

Is Affirmative Action the same thing as Quotas?

- **Some, but not all, Affirmative Action programs use quotas**
- **Quotas require that a certain number or percentage of a disadvantaged group get a job**
- **For example, if it is proven that a police force actively discriminated against hiring minority officers, a quota may be used to correct past discrimination**

Quotas And Affirmative Action

Lester A. Sobel



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Quotas & Affirmative Action Lester A. Sobel,1980

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Women, Quotas and Politics Drude Dahlerup,2013-05-13 This is the first world wide comparative study of the controversial new trends of gender quotas now emerging in global politics presenting a comprehensive overview of changes in women s parliamentary representation across the world This is important reading for all those working to increase women s influence in politics because it scrutinizes under what circumstances gender quotas do increase women s representation and why they sometimes fail These distinguished international scholars also show how gender balance in politics has become important to a nation s international image and why quotas are being introduced in many post conflict countries They present key case studies of Afghanistan Iraq Argentina Sweden South Africa Belgium covering almost all major regions of the world Latin America Africa the Arab world South Asia the Balkans The Nordic countries and Europe New Zealand Australia and the USA and Rwanda which in 2003 unexpectedly surpassed Sweden as the number one country in the world in terms of women s parliamentary representation Using a comparative perspective this book contains analyses of the discursive controversies around quotas it gives an overview over various types of quotas in use from candidate quotas to reserved seat systems and it throws light over the troublesome implementation process When do gender quotas lead to actual increase in the number of women parliament When are quotas merely a symbolic gesture What does it imply to be elected as a quota woman Tackling these and many more key questions this is a major new contribution to the field Making an important contribution to our knowledge of gender politics worldwide this book will be of interest to NGOs students and scholars of democracy policy making comparative politics and gender studies

Diversity Quotas, Diverse Perspectives Dr Junko Takagi,Dr Stefan Gröschl,2012-09-01 Legislative and institutional affirmative and positive action policies intended to increase accessibility and the participation of historically disadvantaged groups in employment and education have been with us for some time particularly in Anglo Saxon countries One of the major issues they are intended to address is gender inequality Proponents of these policies have hailed quota initiatives as a key to promoting equal opportunities and reducing discrimination At the same time affirmative action policies and processes have been challenged in courts and have caused controversy in educational establishments highlighting the fact that these practices can have negative consequences Exploring the application of quotas and affirmative action at an institutional or organizational level from a variety of different perspectives the contributions in *Diversity Quotas Diverse Perspectives* provide an understanding of the complexity and controversial nature of policies and actions in different countries Even within Europe implementation has varied widely from country to country For example while most European countries have employment quotas for people with disabilities there is little consistency among the European Union s member states when it comes to quotas and other policies relating to ethnic minorities in employment and educational settings Focussing here particularly on gender related initiatives but raising

questions pertinent to other aspects of diversity the contributions from international researchers investigate variances between and differing justifications for policies The book offers a global perspective on the subject and expands the discussion of it beyond Anglo Saxon contexts **When to Count by Race** Lawrence H. Fuchs,1986-01-01 *Encyclopedia of Women and Gender, Two-Volume Set* Judith Worell,2001-09-13 Covers the psychology of women the psychology of men and gender differences while discussing psychological differences in personality cognition and behavior as well as biologically based differences and how those differences impact behavior **Confronting Affirmative Action in Brazil** Vânia Penha-Lopes,2017-06-06 Using affirmative action to decrease racial inequality is the latest chapter of a long tradition of comparing Brazil and the United States with regard to race Confronting Affirmative Action in Brazil University Quota Students and the Quest for Racial Justice is timely for both countries as they struggle with racial justice in higher education This book responds to the United States dismantling of affirmative action programs and a belief that they have run their course Data show that while affirmative action policies have contributed to a significant increase in the representation of non Whites in the U S middle class other segments of the population have yet to take full advantage of such policies In Brazil this book engaged with the need to understand the first results of a public policy expected to promote major social change as it represents the first time that country admitted the existence of racial inequality in its core and took measures toward combating it despite any subsequent controversy or dissent **New York Magazine** ,1985-02-04 New York magazine was born in 1968 after a run as an insert of the New York Herald Tribune and quickly made a place for itself as the trusted resource for readers across the country With award winning writing and photography covering everything from politics and food to theater and fashion the magazine s consistent mission has been to reflect back to its audience the energy and excitement of the city itself while celebrating New York as both a place and an idea **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 *Comparative Equality and Anti-Discrimination Law, Third Edition* David B. Oppenheimer,Sheila R. Foster,Sora Y. Han,Richard T. Ford,2020-02-28 This revised and updated casebook comprehensively compares the U S legal approach to problems of inequality and discrimination with the approaches of a variety of other legal systems around the world **Encyclopedia of Business Ethics and Society** Robert W. Kolb,2008 This encyclopedia spans the relationships among business ethics and society with an emphasis on business ethics and the role of business in society **Diversity**

Quotas, Diverse Perspectives Stefan Gröschl, Junko Takagi, 2016-05-13 Legislative and institutional affirmative and positive action policies intended to increase accessibility and the participation of historically disadvantaged groups in employment and education have been with us for some time particularly in Anglo Saxon countries One of the major issues they are intended to address is gender inequality Proponents of these policies have hailed quota initiatives as a key to promoting equal opportunities and reducing discrimination At the same time affirmative action policies and processes have been challenged in courts and have caused controversy in educational establishments highlighting the fact that these practices can have negative consequences Exploring the application of quotas and affirmative action at an institutional or organizational level from a variety of different perspectives the contributions in *Diversity Quotas Diverse Perspectives* provide an understanding of the complexity and controversial nature of policies and actions in different countries Even within Europe implementation has varied widely from country to country For example while most European countries have employment quotas for people with disabilities there is little consistency among the European Union's member states when it comes to quotas and other policies relating to ethnic minorities in employment and educational settings Focussing here particularly on gender related initiatives but raising questions pertinent to other aspects of diversity the contributions from international researchers investigate variances between and differing justifications for policies The book offers a global perspective on the subject and expands the discussion of it beyond Anglo Saxon contexts *Inside Affirmative Action* Karin Williamson Pedrick, Sandra Arnold Scham, 2018-08-06 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 **Exploring Fact and Value** Abraham Edel, 1980-01-01 The great twentieth century dichotomy that has pervaded moral philosophy and value theory on the one hand and social science and social theory on the other concerns this volume Part one approaches this dichotomy between fact knowledge science and value worth morality from different angles It opens with a general study of the way value and fact are construed then locates where scientific materials enter into ethics Part two deals with issues of moral attitude and practical responsibility in the work of science and technology

Scientists social responsibility as a function of changing social roles of science and knowledge and responsibility in the professions are examined In the concluding chapter Edel examines the dichotomy between fact and value as a social and an ideational phenomenon **Firms, Boards and Gender Quotas** Mari Teigen,Fredrik Engelstad,2012-02-10 Discusses

gender quota reform from an economic political and philosophical point of view This title looks at whether the economic performance of companies is influenced positively or negatively It provides a comparative study of the access of women to top positions in business in Europe **Should Race Matter?** David Boonin,2011-11-14 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 *University Expansion in a Changing Global Economy*

Martin Carnoy,Prashant Loyalka,Maria Dobryakova,Rafiq Dossani,Isak Froumin,Katherine Kuhns,Jandhyala Tilak,Rong Wang,2013-07-17 This is a study of higher education in the world s four largest developing economies Brazil Russia India and China Already important players globally by mid century they are likely to be economic powerhouses But whether they reach that level of development will depend in part on how successfully they create quality higher education that puts their labor forces at the cutting edge of the information society Using an empirical comparative approach this book develops a broad picture of the higher education system in each country in the context of both global and local forces The authors offer insights into how differing socioeconomic and historic patterns of change and political contexts influence developments in higher education In asking why each state takes the approach that it does this work situates a discussion of university expansion and quality in the context of governments educational policies and reflects on the larger struggles over social goals and the distribution of national resources **Understanding the Constitution** Constantinos Scaros,2011-08-24 Do

we really live in a democracy and do we really have the right to vote The Articles of Confederation the first U S government Our two tier three branch system of government Freedom of religion freedom from religion Freedom of speech and freedom of expression Abortion Unjustifiable discrimination and affirmative action Civil liberties and security Crime punishment and the death penalty Double jeopardy Property rights and eminent domain The right to bear arms *Instrumental Data for*

Drug Analysis, Second Edition Terry Mills, III,1992-09-17 Compiled with the most sophisticated chromatographic and spectrometric instruments available this complete and self contained seven volume reference provides forensic toxicology and clinical laboratories with up to date information on 1 600 drugs and drug related compounds one of the largest

collections of analytical data generated from a single source Instrumental Data for Drug Analysis contains timely quality data presented in a large easily usable format It is an essential reference in the libraries of all toxicology analytical chemistry and forensic specialists and laboratories Readings for Diversity and Social Justice Maurianne Adams,2000 These essays include writings from Cornel West Michael Omi Audre Lorde Gloria Anzaldua and Michelle Fine The essays address the multiplicity and scope of oppressions ranging from ableism to racism and other less well known social aberrations

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