currently practiced does little to help disadvantaged people. The truly disadvantaged—black and brown children trapped in high-poverty environs—are not getting the quality schooling they need in part because backlash and wedge politics undermine any possibility for common-sense public policies. Using place instead of race in diversity programming, she writes, will better amend the structural disadvantages endured by many children of color, while enhancing the possibility that we might one day move past the racial resentment that affirmative action engenders. In *Place, Not Race*, Cashin reimagines affirmative action and champions place-based policies, arguing that college applicants who have thrived despite exposure to neighborhood or school poverty are deserving of special consideration. Those blessed to have come of age in poverty-free havens are not. Sixty years since the historic decision, we're undoubtedly far from meeting the promise of *Brown v. Board of Education*, but Cashin offers a new framework for true inclusion for the millions of children who live separate and unequal lives. Her proposals include making standardized tests optional, replacing merit-based financial aid with need-based financial aid, and recruiting high-

achieving students from overlooked places, among other steps that encourage cross-racial alliances and social mobility. A call for action toward the long overdue promise of equality, *Place, Not Race* persuasively shows how the social costs of racial preferences actually outweigh any of the marginal benefits when effective race-neutral alternatives are available. *Race and College Admissions* Sep 05 2020 Affirmative action was meant to redress the lingering vestiges of the discrimination and exclusion so prominent in America's past and afford underrepresented groups the opportunities most take for granted. Its impact on higher learning has been immeasurable: diversity is part of the mission of most colleges and universities, and exposure to a variety of ethnicities, cultures and perspectives benefits all. Yet institutions are scrambling to reevaluate their mission and methods as courts mandate colorblind admissions and affirmative action is misconstrued and attacked as reverse discrimination, patronizing and insulting to minorities, or simply unnecessary. Diversity has plummeted on many campuses as a result, and elite institutions now struggle to enroll underrepresented groups. Discussions of the controversy reflect little understanding of the role of race in college admissions, ignore the fact that eligibility does not guarantee admission, and falsely cast affirmative action as a policy based on race alone. This assessment of the role of race in college admissions examines misconceptions surrounding

affirmative action and the place of race in the admission process. Chapters explore declining diversity; the effect upon professional schools; the historical perspective of the subject; the courts' role in affirmative action; inequities in the admissions process; percentage plans as an alternative; the detrimental results of "colorblind" admissions; and ways to address the problem.

Affirmative Action Matters Sep 17 2021 *Affirmative Action Matters* focuses specifically on affirmative action policies in higher education admissions, the sphere that has been the most controversial in many of the nations that have such policies. It brings together distinguished scholars from diverse nations to examine and discuss the historical, political and philosophical contexts of affirmative action and clarify policy developments to further the meaningful equality of educational opportunity. This unique volume includes both well established and emerging policies from the Americas, Europe, Africa, and Asia, policies which developed under a variety of political systems and target a range of underrepresented groups, based on race, ethnicity, gender, class, social background, or region. Accessible and thought provoking case studies of affirmative action demonstrate that such policies are expanding to different countries and target populations. While some countries, such as India, have affirmative action policies that predate those in the United States, affirmative action is a recent development in

countries such as Brazil and France. Legal or political pressures to move away from explicitly race-based policies in several countries have complicated affirmative action and make this assessment of international alternatives particularly timely. New or newly modified policies target a variety of disadvantaged groups, based on geography, class, or caste, in addition to race or sex. International scholars in six countries spanning five continents offer insights into their own countries' experiences to examine the implications of policy shifts from race toward other categories of disadvantage, to consider best practices in student admission policies, and to assess the future of affirmative action.

Affirmative Action for the Rich Mar 24 2022 The use of race-based affirmative action in higher education has given rise to hundreds of books and law review articles, numerous court decisions, and several state initiatives to ban the practice. However, surprisingly little has been said or written or done to challenge a larger, longstanding "affirmative action" program that tends to benefit wealthy whites: legacy preferences for the children of alumni. *Affirmative Action for the Rich* sketches the origins of legacy preferences, examines the philosophical issues they raise, outlines the extent of their use today, studies their impact on university fundraising, and reviews their implications for civil rights. In addition, the book outlines two new theories challenging the legality of legacy preferences, examines how a

judge might review those claims, and assesses public policy options for curtailing alumni preferences. The book includes chapters by Michael Lind of the New America Foundation; Peter Schmidt of the Chronicle of Higher Education; former Wall Street Journal reporter Daniel Golden; Chad Coffman of Winnemac Consulting, attorney Tara O'Neil, and student Brian Starr; John Brittain of the University of the District of Columbia Law School and attorney Eric Bloom; Carlton Larson of the University of California—Davis School of Law; attorneys Steve Shadowen and Sozi Tulante; Sixth Circuit Court Judge Boyce F. Martin Jr. and attorney Donya Khalili; and education writer Peter Sacks.

Affirmative Action Jan 22 2022 Affirmative Action examines the larger structure of institutional white privilege in education, and compares the magnitude of white racial preference with the policies typically envisioned when the term "racial preference" is used. In doing so, the book demonstrates that the American system of education is both a reflection of and a contributor to a structure of institutionalized racism and racial preference for the dominant majority.

For Discrimination Aug 29 2022 The definitive reckoning with one of America's most explosively contentious and divisive issues—from "one of our most important and perceptive writers on race and the law.... The mere fact that he wrote this book is all the justification necessary for reading it."—The

Washington Post What precisely is affirmative action, and why is it fiercely championed by some and just as fiercely denounced by others? Does it signify a boon or a stigma? Or is it simply reverse discrimination? What are its benefits and costs to American society? What are the exact indicia determining who should or should not be accorded affirmative action? When should affirmative action end, if it must? Randall Kennedy gives us a concise and deeply personal overview of the policy, refusing to shy away from the myriad complexities of an issue that continues to bedevil American race relations.

Racism and Justice Sep 25 2019 Affirmative action: does it really counteract racism? Is it morally justifiable? In her timely and tough-minded book, Gertrude Ezorsky addresses these central issues in the ongoing controversy surrounding affirmative action, and comes up with some convincing answers. Ezorsky begins by examining the effectiveness of affirmative action as a remedy for institutional racism in the workplace. She analyzes the ways in which common practices—selection of employees based on personal connections, qualification, and seniority standards—perpetuate the injurious effect of past racial discrimination, and she assesses the rationale for such affirmative action measures as objective job-related testing, numerical goals, and preferential treatment for basically qualified blacks. To illuminate the social reality in which affirmative action takes place, she draws on recent work by

social scientists and legal scholars. Turning to the moral issues, Ezorsky posits two basic justifications for affirmative action: first, looking backward—to provide deserved compensation for past racial injustice that was sanctioned, practiced, and encouraged by our government; second, looking forward—to promote racial desegregation in the American workplace. Unlike some supporters of affirmative action, she does not deny that preferential treatment may place an unfair burden on white males. Indeed, she suggests specific practical measures for spreading that burden more equitably. Clear-headed, well-reasoned, and persuasive, this book will be read eagerly by everyone from students to legislators, by anyone concerned with racial justice in America.

The Death of Affirmative Action? Aug 17 2021 Affirmative action in college admissions has been a polarizing policy since its inception, decried by some as unfairly biased and supported by others as a necessary corrective to institutionalized inequality. In recent years, the protected status of affirmative action has become uncertain, as legal challenges chip away at its foundations. This book looks through a sociological lens at both the history of affirmative action and its increasingly tenuous future. J. Scott Carter and Cameron D. Lippard first survey how and why so-called "colorblind" rhetoric was originally used to frame affirmative action and promote a political ideology. The authors then provide detailed

examinations of a host of recent Supreme Court cases that have sought to threaten or undermine it. Carter and Lippard analyze why the arguments of these challengers have successfully influenced widespread changes in attitude toward affirmative action, concluding that the discourse and arguments over these policies are yet more unfortunate manifestations of the quest to preserve the racial status quo in the United States.

When Affirmative Action Was White: An Untold History of Racial Inequality in Twentieth-Century America Sep 29 2022

A study on the lesser-known origins of affirmative action argues that key programs passed during the New Deal and Fair Deal era of the 1930s and 1940s were purposefully discriminatory, revealing how Southern democrats widened the gap between black and white Americans through specific restrictions in social security, the GI bill, and landmark labor laws. Reprint.

Understanding Affirmative Action Jul 16 2021

For some time, the United States has been engaged in a national debate over affirmative action policy. A policy that began with the idea of creating a level playing field for minorities has sparked controversy in the workplace, in higher education, and elsewhere. After forty years, the debate still continues and the issues are as complex as ever. While most Americans are familiar with the term, they may not fully understand what affirmative action is and why it has become such a divisive issue. With this concise and up-to-date introduction, J. Edward

Kellough brings together historical, philosophical, and legal analyses to fully inform participants and observers of this debate. Aiming to promote a more thorough knowledge of the issues involved, this book covers the history, legal status, controversies, and impact of affirmative action in both the private and public sectors -- and in education as well as employment. In addition, Kellough shows how the development and implementation of affirmative action policies have been significantly influenced by the nature and operation of our political institutions. Highlighting key landmarks in legislation and court decisions, he explains such concepts as "disparate impact," "diversity management," "strict scrutiny," and "representative bureaucracy." Understanding Affirmative Action probes the rationale for affirmative action, the different arguments against it, and the known impact it has had. Kellough concludes with a consideration of whether or not affirmative action will remain a useful tool for combating discrimination in the years to come. Not just for students in public administration and public policy, this handy volume will be a valuable resource for public administrators, human resource managers, and ordinary citizens looking for a balanced treatment of a controversial policy.

Affirmative Action Jul 04 2020 An anthology of primary documents for high-school and college students who are studying or debating the issues of affirmative action in race, gender,

or disability in America, dating from 1854 to 2000.

When Diversity Drops Nov 07 2020 Julie J. Park examines how losing racial diversity in a university affects the everyday lives of its students. She uses a student organization, the InterVarsity Christian Fellowship (IVCF) at "California University," as a case study to show how reductions in racial diversity impact the ability of students to sustain multiethnic communities. The story documents IVCF's evolution from a predominantly white group that rarely addressed race to the most racially diverse campus fellowship at the university. However, its ability to maintain its multiethnic membership was severely hampered by the drop in black enrollment at California University following the passage of Proposition 209, a statewide affirmative action ban. Park demonstrates how the friendships that students have—or do not have—across racial lines are not just a matter of personal preference or choice; they take place in the contexts that are inevitably shaped by the demographic conditions of the university. She contends that a strong organizational commitment to diversity, while essential, cannot sustain racially diverse student subcultures. Her work makes a critical contribution to our understanding of race and inequality in collegiate life and is a valuable resource for educators and researchers interested in the influence of racial politics on students' lives. Affirmative Action and Racial Equity May 02

2020 The highly anticipated U.S. Supreme Court decision in *Fisher v. University of Texas* placed a greater onus on higher education institutions to provide evidence supporting the need for affirmative action policies on their respective campuses. It is now more critical than ever that institutional leaders and scholars understand the evidence in support of race consideration in admissions as well as the challenges of the post-Fisher landscape. This important volume shares information documented for the Fisher case and provides empirical evidence to help inform scholarly conversation and institutions' decisions regarding race-conscious practices in higher education. With contributions from scholars and experts involved in the Fisher case, this edited volume documents and shares lessons learned from the collaborative efforts of the social science, educational, and legal communities. *Affirmative Action and Racial Equity* is a critical resource for higher education scholars and administrators to understand the nuances of the affirmative action legal debate and to identify the challenges and potential strategies toward racial equity and inclusion moving forward. [Affirmative Action](#) Mar 31 2020 Hailed at the time of its original publication as a thorough and balanced debate of one of America's most vexing political issues, *Affirmative Action* employs a pro and con format to provide a concise introduction to this divisive debate. In a new, substantive introduction, Richard F.

Tomasson offers a short history of the affirmative action debate and addresses new developments since the book's original appearance. In Part One, authors Crosby and Herzberger draw on state and federal court decisions, federal decrees, and university practices to support affirmative action to counter racial and gender bias. In Part Two, Tomasson cites the same kinds of evidence to argue against affirmative action programs. **Affirmative Action** May 26 2022 Affirmative action includes policies and laws meant to give equal footing to minorities after historic discrimination and oppression. Learn about the history of affirmative action from just after the Civil War through important milestones of the civil rights movement and on to today. Enhanced with accessible text and historical photographs, this guide explains affirmative action through its background, key players, and Supreme Court decisions. The debate about affirmative action is covered in a thoughtful, well-rounded, and timely manner since it remains a controversial issue. **Mismatch** Feb 20 2022 Argues that affirmative action actually harms minority students and that the movement started in the late 1960s is only a symbolic change that has become mired in posturing, concealment, and pork-barrel earmarks. [Race, Class, and Affirmative Action](#) Feb 29 2020 No issue in American higher education is more contentious than that of race-based affirmative action. In light of the ongoing

debate around the topic and recent Supreme Court rulings, affirmative action policy may be facing further changes. As an alternative to race-based affirmative action, some analysts suggest affirmative action policies based on class. In *Race, Class, and Affirmative Action*, sociologist Sigal Alon studies the race-based affirmative action policies in the United States and the class-based affirmative action policies in Israel. Alon evaluates how these different policies foster campus diversity and socioeconomic mobility by comparing the Israeli policy with a simulated model of race-based affirmative action and the U.S. policy with a simulated model of class-based affirmative action. Alon finds that affirmative action at elite institutions in both countries is a key vehicle of mobility for disenfranchised students, whether they are racial and ethnic minorities or socioeconomically disadvantaged. Affirmative action improves their academic success and graduation rates and leads to better labor market outcomes. The beneficiaries of affirmative action in both countries thrive at elite colleges and in selective fields of study. As Alon demonstrates, they would not be better off attending less selective colleges instead. Alon finds that Israel's class-based affirmative action programs have provided much-needed entry slots at the elite universities to students from the geographic periphery, from high-poverty high schools, and from poor families. However, this approach has not generated as much ethnic

diversity as a race-based policy would. By contrast, affirmative action policies in the United States have fostered racial and ethnic diversity at a level that cannot be matched with class-based policies. Yet, class-based policies would do a better job at boosting the socioeconomic diversity at these bastions of privilege. The findings from both countries suggest that neither race-based nor class-based models by themselves can generate broad diversity. According to Alon, the best route for promoting both racial and socioeconomic diversity is to embed the consideration of race within class-based affirmative action. Such a hybrid model would maximize the mobility benefits for both socioeconomically disadvantaged and minority students. *Race, Class, and Affirmative Action* moves past political talking points to offer an innovative, evidence-based perspective on the merits and feasibility of different designs of affirmative action.

Affirmative Action and Justice Feb 08 2021 A comprehensive discussion of both the interpretive and critical issues central to the question of whether affirmative action programs are constitutional. Michel Rosenfeld presents a new theory that strongly defends the justice of affirmative action from the standpoint of both philosophy and constitutional law. [Affirmative Action](#) Jun 22 2019 Since the 1960s, the United States government has issued executive orders and passed legislation aimed at achieving fair workplace hiring practices.

Critics maintain that, in an attempt to ameliorate past injustices, the government has gone too far by practicing affirmative action-- what opponents call "reverse discrimination." Students can use this book as a guide to the history of affirmative action, crucial moments in the timeline of this cause, and a better understanding of what affirmative actions practices may mean for the future.

The Affirmative Action Debate Jan 10 2021 Politicians, executives, lawyers, and social researchers discuss affirmative action policies, their benefits and problems, and alternative solutions to discrimination. *Defending Diversity* Mar 12 2021 Even as lawsuits challenging its admissions policies made their way through the courts, the University of Michigan carried the torch for affirmative action in higher education. In June 2003, the Supreme Court vindicated UM's position on affirmative action when it ruled that race may be used as a factor for universities in their admissions programs, thus confirming what the UM had argued all along: diversity in the classroom translates to a beneficial and wide-ranging social value. With the green light given to the law school's admissions policies, *Defending Diversity* validates the positive benefits gained by students in a diverse educational setting. Written by prominent University of Michigan faculty, *Defending Diversity* is a timely response to the court's ruling. Providing factual background, historical setting, and the psychosocial implications of

affirmative action, the book illuminates the many benefits of a diverse higher educational setting -- including preparing students to be full participants in a pluralistic democracy -- and demonstrates why affirmative action is necessary to achieve that diversity. *Defending Diversity* is a significant contribution to the ongoing discussion on affirmative action in higher education. Perhaps more important, it is a valuable record of the history, events, arguments, and issues surrounding the original lawsuits and the Supreme Court's subsequent ruling, and helps reclaim the debate from those forces opposed to affirmative action. Patricia Gurin is Professor Emerita, Department of Psychology, University of Michigan. Jeffrey S. Lehman, former Dean of the University of Michigan Law School, is President of Cornell University. Earl Lewis is Dean of Rackham Graduate School, University of Michigan.

Affirmative Action in Higher Education Jan 28 2020 The author concludes that the troubling issues of race and equality cannot be reduced to the easy categories of "right" versus "wrong." Affirmative action in college admissions, he argues, must ultimately be viewed in relation to other competing principles and in light of many practical problems.

Affirmative Action Around the World Apr 24 2022 An eminent authority presents a new perspective on affirmative action in a provocative book that will stir fresh debate about this vitally important issue. [Equality, Affirmative Action and Justice](#) Dec 29

2019

Up Against the Law Oct 07 2020 Caplan explores the evolution of affirmative action law by the Supreme Court and demonstrates how this evolution is fundamentally at odds with the way that affirmative action has developed throughout America.

The Ironies of Affirmative Action Dec 09 2020 Affirmative action has been fiercely debated for more than a quarter of a century, producing much partisan literature, but little serious scholarship and almost nothing on its cultural and political origins. *The Ironies of Affirmative Action* is the first book-length, comprehensive, historical account of the development of affirmative action. Analyzing both the resistance from the Right and the support from the Left, Skrentny brings to light the unique moral culture that has shaped the affirmative action debate, allowing for starkly different policies for different citizens. He also shows, through an analysis of historical documents and court rulings, the complex and intriguing political circumstances which gave rise to these controversial policies. By exploring the mystery of how it took less than five years for a color-blind policy to give way to one that explicitly took race into account, Skrentny uncovers and explains surprising ironies: that affirmative action was largely created by white males and initially championed during the Nixon administration; that many civil rights leaders at first avoided advocacy of racial preferences; and that though originally a

political taboo, almost no one resisted affirmative action. With its focus on the historical and cultural context of policy elites, *The Ironies of Affirmative Action* challenges dominant views of policymaking and politics. *The Affirmative Action Puzzle* Jun 26 2022 A rich, multifaceted history of affirmative action from the Civil Rights Act of 1866 through today's tumultuous times From acclaimed legal historian, author of a biography of Louis Brandeis ("Remarkable"—Anthony Lewis, *The New York Review of Books*, "Definitive"—Jeffrey Rosen, *The New Republic*) and *Dissent and the Supreme Court* ("Riveting"—Dahlia Lithwick, *The New York Times Book Review*), a history of affirmative action from its beginning with the Civil Rights Act of 1866 to the first use of the term in 1935 with the enactment of the National Labor Relations Act (the Wagner Act) to 1961 and John F. Kennedy's Executive Order 10925, mandating that federal contractors take "affirmative action" to ensure that there be no discrimination by "race, creed, color, or national origin" down to today's American society. Melvin Urofsky explores affirmative action in relation to sex, gender, and education and shows that nearly every public university in the country has at one time or another instituted some form of affirmative action plan—some successful, others not. Urofsky traces the evolution of affirmative action through labor and the struggle for racial equality, writing of World War I and the exodus that began when

some six million African Americans moved northward between 1910 and 1960, one of the greatest internal migrations in the country's history. He describes how Harry Truman, after becoming president in 1945, fought for Roosevelt's Fair Employment Practice Act and, surprising everyone, appointed a distinguished panel to serve as the President's Commission on Civil Rights, as well as appointing the first black judge on a federal appeals court in 1948 and, by executive order later that year, ordering full racial integration in the armed forces. In this important, ambitious, far-reaching book, Urofsky writes about the affirmative action cases decided by the Supreme Court: cases that either upheld or struck down particular plans that affected both governmental and private entities. We come to fully understand the societal impact of affirmative action: how and why it has helped, and inflamed, people of all walks of life; how it has evolved; and how, and why, it is still needed.

The Pursuit of Fairness Nov 19 2021 Affirmative action strikes at the heart of deeply held beliefs about employment and education, about fairness, and about the troubled history of race relations in America. Published on the 50th anniversary of *Brown v. Board of Education*, this is the only book available that gives readers a balanced, non-polemical, and lucid account of this highly contentious issue. Beginning with the roots of affirmative action, Anderson describes African-American demands

for employment in the defense industry-- spearheaded by A. Philip Randolph's threatened March on Washington in July 1941--and the desegregation of the armed forces after World War II. He investigates President Kennedy's historic 1961 executive order that introduced the term "affirmative action" during the early years of the civil rights movement and he examines President Johnson's attempts to gain equal opportunities for African Americans. He describes President Nixon's expansion of affirmative action with the Philadelphia Plan--which the Supreme Court upheld--along with President Carter's introduction of "set asides" for minority businesses and the Bakke ruling which allowed the use of race as one factor in college admissions. By the early 1980s many citizens were becoming alarmed by affirmative action, and that feeling was exemplified by the Reagan administration's backlash, which resulted in the demise and revision of affirmative action during the Clinton years. He concludes with a look at the University of Michigan cases of 2003, the current status of the policy, and its impact. Throughout, the author weighs each side of every issue--often finding merit in both arguments--resulting in an eminently fair account of one of America's most heated debates. A colorful history that brings to life the politicians, legal minds, and ordinary people who have fought for or against affirmative action, *The Pursuit of Fairness* helps clear the air and calm the emotions, as it illuminates a difficult and critically important

issue.

Affirmative Action in the United States and India

Aug 24 2019 Arguably, two of the most important national experiences with policies of positive discrimination in favor of historically disadvantaged ethnic or caste minority groups are the cases of 'Affirmative Action' in the United States and 'Reservation Policies' in India. This essential new book examines the consequences of affirmative action in both countries using a clear cost-benefit analysis. All those with an interest in affirmative action will appreciate the book's lucidity, use of evidence and policy implications.

Naked Racial Preference Jun 02 2020 From landmark court cases on affirmative action to their consequences, a study on why such preferences are morally wrong, unlawful, and indefensible.

In Defense Of Affirmative Action May 14 2021 At a time when quotas and preferences are under attack nationwide, Barbara Bergmann courageously show that without the help of affirmative action America will never be able to attain a truly race-blind and sex-blind society, for it is naive to imagine that the abolition of affirmative action will lead to a system based solely on ability. Women and minorities do in fact need assistance in cases where prejudice or habit leads to preference for white males in all openings. Free of the posturing that has so often degraded this debate, *In Defense of Affirmative Action* is a clarion call to maintain affirmative action as a just and indispensable

solution to a chronic problem in American society.

Inside Affirmative Action Jun 14 2021 Affirmative action is still a reality of the American workplace. How is it that such a controversial Federal program has managed to endure for more than five decades? *Inside Affirmative Action* addresses this question. Beyond the usual ideological debate and discussions about the effects of affirmative action for either good or ill upon issues of race and gender in employment, this book recounts and analyzes interviews with people who worked in the program within the government including political appointees. The interviews and their historical context provide understanding and insight into the policies and politics of affirmative action and its role in advancing civil rights in America. Recent books published on affirmative action address university admissions, but very few of them ever mention Executive Order 11246 or its enforcement by an agency within the Department of Labor - let alone discuss in depth the profound workplace diversity it has created or the employment opportunities it has generated. This book charts that history through the eyes of those who experienced it. *Inside Affirmative Action* will be of interest to those who study American race relations, policy, history and law.

The Affirmative Action Puzzle Oct 31 2022 A rich, multifaceted history of affirmative action from the Civil Rights Act of 1866 through

today's tumultuous times From acclaimed legal historian, author of a biography of Louis Brandeis ("Remarkable" —Anthony Lewis, The New York Review of Books, "Definitive"—Jeffrey Rosen, The New Republic) and Dissent and the Supreme Court ("Riveting"—Dahlia Lithwick, The New York Times Book Review), a history of affirmative action from its beginning with the Civil Rights Act of 1866 to the first use of the term in 1935 with the enactment of the National Labor Relations Act (the Wagner Act) to 1961 and John F. Kennedy's Executive Order 10925, mandating that federal contractors take "affirmative action" to ensure that there be no discrimination by "race, creed, color, or

national origin" down to today's American society. Melvin Urofsky explores affirmative action in relation to sex, gender, and education and shows that nearly every public university in the country has at one time or another instituted some form of affirmative action plan--some successful, others not. Urofsky traces the evolution of affirmative action through labor and the struggle for racial equality, writing of World War I and the exodus that began when some six million African Americans moved northward between 1910 and 1960, one of the greatest internal migrations in the country's history. He describes how Harry Truman, after becoming president in 1945, fought for Roosevelt's Fair Employment Practice Act and, surprising everyone, appointed a distinguished

panel to serve as the President's Commission on Civil Rights, as well as appointing the first black judge on a federal appeals court in 1948 and, by executive order later that year, ordering full racial integration in the armed forces. In this important, ambitious, far-reaching book, Urofsky writes about the affirmative action cases decided by the Supreme Court: cases that either upheld or struck down particular plans that affected both governmental and private entities. We come to fully understand the societal impact of affirmative action: how and why it has helped, and inflamed, people of all walks of life; how it has evolved; and how, and why, it is still needed.