



# THE PURSUIT OF FAIRNESS

## A HISTORY OF AFFIRMATIVE ACTION

TERRY H. ANDERSON

Author of THE MOVEMENT and THE SIXTIES

# Pursuit Of Fairness A History Of Affirmative Action

**Jennifer Delton**



## **Pursuit Of Fairness A History Of Affirmative Action:**

**The Pursuit of Fairness: A History of Affirmative Action** Terry H. Anderson, 2004-06-07 Affirmative action strikes at the heart of deeply held beliefs about employment and education about the concepts of justice and 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

**Controversies in Affirmative Action** James A. Beckman, 2014-07-23 An engaging and eclectic collection of essays from leading scholars on the subject which looks at affirmative action past and present analyzes its efficacy its legacy and its role in the future of the United States This comprehensive three volume set explores the ways the United States has interpreted affirmative action and probes the effects of the policy from the perspectives of economics law philosophy psychology sociology political science and race relations Expert contributors tackle a host of knotty issues ranging from the history of affirmative action to the theories underpinning it They show how affirmative action has been implemented over the years discuss its legality and constitutionality and speculate about its future Volume one traces the origin and evolution of affirmative action Volume two discusses modern applications and debates and volume three delves into such areas as international practices and critical race theory Standalone essays link cause and effect and past and present as they tackle intriguing and important questions When does affirmative action become reverse discrimination How many decades are too many for a temporary policy to remain in existence Does race or gender based affirmative action violate the equal protection of law guaranteed by the Fourteenth Amendment In raising such issues the work encourages readers to come to their own

conclusions about the policy and its future application

**Fidelity & Constraint** Lawrence Lessig, 2019-04-03 The fundamental fact about our Constitution is that it is old the oldest written constitution in the world The fundamental challenge for interpreters of the Constitution is how to read that old document over time In Fidelity Constraint legal scholar Lawrence Lessig explains that one of the most basic approaches to interpreting the constitution is the process of translation Indeed some of the most significant shifts in constitutional doctrine are products of the evolution of the translation process over time In every new era judges understand their translations as instances of interpretive fidelity framed within each new temporal context Yet as Lessig also argues there is a repeatedly occurring countermove that upends the process of translation Throughout American history there has been a second fidelity in addition to interpretive fidelity what Lessig calls fidelity to role In each of the cycles of translation that he describes the role of the judge the ultimate translator has evolved too Old ways of interpreting the text now become illegitimate because they do not match up with the judge's perceived role And when that conflict occurs the practice of judges within our tradition has been to follow the guidance of a fidelity to role Ultimately Lessig not only shows us how important the concept of translation is to constitutional interpretation but also exposes the institutional limits on this practice The first work of both constitutional and foundational theory by one of America's leading legal minds Fidelity Constraint maps strategies that both help judges understand the fundamental conflict at the heart of interpretation whenever it arises and work around the limits it inevitably creates

**Mainstreaming Black Power** Tom Adam Davies, 2017-04-11 The traditional narrative of the civil rights movement has been that the more moderate demands of the mainstream movement including Martin Luther King Jr worked but that the more radical demands of the Black Power movement derailed further success Mainstreaming Black Power upends the traditional narrative by showing how Black Power Activists in New York Atlanta and Los Angeles during the 1960s through the 1970s navigated the nexus of public policies black community organizations elected officials and liberal foundations Tom Adam Davies unites local and national perspectives and reveals how the efforts of mainstream white politicians institutions and organizations engaged with Black Power ideology and how they ultimately limited both the pace and extent of change Provided by publisher

**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

**Education's End** Anthony T. Kronman,2007-01-01 This book describes the ever escalating dangers to which Jewish refugees and recent immigrants were subjected in France and Italy as the Holocaust marched forward Susan Zuccotti uncovers a gruelling yet complex history of suffering and resilience through historical documents and personal testimonies from members of nine central and eastern European Jewish families displaced to France in the opening years of the Second World War The chronicle of their lives reveals clearly that these Jewish families experienced persecution of far greater intensity than citizen Jews or longtime resident immigrants The odyssey of the nine families took them from hostile Vichy France to the Alpine village of Saint Martin Vesubie and on to Italy where German soldiers rather than hoped for Allied troops awaited Those who crossed over to Italy were either deported to Auschwitz or forced to scatter in desperate flight Zuccotti brings to light the agonies of the refugees unstable lives the evolution of French policies toward Jews the reasons behind the flight from the relative idyll of Saint Martin Vesubie and the choices that confronted those who arrived in Italy Powerful archival evidence frames this history while firsthand reports underscore the human cost of the nightmarish years of persecution

Encyclopedia of Contemporary American Social Issues Michael Shally-Jensen,2010-12-22 This single source reference will help students and general readers alike understand the most critical issues facing American society today Featuring the work of almost 200 expert contributors the Encyclopedia of Contemporary American Social Issues comprises four volumes each devoted to a particular subject area Volume one covers business and the economy volume two criminal justice volume three family and society and volume four the environment science and technology Coverage within these volumes ranges from biotechnology to identity theft from racial profiling to corporate governance from school choice to food safety The work brings into focus a broad array of key issues confronting American society today Approximately 225 in depth entries lay out the controversies debated in the media on campuses in government in boardrooms and in homes and neighborhoods across the United States Critical issues in criminology medicine religion commerce education the environment media family life and science are all carefully described and examined in a scholarly yet accessible way Sidebars photos charts and graphs throughout augment the entries making them even more compelling and informative

A Century of Segregation Leland Ware,2018-10-18 This book explains how race and class

intersect in ways that uniquely disadvantage racial minorities The narrative begins with the 1896 decision in *Plessy v. Ferguson* The Supreme Court ruled that separate facilities for blacks were permissible under the Fourteenth Amendment if they were equal to those reserved for whites One reaction was the establishment of the NAACP to lead the fight for Civil Rights After more than two decades of lobbying and public education a long range carefully orchestrated litigation campaign was launched Segregation would be challenged with lawsuits insisting that black schools be made physically and otherwise equal to white schools The lawyers calculated that the resulting burden and expense would ultimately cause segregation to collapse under its own weight A series of successful equalization suits spanning over two decades laid the foundation for the direct challenge in *Brown v. Board of Education* That 1954 decision inspired a large scale grass roots Civil Rights Movement A decade of marches boycotts and mass protests persuaded Congress to enact the Civil Rights laws of the 1960s Today conditions for ethnic minorities are far better than they were a generation ago However the story of the nation's black and brown communities is a tale of two cities one prosperous educated and affluent adjacent to another suffering from grinding poverty and a lack of opportunities for advancement For those able to take advantage of the opportunities created by the Civil Rights revolution the gains have been dramatic For those left behind in impoverished communities the obstacles to advancement are more daunting today than they were a generation ago

[Recalibrating Reform](#) Stuart Chinn, 2014-04-21 Stuart Chinn highlights this phenomenon dubbed recalibration as a regular companion to reform and highlights the barriers to and possibilities for change in American politics

**The 21st-Century Voter** Guido H. Stempel III, Thomas K. Hargrove, 2015-12-14 This comprehensive reference covers all aspects of politics and voting from elections and campaigns to major political figures and parties to the role of media and major activist groups As America's population changes so do its political trends This insightful resource captures the evolution of American politics and elections in the 21st century explaining the identities and roles of lobbyists activists politicians and voters Featuring contributions from distinguished researchers and academics in the areas of political science social science and journalism this encyclopedia explores the contemporary political landscape offering an opportunity to compare and contrast related decisions events and statistical information from the recent past Informative background essays explore all aspects of voting related politics and policy evolving electoral trends and the issues that account for those changes and the impact of the ever changing composition of America's population on polling and elections This work incorporates the results of the 2012 elections thus providing important insights into modern voting trends and their meaning for the future of the United States

*The Law of Higher Education* William A. Kaplin, Barbara A. Lee, Neal H. Hutchens, Jacob H. Rooksby, 2019-04-05 Your must have resource on the law of higher education Written by recognized experts in the field the latest edition of *The Law of Higher Education* offers college administrators legal counsel and researchers with the most up to date comprehensive coverage of the legal implications of administrative decision making In the increasingly litigious environment of higher education William A. Kaplin

and Barbara A Lee's clear cogent and contextualized legal guide proves more and more indispensable every year. Two new authors, Neal H Hutchens and Jacob H Rooksby, have joined the Kaplin and Lee team to provide additional coverage of important developments in higher education law. From hate speech to student suicide, from intellectual property developments to issues involving FERPA, this comprehensive resource helps ensure you're ready for anything that may come your way. Includes new material since publication of the previous edition. Covers Title IX developments and intellectual property. Explores new protections for gay and transgender students and employees. Delves into free speech rights of faculty and students in public universities. Expands the discussion of faculty academic freedom, student academic freedom, and institutional academic freedom. If this book isn't on your shelf, it needs to be.

*The Law of Higher Education, A Comprehensive Guide to Legal Implications of Administrative Decision Making* William A. Kaplin, Barbara A. Lee, Neal H. Hutchens, Jacob H. Rooksby, 2019-04-05. Your must-have resource on the law of higher education. Written by recognized experts in the field, the latest edition of *The Law of Higher Education Vol 1* offers college administrators, legal counsel, and researchers with the most up-to-date comprehensive coverage of the legal implications of administrative decision making. In the increasingly litigious environment of higher education, William A. Kaplin and Barbara A. Lee's clear, cogent, and contextualized legal guide proves more and more indispensable every year. Two new authors, Neal H. Hutchens and Jacob H. Rooksby, have joined the Kaplin and Lee team to provide additional coverage of important developments in higher education law. From hate speech to student suicide, from intellectual property developments to issues involving FERPA, this comprehensive resource helps ensure you're ready for anything that may come your way. Includes new material since publication of the previous edition. Covers Title IX developments and intellectual property. Explores new protections for gay and transgender students and employees. Delves into free speech rights of faculty and students in public universities. Expands the discussion of faculty academic freedom, student academic freedom, and institutional academic freedom. Part of a 2-volume set. If this book isn't on your shelf, it needs to be.

*Trumpism, Bigotry, and the Threat to American Democracy* Larry N. Gerston, 2023-12-11. In *Trumpism, Bigotry, and the Threat to American Democracy*, Larry N. Gerston examines the near-lethal combination of American bigotry and the ability of Donald Trump to take advantage of this scourge to satisfy his own political objective. The result is an individual who won election to the American presidency by adroitly pitting members of American society against one another while presenting himself as the only person in the position to save America from itself. Having succeeded to the nation's most important political office, Trump proceeded to use the position for his own benefit, irrespective of laws, norms, and most importantly, the Constitution. So powerful was Trump that he and his minions came close to overturning the 2020 presidential election with the January 6, 2021, insurrection against the nation's Capitol. While Trump failed in his attempt to remain in office, the threat to the well-being of the United States remains real.

**Religion and Politics in America** Frank J. Smith, 2016-07-11. There has always been an intricate relationship between religion and politics

This encyclopedia provides a comprehensive overview of the interrelation of religion and politics from colonial days to the present. Can a judge display the Ten Commandments outside of the courthouse? Can a town set up a nativity scene on the village green during Christmas? Should U.S. currency bear the "In God We Trust" motto? Should public school students be allowed to form bible study groups? Controversies about the separation of church and state, the proper use of religious imagery in public space, and the role of religious beliefs in public education are constantly debated. This work offers insights into contemporary controversies regarding the uneasy intersections of religion and politics in America. Organized alphabetically, the entries place each topic in its proper historical context to help readers fully grasp how religious beliefs have always existed side by side and often clashed with political ideals in the United States from the time of the colonies. The information is presented in an unbiased manner that favors no particular religious background or political inclination. This work shows that politics and religion have always had an impact on one another and have done so in many ways that will likely surprise modern students.

Historically Underrepresented Faculty and Students in Education Abroad Devin L. Walker, Linda M. Lyons, Seneca Vaught, 2022-11-14. This book examines how the unique perspectives of BIPOC faculty and students must be integrated into the undergraduate curriculum to expose students of color to education abroad experiences, enhance cultural awareness and sensitivity, and lend to a broader diversity and inclusion perspective. This edited volume, written by authors of color, argues that education abroad programs not only provide essential academic and cultural enrichment but can also be an important nexus of innovation. When approached within a creative interdisciplinary and holistic framework, these programs are ripe with opportunities to engage various constituencies and a potent source of strategies for bolstering diversity, recruitment, retention, and graduation. Despite a tendency to view study abroad as a luxurious option for persons with wealth, the editors and their authors argue that global education should be thought of as a fundamental and integral part of higher education for all students in a global era.

**Restless Giant** James T. Patterson, 2005-09-23. In *Restless Giant*, acclaimed historical author James Patterson provides a crisp, concise assessment of the twenty-seven years between the resignation of Richard Nixon and the election of George W. Bush in a sweeping narrative that seamlessly weaves together social, cultural, political, economic, and international developments. We meet the era's many memorable figures and explore the culture wars between liberals and conservatives that appeared to split the country in two. Patterson describes how America began facing bewildering developments in places such as Panama, Somalia, Bosnia, and Iraq and discovered that it was far from easy to direct the outcome of global events and at times even harder for political parties to reach a consensus over what attempts should be made. At the same time, domestic issues such as the persistence of racial tensions, high divorce rates, alarm over crime, and urban decay led many in the media to portray the era as one of decline. Patterson offers a more positive perspective, arguing that despite our often unmet expectations, we were in many ways better off than we thought. By 2000, most Americans lived more comfortably than they had in the 1970s, and though bigotry and



discrimination were far from extinct a powerful rights consciousness insured that these were less pervasive in American life than at any time in the past With insightful analyses and engaging prose *Restless Giant* captures this period of American history in a way that no other book has illuminating the road that the United States traveled from the dismal days of the mid 1970s through the hotly contested election of 2000 The Oxford History of the United States The Oxford History of the United States is the most respected multi volume history of our nation The series includes three Pulitzer Prize winners a New York Times bestseller and winners of the Bancroft and Parkman Prizes The Atlantic Monthly has praised it as the most distinguished series in American historical scholarship a series that synthesizes a generation s worth of historical inquiry and knowledge into one literally state of the art book Conceived under the general editorship of C Vann Woodward and Richard Hofstadter and now under the editorship of David M Kennedy this renowned series blends social political economic cultural diplomatic and military history into coherent and vividly written narrative

*Racial Integration in Corporate America, 1940-1990* Jennifer Delton, 2009-09-21 In the space of about thirty years from 1964 to 1994 American corporations abandoned racially exclusionary employment policies and embraced some form of affirmative action to diversify their workforces It was an extraordinary transformation which most historians attribute to civil rights activists federal legislation and labor unions This is the first book to examine the role of corporations in that transformation Whereas others emphasize corporate obstruction this book argues that there were corporate executives and managers who promoted fair employment and equal employment opportunity long before the federal government required it and who thereby helped prepare the corporate world for racial integration The book examines the pioneering corporations that experimented with integration in the 1940s and 1950s as well as corporate responses to the civil rights movement and urban crisis in the 1960s and 1970s and the widespread adoption of affirmative action in the 1980s and 1990s

**Encyclopedia of Political Theory** Mark Bevir, 2010-03-18 Looking at the roots of contemporary political theory this three volume set examines the global landscape of all the key theories and the theorists behind them and provides concise to the point definitions of key concepts ideas schools and figures

*Republicans and Race* Timothy N. Thurber, 2023-04-14 Skeptics might rationalize that Mitt Romney received a scant 6 percent of the black vote in 2012 only because African Americans would naturally favor one of their own But since 1964 no Republican presidential candidate has attracted more than 15 percent of the black electorate and few GOP candidates for other offices have fared much better No segment of the American electorate is more reliably Democratic than African Americans The GOP meanwhile remains nearly an all white party In this path breaking book historian Timothy Thurber illuminates the deep roots of this gulf by exploring the contentious and sometimes surprising relationship between African Americans and the Republican Party from the end of World War II through Richard Nixon s presidency The GOP he shows shaped the modern civil rights movement but the struggle for racial equality also transformed the GOP Thurber challenges conventional wisdom that the party of Lincoln disappeared in the mid 1960s Prior to 1964 the GOP was indifferent

or hostile to many of the demands from civil rights activists During the height of the civil rights revolution Republicans were essential to enacting federal policies that made American society more egalitarian The GOP helped defend and sometimes expanded those reforms in the early 1970s Conservatives were not as dominant after 1964 as scholars and pundits often portray Yet throughout these three decades the rift between African Americans and the GOP remained substantial They disagreed often sharply over the role of the federal government particularly regarding economic matters and the integration of schools and neighborhoods They had different views about race and American society They also clashed in the political arena where Republicans wrote off the black vote as unwinnable irrelevant or counterproductive to their drive to supplant the Democrats as the nation s majority party The GOP preferred to court whites nationwide sometimes by appealing to their racial animosities That strategy often yielded electoral success but the legacy of the past looms large in the early twenty first century With its depth of research and insight Republicans and Race will stand as a definitive study as the GOP ponders the composition of its base in future elections

**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

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