

# Making Sense of Affirmative Action: A Comprehensive Guide to Understanding and Implementing Effective Programs

Affirmative action is a complex and controversial topic. It is often misunderstood and misrepresented, which can lead to confusion and division. This book aims to provide a comprehensive understanding of affirmative action, its history, its legal basis, and its impact on society.



## Making Sense of Affirmative Action by Kasper Lippert-Rasmussen

★★★★☆ 4.9 out of 5

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The book is divided into three parts. The first part provides an overview of affirmative action, including its history, legal basis, and goals. The second part examines the evidence on the impact of affirmative action on education, employment, and other areas of society. The third part provides guidance on how to design and implement effective affirmative action programs.

This book is essential reading for anyone who wants to understand affirmative action. It is a valuable resource for policymakers, educators, employers, and anyone else who is interested in creating a more just and equitable society.

## **Part 1: Overview of Affirmative Action**

### **Chapter 1: History of Affirmative Action**

The history of affirmative action in the United States dates back to the Reconstruction era, after the Civil War. In 1865, the Thirteenth Amendment abolished slavery, and the Fourteenth Amendment guaranteed equal protection under the law for all citizens. However, these amendments did not end discrimination against African Americans.

In the early 20th century, African Americans continued to face discrimination in all aspects of life, including education, employment, and housing. In 1954, the Supreme Court ruled in *Brown v. Board of Education* that segregation of public schools was unconstitutional. This decision was a major victory for the civil rights movement, but it did not end discrimination against African Americans.

In the 1960s, the civil rights movement gained momentum, and affirmative action emerged as a strategy to address the legacy of discrimination against African Americans. In 1961, President John F. Kennedy issued Executive Order 10925, which required federal contractors to take "affirmative action" to ensure that they were not discriminating against African Americans.

In 1965, President Lyndon B. Johnson issued Executive Order 11246, which expanded the scope of affirmative action to include women

and other minority groups. These executive Free Downloads were later codified into law by the Civil Rights Act of 1964 and the Equal Employment Opportunity Act of 1972.

## **Chapter 2: Legal Basis of Affirmative Action**

Affirmative action is based on the Equal Protection Clause of the Fourteenth Amendment to the U.S. Constitution. The Equal Protection Clause prohibits states from denying any person "within their jurisdiction the equal protection of the laws." This means that states must treat all citizens equally under the law.

The Supreme Court has held that affirmative action programs are constitutional as long as they are narrowly tailored to achieve a compelling government interest. In *Regents of the University of California v. Bakke* (1978), the Court upheld the use of race as a factor in college admissions, but it also ruled that quotas could not be used.

In *Grutter v. Bollinger* (2003), the Court upheld the use of race in college admissions programs, but it also ruled that the programs must be "narrowly tailored" to achieve a compelling government interest.

## **Chapter 3: Goals of Affirmative Action**

The goals of affirmative action are to:

- Eliminate the lingering effects of discrimination
- Increase diversity in education, employment, and other areas of society
- Promote equal opportunity for all

Affirmative action programs are designed to achieve these goals by providing opportunities for members of underrepresented groups.

## **Part 2: Impact of Affirmative Action**

### **Chapter 4: Impact on Education**

Affirmative action has had a positive impact on education. A study by the National Bureau of Economic Research found that affirmative action programs have increased the number of African American and Hispanic students attending college.

Another study by the Brookings Institution found that affirmative action programs have helped to close the achievement gap between white students and minority students.

### **Chapter 5: Impact on Employment**

Affirmative action has also had a positive impact on employment. A study by the Center for American Progress found that affirmative action programs have helped to increase the number of women and minorities in the workforce.

Another study by the Equal Employment Opportunity Commission found that affirmative action programs have helped to reduce the wage gap between white workers and minority workers.

### **Chapter 6: Impact on Other Areas of Society**

Affirmative action has also had a positive impact on other areas of society, such as housing and health care. A study by the Urban Institute found that

affirmative action programs have helped to increase the number of minority homeowners.

Another study by the Commonwealth Fund found that affirmative action programs have helped to increase the number of minority health care professionals.

## **Part 3: Designing and Implementing Effective Affirmative Action Programs**

### **Chapter 7: Designing Effective Affirmative Action Programs**

There are a number of factors to consider when designing an effective affirmative action program. These factors include:

- The goals of the program
- The population that the program is intended to benefit
- The resources that are available

It is important to develop a program that is tailored to the specific needs of the community that it is intended to serve.

### **Chapter 8: Implementing Affirmative Action Programs**

Once an affirmative action program has been designed, it is important to implement it effectively. This involves:

- Setting clear goals and objectives
- Developing a plan for achieving the goals and objectives
- Monitoring the progress of the program

- Making adjustments as needed

It is important to evaluate the effectiveness of the program on a regular basis and make adjustments as needed.

Affirmative action is a complex and controversial topic. However, it is an important tool for addressing the legacy of discrimination in the United States.

This book has provided a comprehensive understanding of affirmative action, its history, its legal basis, and its impact on society. It has also provided guidance on how to design and implement effective affirmative action programs.

I hope that this book will help to dispel some of the myths and misconceptions about affirmative action and foster a more informed discussion about this important issue.

Thank you for reading.



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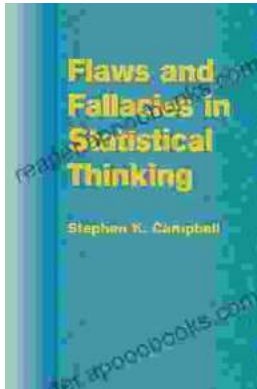
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