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# Affirmative Action

**Charles Spielberger**



## **Affirmative Action:**

**Affirmative Action** Albert G. Mosley, Nicholas Capaldi, 1996 In this book two distinguished philosophers debate one of the most controversial public policy issues of the late 20th century Each begins by making a case for or against affirmative action laying out the major arguments on both sides Each author then responds to the other's essay Written in an engaging accessible style *Affirmative Action* is an excellent text for junior level philosophy political theory public policy and African American studies courses as well as a guide for professionals navigating this important debate *Affirmative Action* M.J. Cosson, 2007-08-01 Discusses the controversial viewpoints regarding affirmative action **Affirmative Action** Indiana University, Bloomington. Office of Affirmative Action, 1991 For Discrimination Randall Kennedy, 2015-06-09 The definitive reckoning with Affirmative Action 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 Washington Post A clear-eyed take on America's battle over affirmative action and diversity Kennedy goes straight at the issue with fearlessness and a certain cheekiness Los Angeles Times Compelling Powerful Wall Street Journal 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 *Affirmative Action* Tim J. Wise, 2005 First Published in 2005 Routledge is an imprint of Taylor Francis an informa company **Justice, Gender, and Affirmative Action** Susan D. Clayton, Faye J. Crosby, 1992 CHAPTER 3 Relative Deprivation **Understanding Affirmative Action** J. Edward Kellough, 2006 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 Alan Marzilli,2009 Some advocates of affirmative action argue that the policy remains necessary in order to make the U S workforce more diverse **Affirmative Action** Richard F. Tomasson,Faye J. Crosby,Sharon D. Herzberger,2001 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 *A Philosophical Defense of Affirmative Action* Engelbert Ssekasozi,1999 Ssekasozi provides an ontological ethical foundation for the legal analysis on affirmative action arguing that there is a fine ethical distinction between human rights and civil rights in practice and that where discrimination is categorical in nature a categorical solution is required Chapters include a review of the literature a summary of relevant legal documents a detailed philosophical explication of the problem and discussion of types of discrimination with conclusions and directions for future research Double spaced text Annotation copyrighted by Book News Inc Portland OR *Racism and Justice* Gertrude Ezorsky,1991 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      **Encyclopedia of Applied Psychology** Charles Spielberger,2004-09-02  
Encompasses topics including aging geropsychology assessment clinical cognitive community counseling educational  
environmental family industrial organizational health school sports and transportation psychology Each entry provides a  
clear definition a brief review of the theoretical basis and emphasizes major areas of application      **Affirmative Action**  
Kathiann M. Kowalski,2007 Outlines the arguments of those both for and against affirmative action programs and the history  
behind such programs Provided by publisher      [Affirmative Action and Preferential Admissions in Higher Education](#) Kathryn  
Swanson,1981 Winner of the 1981 82 Joseph L Andrews Bibliographical Award presented by the American Association of Law  
Librarians an excellent bibliography which addresses a very important contemporary issue It deserves a place in the  
collections of large public libraries law libraries and most academic institutions RQ      [Race and College Admissions](#) Jamillah  
Moore,2024-07-29 In the United States elite colleges and universities have historically catered primarily to wealthy  
predominantly white Americans creating barriers to entry for students of color Legal statutes have entrenched discriminatory  
practices within the admissions process perpetuating the underrepresentation of students of color at top tier institutions  
Given this reality the imperative for institutions to promote diversity through affirmative action remains crucial However  
recent legal challenges against affirmative action threaten to reinforce the status quo potentially perpetuating the dominance  
of predominantly white institutions in higher education This book takes an historical look at the pivotal role affirmative action  
has played in higher education It examines the admissions process through the eyes of a beneficiary of affirmative action and  
is the first text to share insights on the role eligibility plays in allowing universities to consider race in admitting applicants  
Detailed are the different types of affirmative action and how some colleges and universities use the policy as a tool to  
consider race and ethnicity as part of a holistic evaluation of applicants This work makes the case that race conscious  
admissions practices remain necessary in the fight for racial equity in higher education      **Affirmative Action** Mary-Lane  
Kamberg,2014-07-15 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 Ironies of Affirmative Action** John D.  
Skrentny,1996-05-01 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 Race and College Admissions Jamillah Moore,2005-02-17 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 in Perspective* Fletcher A. Blanchard,Faye J. Crosby,2012-12-06 Racism and sexism remain prevalent in societies today Based on this proven premise the authors of *Affirmative Action in Perspective* maintain that a policy of equal opportunity as practiced in America is not a feasible realistic solution to the legacy of racial and sexual discrimination Drs Blanchard and Crosby have edited a volume which clearly displays their conviction that affirmative action as a policy has the potential to establish a society more equitable than the society we know now Distinguished contributors to this volume discuss the policy from a level of definition to actual case studies and further to the theoretical examination of the justice of affirmative action Throughout the book the urgency of questioning current policies is evident so too is the need for basic understanding of the realities of injustice which draw the line between the advantaged and the disadvantaged **Beyond Affirmative Action** Robert A. Ibarra,2001-03 Ibarra academic affairs U of Wisconsin Madison argues for a paradigm shift in academia Drawing on extensive interviews with Latino students and faculty he introduces a theory of multicontextuality which proposes that many people learn better when teachers emphasize whole systems of knowledge and that education can

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