

# ending affirmative action the case for colorblind justice

[#affirmative action](#) [#colorblind justice](#) [#racial equality](#) [#meritocracy](#) [#equal opportunity](#)

Explore the compelling arguments for ending affirmative action, advocating instead for a system of colorblind justice. This discussion delves into how prioritizing individual merit and equal opportunity can foster genuine racial equality, moving beyond policies based on group identity.

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## Ending Affirmative Action

Some advocates of affirmative action argue that the policy remains necessary in order to make the U.S. workforce more diverse.

## Affirmative Action

In the 1960s, we resolved as a nation never to judge people by the color of their skin. But today, race-based public policy has once again become the norm, this time under the banner of affirmative action. How, asks Terry Eastland, did such a turnabout take place, and how can we restore colorblind law in America today? In this compelling and powerful book, Eastland lays bare the absurdities and injustices of affirmative action, and presents the strongest case to date for doing away with race-based and gender-based preferences—a ringing call for all Americans to reclaim our nation's shared values of equal protection under the law, without reference to race, color, creed, gender, or national origin.

## Ending Affirmative Action

Preface: The purposes of this book are two: first, to inquire into the history of the idea of equality of all men in America: and second, to present an argument on a question of public policy, specifically on the issue of equality present in the case of Regents of the University of California v Allan Bakke.

## Counting By Race

Traces the history of this divisive national issue, as reflected in the writings of key opinion makers and in public documents

## Sex, Race, and Merit

Affirmative action, the playing field is now level? Fair ambitiously surveys the most common arguments for and against affirmative action. He argues that we must distinguish between America in the pre-civil rights movement era - when the law of the land was explicitly anti-black - and today's affirmative action policies - which are decidedly not anti-white. He concludes that the only just and effective way both to account for America's racial past and to negotiate.

#### Notes of a Racial Caste Baby

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.

#### Affirmative Action for the Future

This guide to the literature presents 451 descriptions of books, reports and articles dealing with all aspects of affirmative action including: Race relations; Economic aspects; Reverse discrimination; Preferences; Affirmative Action programs; Public opinion; Court decisions; Education and many more. Complete author and subject indexes are provided.

#### Affirmative Action

"...An excellent and balanced review of the justice's first years on the Court." (National Review) The paperback edition includes a provocative new Afterword by the author bringing the book up to date by assessing Justice Thomas's performance, and the reaction to his decisions, during the last five years.

#### First Principles

The book is a unique and innovative assembly of 14 originally written cases on controversial topics in American government and politics. It is intended to engage students in active learning through discussion, debate and participation in the introductory American Government course.

#### You Decide

In the wake of court rulings that have forced university administrators to reevaluate affirmative action policies, this balanced, thoughtful book examines three typical defenses of those policies: that affirmative action compensates for past discrimination; that it provides role models and ensures diversity; and that it corrects for systemic bias against women and racial minorities.

#### Diversity and Community in the Academy

Despite the apparent racial progress reflected in Obama's election, the African American community in the United States is in a deep crisis on many fronts - economic, intellectual, cultural, and spiritual. This book sets out to trace the ideological roots of this crisis. Challenging the conventional historical narrative of race in America, Peller contends that the structure of contemporary racial discourse was set in the confrontation between liberal integrationism and black nationalism during the 1960s and 1970s. Arguing that the ideology of integration that emerged was highly conservative, apologetic, and harmful to the African American community, this book is sure to provide a new lens for studying - and learning from - American race relations in the twentieth century.

#### Critical Race Consciousness

Many of the vestiges of the Civil Rights movement, including initiatives such as affirmative action, are increasingly under attack by those who assert that the Constitution is explicitly "color-blind." In this argument, the government is not legally permitted to take race into account in a "color conscious" manner. More than 30 years have passed since the landmark Civil Rights Acts became the law of the land. Yet, one of three African American men between the ages of 18 and 27 is in the hands of the criminal justice system, churches are burning in the South, and right-wing militia groups are flourishing. In this provocative and timely book, Leslie G. Carr suggests that the Constitution can be read as "racist," and that the concept of "color-blindness" is in fact the latest in a series of racist ideologies that have been part of the American fabric. "Color-Blind" Racism provides a thorough historical grounding in racist ideologies in the United States, and will be of great interest to anyone teaching or studying race relations, public policy, urban studies, and race and politics.

### Case for Discrimination, The

Few time periods in the past five decades match the intensity of intergroup conflict that people around the world are currently experiencing. Polarized attitudes around various sociopolitical issues, such as gender equality and immigration, have dominated the media and our lives. Furthermore, these powerful social dynamics have also impacted the places where we work and intensified existing strains on workers and workplaces. To address these issues and improve organizational climates, more theories, research and collaborations to understand these phenomena are needed. The volumes in this series will describe and instigate scholarship that advances our understanding of diversity in organizations. This volume features renowned scholars who are unabashedly pushing the field by raising the questions that need to be asked, by working on topics that have received far too little research attention, and by holding researchers, practitioners, managers, organizations, and readers to task for doing what needs to be done to maximize social justice and egalitarian behaviors in the workplace. The chapters provoke the status quo in society and in scholarship, and in so doing, push our understanding of diversity in organizations.

### Colorblind Racism

More than 150 key social issues confronting the United States today are covered in this eight-volume set: from abortion and adoption to capital punishment and corporate crime; from obesity and organized crime to sweatshops and xenophobia.

### Pushing our Understanding of Diversity in Organizations

This wide-reaching survey of race relations in America over the past 50 years takes a controversial stance: that the perception of serious race divisions in this country is outdated--and dangerous.

### Social Issues in America

An expert guide to current debates on individual rights in America.

### America in Black and White

In this book, philosopher David Boonin attempts to answer the moral questions raised by five important and widely contested racial practices: slave reparations, affirmative action, hate speech restrictions, hate crime laws and racial profiling. Arguing from premises that virtually everyone on both sides of the debates over these issues already accepts, Boonin arrives at an unusual and unorthodox set of conclusions, one that is neither liberal nor conservative, color conscious nor color blind. Defended with the rigor that has characterized his previous work but written in a more widely accessible style, this provocative and important new book is sure to spark controversy and should be of interest to philosophers, legal theorists and anyone interested in trying to resolve the debate over these important and divisive issues.

### The Bill of Rights in Modern America

Constitutional scholar Kermit Roosevelt uses plain language and compelling examples to explain how the Constitution can be both a constant and an organic document, and takes a balanced look at controversial decisions through a compelling new lens of constitutional interpretation.

## Should Race Matter?

David Stockman, Ronald Reagan's budget director, proclaimed the Small Business Administration a "billion-dollar waste -- a rathole," and set out to abolish the agency. His scathing critique was but the latest attack on an agency better known as the "Small Scandal Administration." Loans to criminals, government contracts for minority "fronts," the classification of American Motors as a small business, Whitewater, and other scandals -- the Small Business Administration has lurched from one embarrassment to another. Despite the scandals and the policy failures, the SBA thrives and small business remains a sacred cow in American politics. Part of this sacredness comes from the agency's longstanding record of pioneering affirmative action. Jonathan Bean reveals that even before the Civil Rights Act of 1964, the SBA promoted African American businesses, encouraged the hiring of minorities, and monitored the employment practices of loan recipients. Under Nixon, the agency expanded racial preferences. During the Reagan administration, politicians wrapped themselves in the mantle of minority enterprise even as they denounced quotas elsewhere. Created by Congress in 1953, the SBA does not conform to traditional interpretations of interest-group democracy. Even though the public -- and Congress -- favors small enterprise, there has never been a unified group of small business owners requesting the government's help. Indeed, the SBA often has failed to address the real problems of "Mom and Pop" shop owners, fueling the ongoing debate about the agency's viability.

## The Myth of Judicial Activism

This is a guide to contemporary thought on ethical issues in all areas of human activity - personal, medical, sexual, social, political, judicial, and international, from the natural world to the world of business.

## Big Government and Affirmative Action

The paradox of racial inequality in Barack Obama's America Barack Obama, in his acclaimed campaign speech discussing the troubling complexities of race in America today, quoted William Faulkner's famous remark "The past isn't dead and buried. In fact, it isn't even past." In *Not Even Past*, award-winning historian Thomas Sugrue examines the paradox of race in Obama's America and how President Obama intends to deal with it. Obama's journey to the White House undoubtedly marks a watershed in the history of race in America. Yet even in what is being hailed as the post-civil rights era, racial divisions—particularly between blacks and whites—remain deeply entrenched in American life. Sugrue traces Obama's evolving understanding of race and racial inequality throughout his career, from his early days as a community organizer in Chicago, to his time as an attorney and scholar, to his spectacular rise to power as a charismatic and savvy politician, to his dramatic presidential campaign. Sugrue looks at Obama's place in the contested history of the civil rights struggle; his views about the root causes of black poverty in America; and the incredible challenges confronting his historic presidency. Does Obama's presidency signal the end of race in American life? In *Not Even Past*, a leading historian of civil rights, race, and urban America offers a revealing and unflinchingly honest assessment of the culture and politics of race in the age of Obama, and of our prospects for a postracial America.

## The Oxford Handbook of Practical Ethics

In English and Spanish. If you work or plan to work for someone or if you plan to have someone work for you this is a book that you should read and understand. You will learn what is acceptable treatment under the law and also what should be expected of you as an employee or employer. From the day that you start looking for a job until the time of retirement you will find what you need to know here. It isn't as simple as it seems.

## Not Even Past

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.

#### Putting Human Into Human Resources

In a world where racial tensions and racial and ethnic inequality seem to be increasing, it is instructive to look back over the decade of the 1990s to examine what academic researchers have had to say about the global nature of race, racism, and racial inequality. Almost every country with a multiethnic population faces these problems. This collection of essays provides an eclectic but accessible mix of readings on perspectives from such countries as Australia, Russia, France, Chile, West Africa, India, and the United States. Emphasis is placed on positive strategies to help reduce or eliminate economic inequality. The implications for the demise of affirmative action programs are also discussed. Pre-dating the United Nation's World Conference on Racism, the readings anticipate many of the recommendations and insights that have now come to be the core of international strategies. This collection will prove valuable to all those concerned with ending racism and achieving racial and ethnic economic equality.

#### The Pursuit of Fairness

The director of the Boisi Center for Religion and American Public Life shares his latest collection of essays on a broad range of topics, from sex to consumption-offering a clear-eyed, ideology-free perspective on contemporary events and movements. (Social Science).

#### Racial and Ethnic Economic Inequality

Originally published in 2002. In *Downsizing Democracy*, Matthew A. Crenson and Benjamin Ginsberg describe how the once powerful idea of a collective citizenry has given way to a concept of personal, autonomous democracy. Today, political change is effected through litigation, lobbying, and term limits, rather than active participation in the political process, resulting in narrow special interest groups dominating state and federal decision-making. At a time when an American's investment in the democratic process has largely been reduced to an annual contribution to a political party or organization, *Downsizing Democracy* offers a critical reassessment of American democracy.

#### An Intellectual in Public

Why do conservatives tell stories? Because it helps them win elections and assail liberal policies like health care reform and economic stimulus. "Why" is important, but the "what" and the "how" behind the stories that conservatives tell are equally interesting, and in this new book, David Ricci reveals all. He shows how conservative activists and candidates tell many tales that come together to project a large-scale story; a cultural narrative; a vision of what America is and what it should do to prosper socially, economically, and politically. Liberals, by contrast, tend to look for theories rather than stories, for mathematical explanations rather than theological axioms, for data rather than anecdotes, and for statistics rather than homilies. The difference is paradoxical. Liberals are unlikely to fashion sweeping narratives that capture the public's attention and commitment. Yet conservatives may tell attractive stories like the ones that got us into Iraq that momentarily capture voter support but end up costing the country more than it can afford."

#### Downsizing Democracy

DIVA cultural studies account of the changes produced in feminism as it became part of the academy and of the highly orchestrated attack on higher education by the right-wing./div

### Why Conservatives Tell Stories and Liberals Don't

This book provides a discussion of multiculturalism from a global perspective. It progresses from a discussion of the ideological and philosophical arguments for multiculturalism through its political, public policy, and socio-economic dimensions. Multicultural practices from Canada, Germany, India, Israel, Nigeria, Rwanda, the United Kingdom, and the United States are discussed. The response to multiculturalism differs from one country to the other and is influenced by the political context, rules of immigration, colonial legacy, domestic institutional structures, and pressure from interest groups. Because multiculturalism is a contentious issue as groups vie for limited resources, the debate on multiculturalism will be a heated one. Governments can facilitate the process by creating an environment that enables the exchange of ideas without conflict and antagonism.

### Disciplining Feminism

Why do American ghettos persist? Scholars and commentators often identify some factor—such as single motherhood, joblessness, or violent street crime—as the key to solving the problem and recommend policies accordingly. But, Tommie Shelby argues, these attempts to “fix” ghettos or “help” their poor inhabitants ignore fundamental questions of justice and fail to see the urban poor as moral agents responding to injustice. “Provocative...[Shelby] doesn’t lay out a jobs program or a housing initiative. Indeed, as he freely admits, he offers ‘no new political strategies or policy proposals.’ What he aims to do instead is both more abstract and more radical: to challenge the assumption, common to liberals and conservatives alike, that ghettos are ‘problems’ best addressed with narrowly targeted government programs or civic interventions. For Shelby, ghettos are something more troubling and less tractable: symptoms of the ‘systemic injustice’ of the United States. They represent not aberrant dysfunction but the natural workings of a deeply unfair scheme. The only real solution, in this way of thinking, is the ‘fundamental reform of the basic structure of our society.’” —James Ryerson, New York Times Book Review

### Multiculturalism in a Cross-national Perspective

Systematically illustrates the inescapable racism of American conservatism.

### Dark Ghettos

Focuses on commonly held cultural myths as the basis for examining subtle forms of racial, sexual, gender and religious bias.

### Toward One America: A National Conversation on Race

From terrorism to social inequality and from health care to environmental issues, social problems affect us all. The Encyclopedia will offer an interdisciplinary perspective into these and many other social problems that are a continuing concern in our lives, whether we confront them on a personal, local, regional, national, or global level.

### Conservatism and Racism, and Why in America They Are the Same

Diversity is the reality of America today. Whether you let diversity be a drain on your organization or a dynamic contributor to your mission, vision, and strategy is both a choice and a challenge. Building on the Promise of Diversity gives you the insights and skills you need to navigate through simmering tensions -- and find creative solutions for achieving cohesiveness, connectedness, and common goals. Building on the Promise of Diversity is R. Roosevelt Thomas's impassioned wake-up call to bring diversity management to a wholly new level -- beyond finger-pointing and well-meaning “initiatives” and toward the shared goal of building robust organizations and thriving communities. This original, thoughtful, yet action-oriented book will help leaders in any setting -- business, religious, educational, governmental, community groups, and more -- break out of the status quo and reinvigorate the can-do spirit of making things better. The book includes a deeply felt analysis of the sometimes tangled intersections between diversity management and the Civil Rights Movement and affirmative action agendas . . . a personal narrative that charts Thomas's own evolution in diversity thinking . . . and a roadmap for mastering the powerful craft of Strategic Diversity Management™, a structured process

that helps you: \* Realize why multiple activities and good intentions are not enough for achieving sustainable progress. \* Recast the meaning of diversity as more than just race and gender, but as any set of differences, similarities, and tensions -- such as workplace functions, product lines, acquisitions and mergers, customers and markets, blended families, community diversity, and more.\* Accept that a realistic goal is not to eliminate diversity tension but to use it as a catalyst to address key issues. \* Recognize diversity mixtures, analyze them accurately, and make quality decisions in the midst of differences, similarities, and tensions.\* Build an essential set of diversity skills and develop your "diversity maturity" -- the wisdom, judgment, and experience to use those skills effectively.\* Reflect on the ways you might be "diversity challenged" yourself.

### Benign Bigotry

This book seeks to examine the life and work of Charles Hamilton Houston in three ways: through the philosophical ideas, constructive engagement, and lasting contributions of this legal scholar and activist. The scholarly articles compiled in this volume examine not just legal precedents set by Houston, but also his contributions to the study of civic engagement, with an emphasis on privilege, racism, disparity, and educational philosophy. Book jacket.

### Encyclopedia of Social Problems

Changing Tides