

v. 33 (1980)

subtly narrows it down even further. In addition, the author announces that this is to be "an analysis of the impact of equal opportunity legislation on certain personnel practices affecting women in American work organizations." When we examine the chapter headings, however, it becomes obvious that many additional topics are covered, and a reading of the text reveals numerous digressions even from these.

There are almost no issues encompassed in the field of women's studies that are not touched upon in this work, from the image of women presented by the media, the socioeconomic status of Black women, and a history of women as government employees to odds and bits about the importance of how women dress, and the special problems of doing research on women. Hence much of this book reads like a compendium of annotated references by a research assistant who was instructed not to leave out anything that has been written about women and not to worry about relevance to the main theme.

Since much of the research cited and summarized is quite interesting, and on occasion the author even provides useful comparisons and critiques of these studies, one might simply accept all this information as an additional bonus. Unfortunately, however, this slim volume of little more than 200 pages sacrifices depth to breadth. We learn a little about a great many subjects, but are presented with no more than a superficial treatment of any of them. The definition of the responsibilities of the personnel department and an analysis of the methods by which they can be carried out in the best interests of the employer and the employee and in conformance with affirmative action legislation should constitute the core of this book. These topics are, in fact, covered in chapters two to five, but even these chapters contain a good deal of historical material that is not directly relevant to current practices. Hence it is not surprising that such crucial topics as the virtual absence of career ladders in clerical jobs, the failure of flextime to gain much acceptance in this country, and the problems that corporations which routinely move their executives from location to location create for two-career couples get short shrift.

Other lapses are equally irritating. For example, the author says that "A man is likely to apply even if he lacks up to half the qualifications by an objective standard; a woman won't submit her application if she lacks even one" (p. 60) and that the "intermittent labor-force participation [of women] is a uniquely American pattern" (p. 169). Such controversial statements, however, are presented without appropriate citations. Ambitious diversions into such complex fields as the causes of increased labor-force

participation of women (ch. 1) and the relations between the civil rights and the feminist movements (ch. 6) are treated so inadequately as to be misleading. The discussion of problems encountered by researchers in what the author interchangeably refers to as social science and sociology is also inadequate (ch. 11). Finally, some specialized terms, such as "exempt" and "nonexempt" employees, are used without explanation.

These shortcomings, some of them relatively trivial, others quite serious, mar a work that deals with an important and timely topic. The book offers some information that would be useful to personnel officers concerned with affirmative action, but this is buried in such a mass of other material only marginally relevant to its main purpose, that few will want to dig through it. The diversity of the book will appeal to some general readers, but the emphasis on personnel concerns will not. The lack of focus and thoroughness in the book will disappoint scholars most of all.

Marianne A. Freier

Department of Economics
University of Illinois-Urbana

Discrimination in Reverse: Is Turnabout Fair Play? By Barry R. Gross. New York: New York University Press, 1978. xvi, 168 pp. N.p.

Reverse discrimination differs from ordinary discrimination only in that the classes previously disfavored are now preferred. If ordinary discrimination was wrong, can reverse discrimination be right? At stake is not only the occasional case in which, for private reasons, someone awards an opportunity to a minority or woman because of an actual preference for members of such classes; at stake also is the federal affirmative action program, for honest persons will admit that affirmative action cannot succeed unless minorities and women who are less qualified by conventional standards are preferred over other candidates, typically white males, who are more qualified by such standards. Professor Gross provides the first "full-length study of the problems of reverse discrimination written from a philosophic point of view." With an eye to ethics and morality, he catalogues, analyzes, and criticizes dozens of arguments that have been offered in support of reverse discrimination; he finds none of them satisfactory. In the end, he offers his own arguments against the practice; I find none of these satisfactory.

Let us consider, for example, Professor Gross's critique of the argument that certain courses in college should be taught by minorities or wo-



Discrimination In Reverse Is Turnabout Fair Play

James Garbarino, C. Elliott Asp



Discrimination In Reverse Is Turnabout Fair Play:

Discrimination in Reverse Barry R. Gross, 1978 Problems of reverse discrimination are discussed with the conclusion reached that its practice might be dangerous in that race becomes an overly important quality in the determination of who gets what privileges *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 **Law, Morality and Rights** M.A. Stewart, 2013-04-17 The Royal Institute of Philosophy has been sponsoring conferences in alternate years since 1969 These have from the start been intended to be of interest to persons who are not philosophers by profession They have mainly focused on interdisciplinary areas such as the philosophies of psychology education and the social sciences The volumes arising from these conferences have included discussions between philosophers and distinguished practitioners of other disciplines relevant to the chosen topic Beginning with the 1979 conference on Law Morality and Rights and the 1981 conference on Space Time and Causality these volumes are now constituted as a series It is hoped that this series will contribute to advancing philosophical understanding at the frontiers of philosophy and areas of interest to non philosophers It is hoped that it will do so by writing which reduces technicalities as much as the subject matter permits In this way the series is intended to demonstrate that philosophy can be clear and worthwhile in itself and at the same time relevant to the interests of lay people Reverse Discrimination Jim Buchanan, 1985 Equal Employment Opportunity and Affirmative Action Floyd D. Weatherspoon, 2018-11-21 First published in 1985 In this remarkable book the author has compiled a large collection of resource material that will be of benefit to the student as well as the practitioner of equal employment and affirmative action EEO AA This book includes a broad scope of information on EEO AA from its infancy and progresses through its rapidly changing and developing stages Indeed this book will be an invaluable asset in easily acquiring and

supplementing one's basic knowledge as well as providing a general overview of the subject area

Affirmative Action and Justice Michel Rosenfeld, 1991-01-01 A comprehensive discussion of both the interpretive and critical issues central to the question of whether affirmative action programs are constitutional Michel Rosenfeld presents a new theory that strongly defends the justice of affirmative action from the standpoint of both philosophy and constitutional law

Diversity in Organizations Cedric Herring, Loren Henderson, 2014-08-21 Diversity in Organizations argues that ensuring a diverse workforce composition has tangible benefits for organizations Rather than relying on touchy feely arguments Herring and Henderson present compelling evidence that directly links diversity to the bottom line Readers will learn How and why diversity is related to business performance The impact of diversity training programs on productivity business performance and promotions The biggest mistakes in diversity management and how to avoid them What can be done to make diversity initiatives more effective and politically palatable How to measure success in diversity initiatives in rigorous non technical ways to achieve desired results Presented accessibly without shying away from the contentious aspects of diversity the book also provides concrete advice and guidance to those who seek to implement diversity programs and initiatives in their organizations and to make their companies more competitive Students taking classes in diversity human resource management sociology of work and organizational psychology will find this a comprehensive helpful resource

Equality Transformed Herman Belz, A quarter century after the enactment of the 1964 Civil Rights Act its legacy remains controversial The statutory language intended to ensure equal opportunity to all individuals is now interpreted as authorizing both public and private employers to adopt preferential policies that benefit designated groups based on race and gender Much the same transformation has occurred in federal contract programs President Kennedy's executive order that required equal employment opportunity is now understood as mandating minority hiring with numerical goals tantamount to quotas Herman Belz's *Equality Transformed: A Quarter Century of Affirmative Action* traces this transformation of equality and how it was brought about by courts regulatory agencies and activists The early champions of civil rights sought to eradicate impediments to advancement for the downtrodden the ultimate aim was to create a truly colorblind society Over the years this goal while still professed became even more elusive Preferences goals and timetables temporary means for the attainment of a nondiscriminatory society seemed to undermine that noble quest *Equality Transformed* provides a textured history of affirmative action and its effects upon race relations and our democratic egalitarian ideals In recent years under the impetus of the Reagan Justice Department the Supreme Court has backed away however hesitantly from its earlier sympathy towards race conscious remedies and preferential treatment Belz's analysis of recent Supreme Court cases and their antecedents allows us to better understand both the tensions in our society and the fury that the Court has triggered with its recent civil rights pronouncements Belz makes a strong case for hewing to a forward looking rather than a backward looking approach to eradicating discrimination Anyone interested in the history law theory or morality of affirmative action in

employment will find Equality Transformed invaluable

Ethics and Public Policy Carl Frank Brandt,1993

The Economics of Affirmative Action Harry J. Holzer,David Neumark,2004 Affirmative action programs are a unique social experiment whose consequences deserve great attention in efforts to help disadvantaged groups By gathering the best economic studies on affirmative action this volume offers a valuable antidote to the ideological controversy that too often surrounds the subject Evidence not rhetoric is needed and here it is in one compendium Richard Freeman Harvard University US Public Administration Series--Bibliography ,1988-04

Recent Writings on the History of American Higher Education, Published 1974-1981 Dale E. Casper,1983

Taking Sides M. Ethan Katsh,1986

The Court and Public Policy Robert H. Birkby,1983 A collection of case studies examining the Supreme Court's role in the formation of U S public policy Includes several policy issues in which the Court's role has been particularly evident such as abortion free press capital punishment equal protection and reapportionment Birkby excerpts key cases revealing the Court's role in formation of policy on these issues and supplements them with related legislative proposals Presidential speeches and other government documents

Successful Schools and Competent Students James Garbarino,C. Elliott Asp,1981

Why Race Matters Michael E. Levin,1997 Opposing the denial of race differences and the claim that they do not matter anyway Michael Levin explains why these differences do matter He summarizes what has been written about the differences in intelligence and temperament and more important explores their larger significance He rejects charges that biological explanations of behavior are reductivist or determinist and he explains the circularity of explaining culture in terms of culture Levin's naturalistic outlook finds no group superior and predicts moral divergence among groups evolving in different environments With logical rigor Levin addresses conceptual issues not touched upon in previous hereditarian work drawing striking conclusions about justice race consciousness affirmative action individualism and private and state action Scholars researchers policymakers and the reading public concerned with issues of race relations social philosophy contemporary moral problems and the psychology of race differences will find the book provocative No one making an effort to think clearly about race can ignore Why Race Matters

Invisible Victims Frederic Lynch,1991-09-30 Lynch condemns the sloppy fearful thinking that has converted affirmative action into quotas and that has kept social researchers shying away from this explosive topic Shulamit Reinharz Choice There is nothing quite like Frederick Lynch's book which describes how affirmative action works in real life and points to some very disturbing effects This is a subject that should be discussed not only in the Supreme Court and Lynch makes an important contribution to that discussion Nathan Glazer Harvard University More and more questions have surfaced in the past decade concerning the wisdom and fairness of affirmative action programs In this book Lynch takes a hard look at affirmative action policy development and the social and ethical implications of a system that promotes gender and race as criteria for vocational advancement and educational opportunity He focuses on the experiences of white males who have been victims of reverse discrimination under such programs and explores the lackluster response

from government the media and employing institutions Lynch examines the political taboo that for two decades effectively stifled discussion of the issues that affirmative action raises in both public discourse and scholarly analysis He reviews the original ideals and purposes of affirmative action and contrasts them with the program as it has actually operated in everyday work settings In case studies based on interviews and other data Lynch assesses the reactions of white males to affirmative action social barriers as well as their impact on co workers friends and relatives He describes the role of the mass media the social sciences and ideological elites in creating a conspiracy of silence concerning the hidden and unintended consequences of affirmative action policies The only study that deals specifically with the impact of affirmative action on white males this book is a must read for anyone who is truly interested in understanding the sociological political and psychological complexities of this issue

Race in College Admissions Jonathan D. Levinson,1993

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Taking Sides James William Noll,1980 This EXPANDED Fourteenth Edition of TAKING SIDES EDUCATIONAL ISSUES presents two additional current controversial issues in a debate style format designed to stimulate student interest and develop critical thinking skills Each issue is thoughtfully framed with an issue summary an issue introduction and a postscript An instructor s manual with testing material is available for each volume USING TAKING SIDES IN THE CLASSROOM is also an excellent instructor resource with practical suggestions on incorporating this effective approach in the classroom Each TAKING SIDES reader features an annotated listing of selected World Wide Web sites and is supported by our student website www.dushkin.com online

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