

# Affirmative Action

- illustrating the ‘American dilemma’
  - arguments in favour of affirmative action
    - required to redress past discrimination
    - time alone not sufficient to overcome effects of historical discrimination
  - arguments against affirmative action
    - requires disadvantaging individuals in historically advantaged groups
  - dilemma – pitting one constitutional principle against another

# The Affirmative Action Dilemma

**Eugene Y. Lowe, Jr.**



## **The Affirmative Action Dilemma:**

**The Michigan Affirmative Action Cases** Barbara Ann Perry, 2007 A compelling look at the two closely linked and controversial 2003 Supreme Court decisions that revisited the practice and constitutionality of affirmative action at the college level The result was a divided opinion that neither completely repudiated affirmative action nor completely condoned its practice

**Promise and Dilemma** Eugene Y. Lowe, Jr., 2021-02-09 Issues of diversity and affirmative action have turned elite higher education in the United States into contested terrain Rights revolutions in the country have raised hopes that have proved difficult to fulfill Most particularly expectations about access and opportunity redressing the unfairness of the past have collided with widely held beliefs that educational institutions should treat each person fairly as an individual and should promote high academic standards Promise and Dilemma gathers the reflections of a group of leading educators on whether and how objectives of diversity equity and excellence can be simultaneously pursued Empirical in orientation these essays focus on constructive proposals and on the role of social and political consensus Furthermore they contrast what we believe we know with what empirical data and institutional experience can teach us Eugene Lowe's substantive introduction reviews the history of the practice of affirmative action in colleges and universities The other essays are by L Scott Miller of The College Board Mamphela Ramphele vice chancellor of the University of Cape Town Neil J Smelser of the Center for Advanced Study in the Behavioral Sciences Stanford and Claude M Steele of Stanford University Also included are commentaries by Randall Kennedy Harvard Law School Richard J Light John F Kennedy School of Government Harvard University Chang Lin Tien the University of California Berkeley and Philip Uri Treisman the University of Texas

**Black Americans and Organized Labor** Paul D. Moreno, 2008 In Black Americans and Organized Labor Paul D Moreno offers a bold reinterpretation of the role of race and racial discrimination in the American labor movement Moreno applies insights of the law and economics movement to formulate a powerfully compelling labor race theorem of elegant simplicity White unionists found that race was a convenient basis on which to do what unions do control the labor supply Not racism pure and simple but the economics of discrimination explains historic black absence and under representation in unions Moreno's sweeping reexamination stretches from the antebellum period to the present integrating principal figures such as Frederick Douglass and Samuel Gompers Isaac Myers and Booker T Washington and W E B Du Bois and A Philip Randolph He traces changing attitudes and practices during the simultaneous black migration to the North and consolidation of organized labor's power through the confusing and conflicted post World War II period during the course of the civil rights movement and into the era of affirmative action Maneuvering across a wide span of time and a broad array of issues Moreno brings remarkable clarity to the question of the importance of race in unions He impressively weaves together labor policy and African American history into a cogent persuasive revisionist study that cannot be ignored

**Race Against the Court** Girardeau A. Spann, 1994-02 Must reading for anyone who seeks a better understanding of the U S Supreme Court's role in race

relations policy Choice Beware Those committed to the Supreme Court as the ultimate defender of minority rights should not read *Race Against the Court* Through a systematic peeling away of antimajoritarian myth Spann reveals why the measure of relief the Court grants victims of racial injustice is determined less by the character of harm suffered by blacks than the degree of disadvantage the relief sought will impose on whites A truly pathbreaking work Derrick Bell As persuasive as it is bold *Race Against The Court* stands as a necessary warning to a generation of progressives who have come to depend on the Supreme Court of the perils of such dependency It joins with Bruce Ackerman's *We the People* and John Brigham's *Cult of the Court* as the best in contemporary work on the Supreme Court Austin Sarat William Nelson Cromwell Professor of Jurisprudence and Political Science Amherst College The controversies surrounding the nominations confirmations and rejections of recent Supreme Court justices and the increasingly conservative nature of the Court have focused attention on the Supreme Court as never before Although the Supreme Court is commonly understood to be the guardian of minority rights against the tyranny of the majority *Race Against The Court* argues that the Court has never successfully performed this function Rather the actual function of the Court has been to perpetuate the subordination of racial minorities by operating as an undetected agent of majoritarian preferences in the political preferences In this provocative controversial and timely work Girardeau Spann illustrates how the selection process for Supreme Court justices ensures that they will share the political preferences of the elite majority that runs the nation Customary safeguards that are designed to protect the judicial process from majoritarian predispositions Spann contends cannot successfully insulate judicial decisionmaking from the pervasive societal pressures that exist to discount racial minority interests The case most often cited as the icon of Court sensitivity to minority rights *Brown v Board of Education* has more recently served to lull minorities into believing that efforts at political self determination are futile fostering a seductive dependence and overreliance on the Court as the caretaker of minority rights *Race Against The Court* demonstrates how the Court has centralized the law of affirmative action in a way that stymies minority efforts for meaningful political and economic gain and how it has legitimated the legal status quo in a way that causes minorities never even to question the inevitability of their subordinate social status Spann contends that racial minorities would be better off seeking to advance their interests in the pluralist political process and proposes a novel strategy for minorities to pursue in order to extricate themselves from the seemingly inescapable grasp of Supreme Court protection Certain to generate lively heated debate *Race Against The Court* exposes the veiled majoritarianism of the Supreme Court and the dangers of allowing the Court to formulate our national racial policy **Ethnic Dilemmas,**

**1964-1982** Nathan Glazer, 1983 The last two decades have been the most turbulent for American racial and ethnic relations since Reconstruction Following the passage of the landmark Civil Rights Act of 1964 there has been an explosion of ethnic self consciousness affirmative action and student militancy What do these events mean and what should we expect in the future Nathan Glazer one of America's foremost social critics records and interprets the central developments of this crucial

period the shift of major civil rights groups and black leaders from color blindness to color consciousness the split this shift occasioned with other civil rights advocates such as Jewish groups the rapid growth of ethnic self consciousness and militancy and its impact on schools and colleges the conflict over bilingualism and over civil rights enforcement caused by the expansion of affirmative action and the rise of similar issues in the new multi ethnic states that emerged from colonialism and in Western European nations transformed by mass immigration The book sums up a period that closed with the election of the first national administration committed to withdrawal from the further reaches of civil rights enforcement and it forecasts the issues that will be raised as new waves of immigration from Latin America and Asia further transform the American racial and ethnic mix

**The Dilemmas of Ethnic Policy** John Gaffar La Guerre, 2017-01-03 The Dilemmas of Ethnic Policy A Global Perspective argues that ethnic conflict increases or decreases in relation to changes in the social structure and the location and distribution of political power Ethnic grievances derive from lack of access to valued resources and elites play a crucial role in allocating those resources This book examines the experiences of five countries with a history of ethnic conflict former Yugoslavia Bosnia Herzegovina Guyana Trinidad and Tobago and the United States It finds that in many cases solutions adopted to mitigate ethnic conflict have unintended consequences Often supposed solutions confuse cause and effect and in fact worsen ethnic conflict Attempts to address identity issues by pandering to them often led to further ethnic demands This book argues that based on the experiences of the countries under examination the best course is to adopt policies that encourage alliances between and among ethnic groups

**The American Non-Dilemma** Nancy DiTomaso, 2013-01-17 The Civil Rights movement of the 1960s seemed to mark a historical turning point in advancing the American dream of equal opportunity for all citizens regardless of race Yet 50 years on racial inequality remains a troubling fact of life in American society and its causes are highly contested In The American Non Dilemma sociologist Nancy DiTomaso convincingly argues that America's enduring racial divide is sustained more by whites preferential treatment of members of their own social networks than by overt racial discrimination Drawing on research from sociology political science history and psychology as well as her own interviews with a cross section of non Hispanic whites DiTomaso provides a comprehensive examination of the persistence of racial inequality in the post Civil Rights era and how it plays out in today's economic and political context Taking Gunnar Myrdal's classic work on America's racial divide The American Dilemma as her departure point DiTomaso focuses on the white side of the race line To do so she interviewed a sample of working middle and upper class whites about their life histories political views and general outlook on racial inequality in America While the vast majority of whites profess strong support for civil rights and equal opportunity regardless of race they continue to pursue their own group based advantage especially in the labor market where whites tend to favor other whites in securing jobs protected from market competition This opportunity hoarding leads to substantially improved life outcomes for whites due to their greater access to social resources from family schools churches and other institutions with which they are engaged

DiTomaso also examines how whites understand the persistence of racial inequality in a society where whites are on average the advantaged racial group. Most whites see themselves as part of the solution rather than part of the problem with regard to racial inequality. Yet they continue to harbor strong reservations about public policies such as affirmative action intended to ameliorate racial inequality. In effect they accept the principles of civil rights but not the implementation of policies that would bring about greater racial equality. DiTomaso shows that the political engagement of different groups of whites is affected by their views of how civil rights policies impact their ability to provide advantages to family and friends. This tension between civil and labor rights is evident in Republicans' use of anti-civil rights platforms to attract white voters and in the efforts of Democrats to bridge race and class issues or civil and labor rights broadly defined. As a result, DiTomaso finds that whites are at best uncertain allies in the fight for racial equality. Weaving together research on both race and class along with the life experiences of DiTomaso's interview subjects, *The American Non-Dilemma* provides a compelling exploration of how racial inequality is reproduced in today's society, how people come to terms with the issue in their day-to-day experiences, and what these trends may signify in the contemporary political landscape.

Legislative Establishment Appropriation Bill  
United States. Congress. House. Committee on Appropriations, 1989  
Ethical Dilemmas in Public Policy Betty Yung, Kam-por Yu, 2016-03-04. This book employs a unique interdisciplinary approach to analyze different ethical dilemmas in public policy, applying values and concepts to examine substantive policy and public issues that are grounded in practical realities by integrating philosophy, political science, law, policy studies, etc., thereby bringing fresh insights to governance. Building on the nascent scholarly literature on the role of values in governance, it focuses on analyzing social values in public policy in the East-West context of Hong Kong, yielding new insights on how to achieve good governance by reflecting on public affairs and policy issues from a social values perspective. The book will be of interest to researchers, postgraduate and undergraduate students in the fields of philosophy, political science, public policy, and social science in general, while politicians, public administrators, policy researchers, and other professionals, e.g., teachers, journalists, social workers, doctors, etc., from both East and West will find it stimulating and constructive. The book offers well-founded reading and reference material for citizenship education, e.g., as teaching materials, especially for General Education courses at universities and Liberal Studies and Arts curricula in secondary schools. It also provides food for thought on the part of general citizens. This will be a very important and unique book in the study of ethical pluralism and public policy in Hong Kong. Professor Sonny Lo Shiu Hing: Public policy both reflects and shapes social values and social norms. However, the social values and ethical dimensions of public policy are often left implicit and unexplored in policy analysis and policy formulation. The big questions: what kind of society do we want to create? What is at stake here? Whose values are debated and discussed in some other context which is more distant from the applied world of policymaking? This book takes a different position and puts ethical issues and social values up front in an exploration of a number of key public policy issues in Hong Kong. In doing so, the book makes a

very timely intervention in Hong Kong's increasingly contentious public affairs and makes an important contribution to the general literature. Professor Ray Forrest

**Saul Alinsky and the Dilemmas of Race** Mark Santow, 2023-09-15 A groundbreaking examination of Saul Alinsky's organizing work as it relates to race. Saul Alinsky is the most famous even infamous community organizer in American history. Almost single-handedly he invented a new political form: community federations which used the power of a neighborhood's residents to define and fight for their own interests. Across a long and controversial career spanning more than three decades, Alinsky and his Industrial Areas Foundation organized Eastern European meatpackers in Chicago, Kansas City, Buffalo, and St. Paul; Mexican Americans in California and Arizona; white middle-class homeowners on the edge of Chicago's South Side black ghetto; and African Americans in Rochester, Buffalo, Chicago, and other cities. Mark Santow focuses on Alinsky's attempts to grapple with the biggest moral dilemma of his age: race. As Santow shows, Alinsky was one of the few activists of the period to take on issues of race on paper and in the streets on both sides of the color line: in the halls of power and at the grassroots in Chicago and in Washington, DC. Alinsky's ideas, actions, and organizations thus provide us with a unique and comprehensive viewpoint on the politics of race, poverty, and social geography in the United States in the decades after World War II. Through Alinsky's organizing and writing, we can see how the metropolitan color line was constructed, contested, and maintained on the street at the national level and among white and black alike. In doing so, Santow offers new insight into an epochal figure and the society he worked to change.

**Black Conservative Intellectuals in Modern America** Michael L. Ondaatje, 2011-11-29 In the last three decades, a brand of black conservatism espoused by a controversial group of African American intellectuals has become a fixture in the nation's political landscape, its proponents having shaped policy debates over some of the most pressing matters that confront contemporary American society. Their ideas, though, have been neglected by scholars of the African American experience, and much of the responsibility for explaining black conservatism's historical and contemporary significance has fallen to highly partisan journalists. Typically, those pundits have addressed black conservatives as an undifferentiated mass, proclaiming them good or bad, right or wrong, color-blind visionaries or Uncle Toms. In *Black Conservative Intellectuals in Modern America*, Michael L. Ondaatje delves deeply into the historical archive to chronicle the origins of black conservatism in the United States from the early 1980s to the present. Focusing on three significant policy issues: affirmative action, welfare, and education, Ondaatje critically engages with the ideas of nine of the most influential black conservatives. He further documents how their ideas were received both by white conservatives eager to capitalize on black support for their ideas and by activists on the left who too often sought to impugn the motives of black conservatives instead of challenging the merits of their claims. While Ondaatje's investigation uncovers the themes and issues that link these voices together, he debunks the myth of a monolithic black conservatism. Figures such as Supreme Court Justice Clarence Thomas, the Hoover Institution's Thomas Sowell, and Shelby Steele, and cultural theorist John McWhorter emerge as individuals with their own distinct understandings

of and relationships to the conservative political tradition     Justice and the Politics of Difference Iris Marion Young, 2011-08-22 In this classic work of feminist political thought Iris Marion Young challenges the prevailing reduction of social justice to distributive justice It critically analyzes basic concepts underlying most theories of justice including impartiality formal equality and the unitary moral subjectivity The starting point for her critique is the experience and concerns of the new social movements about decision making cultural expression and division of labor that were created by marginal and excluded groups including women African Americans and American Indians as well as gays and lesbians Iris Young defines concepts of domination and oppression to cover issues eluding the distributive model Democratic theorists according to Young do not adequately address the problem of an inclusive participatory framework By assuming a homogeneous public they fail to consider institutional arrangements for including people not culturally identified with white European male norms of reason and respectability Young urges that normative theory and public policy should undermine group based oppression by affirming rather than suppressing social group difference Basing her vision of the good society on the differentiated culturally plural network of contemporary urban life she argues for a principle of group representation in democratic publics and for group differentiated policies Danielle Allen s new foreword contextualizes Young s work and explains how debates surrounding social justice have changed since and been transformed by the original publication of *Justice and the Politics of Difference*     *The American Century* Robert D. Johnston, Walter LaFeber, Richard Polenberg, Nancy Wolocho, 2024-10-18 The new edition of this classic text on modern U S history seamlessly blends political social cultural intellectual and economic themes into an authoritative and readable account of America s national story since the 1890s Written by four highly respected scholars this book has been fully updated with new coverage of the Trump and Biden presidencies the culture wars deep political polarization and the crisis of democracy The text s most distinctive quality is its close attention to both history within the United States and the relationships the country has forged with the rest of the world The eighth edition remains engaging and approachable while continuing to include the most recent scholarship Each chapter contains a special feature section devoted to cultural topics including the arts and architecture sports and recreation technology and education Web links to additional online resources accompany each feature offering complementary learning opportunities to students While carefully attending to the complexity of history *The American Century* traces the long roots of some of the most pressing current issues in the United States and continues to be a compelling resource for students of recent American history     Administrative Law and Politics Christine B. Harrington, Lief H. Carter, 2014-09-02 In the Fifth Edition of *Administrative Law and Politics* authors Christine B Harrington and Leif H Carter show the scope and power of administrative government and demonstrate how the legal system shapes administrative procedure and practice Using accessible language and examples the casebook provides the foundation that students public administrators and policy analysts need to interpret the rules and regulations that support our legal system     **Routledge Library Editions:**



**Education Mini-Set L Sociology of Education** Various, 2021-06-23 Mini set L Sociology of Education re issues 48 volumes originally published between 1928 and 1990 The books in this mini set discuss Teaching and social change research processes in education class race culture and education marxist perspectives in the sociology of education the family and education the sociology of the classroom and school organization *Dilemmas of Schooling (RLE Edu L)* Ann Berlak, Harold Berlak, 2012-04-27 This study illuminates how the everyday activity of teachers raises profound economic cultural ethical political and research issues and provides a new and fruitful way of examining the practice of teaching The first part of the book offers a detailed description of sensitively recorded school situations arising from work carried out in a number of British primary schools From the analysis of their research the authors constructed a theoretical perspective for looking at schooling in the form of sixteen dilemmas the second half of the book is concerned with this perspective and shows how the dilemmas constitute a language for looking at everyday schooling and relating it to more general political social and cultural issues The book thus spans the gap in educational thinking between work with a firm empirical base and specifically theoretical studies

**Democratic Dilemmas in the Age of Ecology** Daniel Press, 1994 Environmental problems present democratic dilemmas The problems are so large and so often pit localities and interest groups against each other that they challenge basic democratic institutions particularly the ideal of citizen participation in society's choices In this book Daniel Press examines the conflict between environmental political thought and democratic theory and asks whether successful environmental protection is beyond the capabilities of democratic decisionmaking Press introduces the primary debate in this confrontation as a choice between political centralization and decentralization Do citizens faced with environmental crises tend to look first to a centralized leadership for solutions or do they tend to respond at a more local and grassroots level What is the role of technical expertise in this process and how does it effect public participation in these matters Do confrontations over environmental issues increase support for a more fully democratic decisionmaking process Representing social political and economic challenges to democracy these and other questions are then investigated empirically through analyses of case studies Focusing on two recent controversies in the western United States ancient forest logging in Oregon and California and hazardous waste management in California and drawing on in depth interviews with individuals involved Press clarifies the relationship between environmentalism and democracy and explores the characteristics of new democratic forms of environmental policymaking Revealing a need for a more decentralized process and increased individual and collective action in response to environmental crises *Democratic Dilemmas in the Age of Ecology* will be of interest to a wide range of audiences from scholars concerned with applications of democratic theory to activists and policymakers seeking to change or implement environmental policy

*The Art and Craft of Problem Solving* Paul Zeitz, 2016-11-14 Appealing to everyone from college level majors to independent learners *The Art and Craft of Problem Solving* 3rd Edition introduces a problem solving approach to mathematics as opposed to the traditional exercises approach The goal of *The Art and Craft of*

Problem Solving is to develop strong problem solving skills which it achieves by encouraging students to do math rather than just study it Paul Zeitz draws upon his experience as a coach for the international mathematics Olympiad to give students an enhanced sense of mathematics and the ability to investigate and solve problems      **Affirmative Action in Higher**

**Education** , 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      **Ebony** ,2008-01 EBONY is the flagship magazine of Johnson Publishing Founded in 1945 by John H Johnson it still maintains the highest global circulation of any African American focused magazine

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## **Table of Contents The Affirmative Action Dilemma**

1. Understanding the eBook The Affirmative Action Dilemma
  - The Rise of Digital Reading The Affirmative Action Dilemma
  - Advantages of eBooks Over Traditional Books
2. Identifying The Affirmative Action Dilemma
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an The Affirmative Action Dilemma
  - User-Friendly Interface
4. Exploring eBook Recommendations from The Affirmative Action Dilemma
  - Personalized Recommendations
  - The Affirmative Action Dilemma User Reviews and Ratings
  - The Affirmative Action Dilemma and Bestseller Lists
5. Accessing The Affirmative Action Dilemma Free and Paid eBooks

- The Affirmative Action Dilemma Public Domain eBooks
- The Affirmative Action Dilemma eBook Subscription Services
- The Affirmative Action Dilemma Budget-Friendly Options
- 6. Navigating The Affirmative Action Dilemma eBook Formats
  - ePub, PDF, MOBI, and More
  - The Affirmative Action Dilemma Compatibility with Devices
  - The Affirmative Action Dilemma Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of The Affirmative Action Dilemma
  - Highlighting and Note-Taking The Affirmative Action Dilemma
  - Interactive Elements The Affirmative Action Dilemma
- 8. Staying Engaged with The Affirmative Action Dilemma
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers The Affirmative Action Dilemma
- 9. Balancing eBooks and Physical Books The Affirmative Action Dilemma
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection The Affirmative Action Dilemma
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine The Affirmative Action Dilemma
  - Setting Reading Goals The Affirmative Action Dilemma
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of The Affirmative Action Dilemma
  - Fact-Checking eBook Content of The Affirmative Action Dilemma
  - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development

- Exploring Educational eBooks

### 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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