

THE MERITOCRACY MYTH

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Meritocracy Myth

Stephen J. McNamee



Meritocracy Myth:

The Meritocracy Myth Stephen J. McNamee, 2009-08-16 The Meritocracy Myth challenges the widely held American belief in meritocracy that people get out of the system what they put into it based on individual merit Fully revised and updated throughout the second edition includes compelling new case studies such as the impact of social and cultural capital in the cases of George W Bush and Barack Obama and new material on current topics such as the impact of the financial and credit crisis intergenerational mobility and the impact of racism and sexism The Meritocracy Myth examines talent attitude work ethic and character as elements of merit and evaluates the effect of non merit factors such as social status race heritage and wealth on meritocracy A compelling book on an often overlooked topic first edition was highly regarded and proved a useful examination of this classic American ideal

The Meritocracy Myth Stephen J. McNamee, 2018-03-15 The Meritocracy Myth challenges the widely held American belief in meritocracy that people get out of the system what they put into it based on individual merit The book examines talent attitude work ethic and character as elements of merit and evaluates the effect of nonmerit factors such as family background social connections luck market conditions unequal educational opportunities and discrimination The fourth edition has been revised and streamlined throughout It features new material on the current economic and political climate the reasons behind the increasing levels of inequality in the United States and globally how economic social and cultural factors shaped Donald Trump's rise to political prominence and more The fourth edition includes a new chapter on marriage and mobility that examines how patterns in marriage tend to increase the concentration of wealth and pass on nonmerit advantages to children furthering trends toward social inequality A compelling book on an often overlooked topic The Meritocracy Myth is ideal for introducing students to this provocative topic while sparking discussion and reflection

The Meritocracy Myth Stephen J. McNamee, 2023-07-17 There is a pervasive ideology that claims America is a land of unlimited opportunity and people get out of the system what they put into it based on talent attitude hard work and character The Meritocracy Myth Who Gets Ahead and Why deconstructs this idea by identifying factors that suppress neutralize or negate merit based traits These include economic inheritance who you know social capital and fitting in cultural capital being at the right place at the right time unequal access to educational opportunities and discrimination based on race sex age sexual orientation physical disability religion and physical appearance Discussion questions at the end of each chapter encourage students to think critically and develop a deeper understanding of why some people succeed and others fail New to the Fifth Edition New discussion of national college admission scandal highlights how educational opportunities are mediated by social class Chapter 5 Revised Chapter 7 The Luck Factor includes discussions of how the COVID 19 pandemic manufacturing of critical goods in the U S and the oversupply of college graduates impact the likelihood of intergenerational mobility New discussion on reparations as a way to address inequality for historically discriminated against groups reflects current debates Chapter 10 New discussion of

murders of Black suspects by police Black Lives Matter and the Dobbs Supreme Court decision illustrate ongoing patterns of discrimination that impact the prospects of Americans Chapter 9 The Meritocracy Trap Daniel Markovits, 2019 A revolutionary new argument from eminent Yale Law professor Daniel Markovits attacking the false promise of meritocracy It is an axiom of American life that advantage should be earned through ability and effort Even as the country divides itself at every turn the meritocratic ideal that social and economic rewards should follow achievement rather than breeding reigns supreme Both Democrats and Republicans insistently repeat meritocratic notions Meritocracy cuts to the heart of who we are It sustains the American dream But what if both up and down the social ladder meritocracy is a sham Today meritocracy has become exactly what it was conceived to resist a mechanism for the concentration and dynastic transmission of wealth and privilege across generations Upward mobility has become a fantasy and the embattled middle classes are now more likely to sink into the working poor than to rise into the professional elite At the same time meritocracy now ensnares even those who manage to claw their way to the top requiring rich adults to work with crushing intensity exploiting their expensive educations in order to extract a return All this is not the result of deviations or retreats from meritocracy but rather stems directly from meritocracy's successes This is the radical argument that Daniel Markovits prosecutes with rare force Markovits is well placed to expose the sham of meritocracy Having spent his life at elite universities he knows from the inside the corrosive system we are trapped within Markovits also knows that if we understand that meritocratic inequality produces near universal harm we can cure it When *The Meritocracy Trap* reveals the inner workings of the meritocratic machine it also illuminates the first steps outward towards a new world that might once again afford dignity and prosperity to the American people *Success and Luck* Robert H. Frank, 2017-09-26 From New York Times bestselling author and economics columnist Robert Frank a compelling book that explains why the rich underestimate the importance of luck in their success why that hurts everyone and what we can do about it How important is luck in economic success No question more reliably divides conservatives from liberals As conservatives correctly observe people who amass great fortunes are almost always talented and hardworking But liberals are also correct to note that countless others have those same qualities yet never earn much In recent years social scientists have discovered that chance plays a much larger role in important life outcomes than most people imagine In *Success and Luck* bestselling author and New York Times economics columnist Robert Frank explores the surprising implications of those findings to show why the rich underestimate the importance of luck in success and why that hurts everyone even the wealthy Frank describes how in a world increasingly dominated by winner take all markets chance opportunities and trivial initial advantages often translate into much larger ones and enormous income differences over time how false beliefs about luck persist despite compelling evidence against them and how myths about personal success and luck shape individual and political choices in harmful ways But Frank argues we could decrease the inequality driven by sheer luck by adopting simple unintrusive policies that would free up trillions of dollars each year more

than enough to fix our crumbling infrastructure expand healthcare coverage fight global warming and reduce poverty all without requiring painful sacrifices from anyone If this sounds implausible you ll be surprised to discover that the solution requires only a few noncontroversial steps Compellingly readable Success and Luck shows how a more accurate understanding of the role of chance in life could lead to better richer and fairer economies and societies

The Myth of the Saving Power of Education Hannah Adams Ingram,2021-05-20 In the United States young people are bombarded with messages that they must go to college in order to secure their place in the middle class Those who are most disadvantaged in society are the most frequent recipients of this rhetoric because people believe that education is the one ticket that can save them from poverty Like the belief that there is only one avenue for salvation from hell to heaven the notion of salvific education presents a single answer to the problem of inequality if you want to be saved from poverty and oppression you must go to college In this book Hannah Adams Ingram interrogates the presumed promise of education and argues that the myth itself perpetuates rather than alleviates social inequality The Myth of the Saving Power of Education asks educators to reclaim the liberative potential of education and asks Christians to repent of judging individual worth based on the same merits as the secular market system

The Myth of Post-Racial America H. Roy Kaplan,2011-02-16 The Myth of Post Racial America provides a history of race and racism in the United States These concepts became integral parts of American society through social psychological and political decisions which are documented so readers can learn about the origin of myths and stereotypes that have created schisms in our society from its founding to the present day This information is essential reading for students and teachers so they can become more effective in their work and value cultural differences modes of expression and learning styles

Lifting a Ton of Feathers Paula Caplan,Paula J. Caplan,1993-01-01 Forewarned is forearmed and Caplan presents a list of the forms that the maleness of the environment take two of these are the conflict between professional and family responsibilities and sexual harassment

Race, Gender, Sexuality, and Social Class Susan J. Ferguson,2023-06-08 Race Gender Sexuality and Social Class Fourth Edition is an anthology of readings that explores the ways these social statuses shape our experiences and impact our life chances in society today Organized around broad topics identity power and privilege social institutions etc rather than categories of difference race gender class sexuality to underscore the idea that social statuses often intersect with one another to produce inequalities and form the bases of our identities in society The text features readings by leading experts in the field and reflects the many approaches scholars and researchers use to understand issues of diversity power and privilege Included with this title LMS Cartridge Import this title s instructor resources into your school s learning management system LMS and save time Don t use an LMS You can still access all of the same online resources for this title via the password protected Instructor Resource Site

The Kaleidoscope of Gender Joan Z. Spade,Catherine G. Valentine,2008 This integrated comprehensive text provides an introduction to the sociology of gender It creatively and clearly explains what gender is and is not and what it means to say

that gender is socially constructed Holding It Together Jessica Calarco, 2024-06-04 Other countries have social safety nets The U S has women Holding It Together chronicles the causes and dire consequences America runs on women women who are tasked with holding society together at the seams and fixing it when things fall apart In this tour de force acclaimed Sociologist Jessica Calarco lays bare the devastating consequences of our status quo Holding It Together draws on five years of research in which Calarco surveyed over 4000 parents and conducted more than 400 hours of interviews with women who bear the brunt of our broken system A widowed single mother struggles to patch together meager public benefits while working three jobs an aunt is pushed into caring for her niece and nephew at age fifteen once their family is shattered by the opioid epidemic a daughter becomes the backstop caregiver for her mother her husband and her child because of the perceived flexibility of her job a well to do couple grapples with the moral dilemma of leaning on overworked underpaid childcare providers to achieve their egalitarian ideals Stories of grief and guilt abound Yet they are more than individual tragedies Tracing present day policies back to their roots Calarco reveals a systematic agreement to dismantle our country s social safety net and persuade citizens to accept precarity while women bear the brunt She leads us to see women s labor as the reason we ve gone so long without the support systems that our peer nations take for granted and how women s work maintains the illusion that we don t need a net Weaving eye opening original research with revelatory sociological narrative Holding It Together is a bold call to demand the institutional change that each of us deserves and a warning about the perils of living without it

Myths That Shape Our World Pasquale De Marco, 2025-07-26 In a world awash with information and countless narratives there lurk insidious myths that shape our perceptions and influence our actions These deeply ingrained beliefs can have profound implications for our lives our societies and our planet Myths That Shape Our World is an enlightening journey into the realm of these pervasive myths uncovering their origins examining their impact and ultimately dispelling them with the light of reason and critical thinking This book delves into a wide range of topics from politics and economics to social issues science and technology revealing the myths that perpetuate inequality injustice and conflict Challenging conventional wisdom Myths That Shape Our World sheds light on the underlying factors that contribute to the persistence of myths exploring the role of cognitive biases social conditioning and the influence of media and authority figures By understanding these mechanisms we can become more aware of our susceptibility to misinformation and develop strategies for critical evaluation of information This thought provoking book emphasizes the importance of intellectual humility open mindedness and the pursuit of knowledge It challenges the notion of absolute truth and embraces the idea that our understanding of the world is constantly evolving By cultivating a mindset of curiosity and a willingness to question we can break free from the confines of myths and embrace a more enlightened and informed worldview Myths That Shape Our World is not just a collection of debunked myths it is an invitation to join a quest for truth and understanding It is a call to question the unquestionable to challenge conventional wisdom and to seek out the truth that lies beneath the surface This

book empowers readers to become more informed compassionate and enlightened individuals capable of creating a more just and equitable world If you like this book write a review **Handbook of Equality of Opportunity** ,2024-07-12 This

Handbook provides an authoritative exposition of equality of opportunity It presents the different concepts most commonly associated with equality of opportunity and discusses the many problems dominating the controversies on equality of opportunity at the theoretical policy or practical level The chapters give a concise exposition of the different conceptions and basic concepts of equal opportunities They clarify variables that are part of the algorithm of equal opportunities e g opportunity equality non discrimination fairness responsibility chance and choice excellence qualifications effort talent merit desert inequality and risk The idea of equality of opportunity has traditionally been associated with a set of largely unquestioned ideals and over the last 50 years it has been at the very centre of the major progressive social changes and firmly entrenched in political rhetoric Yet the idea of equality of opportunity is far from unquestionable or unproblematic as the only solid assumption different conceptions have in common is their rejection of fixed social relations but not hierarchy itself Disagreements over the fundamental principles criticism over the inefficiency of policies aiming to ensure equal opportunities and objections to their unfairness all pose questions that current conceptions answer in different ways This Handbook examines a wide variety of questions about issues of motivation procedures genealogy taxonomy and compensation Democracy and Decency Paul R. Carr,P. L. Thomas,Brad J. Porfilio,Julie A. Gorlewski,2016-02-01

Democracy can mean a range of concepts covering everything from freedoms rights elections governments processes philosophies and a panoply of abstract and concrete notions that can be mediated by power positionality culture time and space Democracy can also be translated into brute force hegemony docility compliance and conformity as in wars will be decided on the basis of the needs of elites or major decisions about spending finite resources will be the domain of the few over the masses or people will be divided along the lines of race ethnicity class religion etc because it is advantageous for maintaining exploitative political systems in place to do so Often these frameworks are developed and reified based on the notion that elections give the right to societies or segments of societies to install regimes institutions and operating systems that are then supposedly legitimated and rendered infinitely just because formal power resides in the hands of those dominating forces This book is interested in advancing a critical analysis of the hegemonic paradigm described above one that seeks higher levels of political literacy and consciousness and one that makes the connection with education What does education have to do with democracy How does education shape influence impinge on impact negate facilitate and or change the context contours and realities of democracy How can we teach for and about democracy to alter and transform the essence of what democracy is and importantly what it should be This book advances the notion of decency in relation to democracy and is underpinned by an analysis of meaningful critically engaged education Is it enough to be kind nice generous and hopeful when we can also see signs of rampant entrenched and debilitating racism sexism poverty violence

injustice war and other social inequalities If democracy is intended to be a legitimating force for good how does education inform democracy What types of knowledge experience analysis and being are helpful to bring about newer more meaningful and socially just forms of democracy Throughout some twenty chapters from a range of international scholars this book includes three sections Constructing Meanings for Democracy and Decency Justice for All as Praxis and Social Justice in Action for Democracy Decency and Diversity International Perspectives The underlying thread that is interwoven through the texts is a critical reappraisal of normative hegemonic interpretations of how power is infused into the educational realm and importantly how democracy can be re situated and re formulated so as to more meaningfully engage society and education

Loving Music Till it Hurts William Cheng, 2020 *Loving Music Till It Hurts* explores how people's intense love and protectiveness of music can lead to interpersonal conflicts societal injustices and violence But how might we love music even embrace it as vital to human thriving without weaponizing this love What can we do when loving music and loving people seem at odds

Fighting for a Hand to Hold Samir Shaheen-Hussain, 2020-09-23 Launched by healthcare providers in January 2018 the aHand2Hold campaign confronted the Quebec government's practice of separating children from their families during medical evacuation airlifts which disproportionately affected remote and northern Indigenous communities Pediatric emergency physician Samir Shaheen Hussain's captivating narrative of this successful campaign which garnered unprecedented public attention and media coverage seeks to answer lingering questions about why such a cruel practice remained in place for so long In doing so it serves as an indispensable case study of contemporary medical colonialism in Quebec *Fighting for a Hand to Hold* exposes the medical establishment's role in the displacement colonization and genocide of Indigenous peoples in Canada Through meticulously gathered government documentation historical scholarship media reports public inquiries and personal testimonies Shaheen Hussain connects the draconian medevac practice with often disregarded crimes and medical violence inflicted specifically on Indigenous children This devastating history and ongoing medical colonialism prevent Indigenous communities from attaining internationally recognized measures of health and social well being because of the pervasive systemic anti Indigenous racism that persists in the Canadian public health care system and in settler society at large Shaheen Hussain's unique perspective combines his experience as a frontline pediatrician with his long standing involvement in anti authoritarian social justice movements Sparked by the indifference and callousness of those in power this book draws on the innovative work of Indigenous scholars and activists to conclude that a broader decolonization struggle calling for reparations land reclamation and self determination for Indigenous peoples is critical to achieve reconciliation in Canada

Teacher TV Mary M. Dalton, Laura R. Linder, 2008 *Teacher TV Sixty Years of Teachers on Television* examines some of the most influential teacher characters presented on television from the earliest sitcoms to contemporary dramas and comedies Both topical and chronological the book follows a general course across decades and focuses on dominant themes and representations linking some of the most popular shows of the era to larger cultural themes

Some of these include a view of how gender is socially constructed in popular culture and in society racial tensions throughout the decades educational privileges for elite students the mundane and the provocative in teacher depictions on television the view of gender and sexual orientation through a new lens life in inner city public schools the culture of testing and dropping out Every pre service and classroom teacher should read this book It is also a valuable text for upper division undergraduate and graduate level courses in media and education as well

Youth Citizenship and the Politics of Belonging Sharlene Swartz,Madeleine Arnot,2014-10-20 Around the world today young people are being called upon to develop civic competence and carry the burden of forging a political future in the midst of impoverishment exclusion and inequality In societies that have experienced civil war military occupation mass immigration of displaced people or social conflict the conditions under which young people attempt to build their citizenship are not well understood Youth Citizenship and the Politics of Belonging contributes to the field of youth citizenship studies by purposively exploring the experiences of young adults in the context of the formation of nationhood and global citizenship It explores from the perspective of various countries the role of social context and schooling in creating young citizens This collection offers a unique opportunity to hear the voices of young people themselves who as learner citizens within educational institutions poor communities and refugee camps amongst other settings expose the tensions between social inclusion and marginalization The book considers young people s contemporary social movements their activism and their sense of belonging It looks at understandings of national political and religious identities youth rights and various forms of state community and sexual violence as well as strategic coping strategies their reinterpretations of civic messages and the ways in which anger resistance and disengagement put youth in a difficult position This book was originally published as a special issue of Comparative Education

Extravagance and Misery Alan Thomas,Professor Department of Philosophy Alan Thomas,Alfred Archer,Associate Professor Tilburg Center for Moral Philosophy Epistemology and Philosophy of Science (Tilps) Alfred Archer,Associate Professor Tilburg Center for Moral Philosophy Epistemology and Philosophy of Science (Tilps) Bart Engelen,Bart Engelen,2024-11-05 Extravagance and Misery discusses the economic inequalities that characterize capitalist societies What causes these inequalities Why are they unfair Do they make us unhappy and if so why Which stories do we tell each other about those inequalities and why do these stories help perpetuate them What role do emotions such as shame amongst the poor and envy and admiration for the rich play The authors draw on insights from philosophers economists psychologists and other scientists to explain the structural mechanisms underlying inequality and the impact it has on our well being and happiness The result is an explanation of the emotional regime that characterizes our capitalist societies and that perpetuates the unfair gap between the extravagance of the rich and the misery of the poor Finally Extravagance and Misery proposes how to re shape this emotional regime in the interests of justice and solidarity

Achieving Equity and Justice in Education through the Work of Systems Change Jennifer Neitzel,2020-01-17 In Achieving Equity and Justice

in Education through the Work of Systems Change Dr Neitzel contends that our nation is at a crossroads Do we continue with the band aid approach to equity that is focused on implementing isolated intervention programs aimed at reducing the achievement gap Or do we embrace systems change which requires us to focus on disrupting the roots that are sustaining deep disparities between Black and White students She guides readers through the history of the educational system to facilitate a greater understanding about how barriers have morphed to disadvantage Black students and why systems change is necessary to address racial inequities within our schools She lays out a systems change framework that provides the path forward for educational leaders teachers policy makers and community members The Work identifies key issues that must be addressed and offers a revolutionary new way of thinking about how to bring about lasting change for all students

Delve into the emotional tapestry woven by in Experience **Meritocracy Myth** . This ebook, available for download in a PDF format (*), is more than just words on a page; itis a journey of connection and profound emotion. Immerse yourself in narratives that tug at your heartstrings. Download now to experience the pulse of each page and let your emotions run wild.

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