

## **Document B: Supreme Court Must Realize Affirmative Action Doesn't Improve Education**

*By Douglas A. Kahn*

The Supreme Court has permitted affirmative action, but with limitations. The judicial decisions on this issue have focused on the educational value of having diversity in the student body. But I have observed from my experience that racial diversity has no effect on educational quality and is not the real rationale for the affirmative action policy.

In my view, the true rationale for affirmative action comes from the view that it is problematic. If Americans are to live harmoniously together, all parts of society should participate in its important functions. That justification explains why preference is really given to minorities: They also should be able to participate in the American dream.

There is a case for diversity's benefiting student life outside of the classroom. But even there, the benefits are not so substantial as to justify a large-scale program that rests on utilizing race or ethnicity as a factor in choosing a student body. Moreover, socializing students is not the main function of a university.

A university education is primarily an intellectual activity. If the faculty believed that diversity was important, they would seek to have an intellectually diverse faculty. But most universities devote little-to-no effort to add faculty members who hold diverse political and ideological views.

Another rationalization made for affirmative action is to compensate for past injuries done to specific groups. While there is no disputing that great wrongs were done to African-Americans in the past, the people who benefit from affirmative action are not the ones who have directly suffered these past wrongs.

While racial discrimination continues to exist, it is reduced from and evolved from what it once was. There is reason to doubt that racial discrimination today is any more of a problem than discrimination against many other groups who are not included in affirmative action programs - women, people of certain religions, people with disabilities, or people with low socio-economic status.

In my view, while it served its purpose, it is no longer needed. African-Americans occupy important positions in this country. The president of the United States, members of the cabinet and Congress, a member of the Supreme Court, and numerous judges and officials are African-Americans.

Douglas A. Kahn is the Paul G. Kauper Professor of Law at the University of Michigan Law School.

# Economic Perspectives On Affirmative Action

**Mary Virginia Lee Badgett**



## **Economic Perspectives On Affirmative Action:**

Economic Perspectives on Affirmative Action Mary Virginia Lee Badgett, 1995 The three scholarly articles that make up this book examine affirmative action in economic terms measuring and discussing the economic cost of racial discrimination in employment and the economic cost of equal opportunity enacted to combat discrimination and its effects The short article by Andrew Brimmer an economist who was the first black governor of the Federal Reserve Board calculates the financial cost to the nation of racial discrimination in employment education and training Cecilia Conrad's article surveys an array of experts and concludes that the direct financial costs to government and private industry of maintaining affirmative action policies is quite small she also concludes that the popular perception of a productivity loss caused by affirmative action has little basis in demonstrable fact Finally Lee Badgett and Heidi Hartmann examine the many studies that have been done to assess the effectiveness of affirmative action policies in increasing employment and wage opportunities for both women and African Americans they conclude that such policies have had measurable effects though they have often been slight

**Economic Perspectives on Affirmative Action in College Admissions** Eric K. Furstenberg, 2004 **The Journal of Economic Perspectives**, 2005 This journal attempts to fill a gap between the general interest press and other academic economics journals Its articles relate to active lines of economics research economic analysis of public policy issues state of the art economic thinking and directions for future research It also aims to provide material for classroom use and to address issues relating to the economics profession *Income Inequality in America* Stacey M. Jones, Robert S. Rycroft, 2023-01-18 This book provides a one stop resource for understanding the full dimensions of income inequality in the United States including chief socioeconomic drivers of inequality and proposals to reduce the widening gap between rich and poor in America Carefully researched and scrupulously nonpartisan this resource examines the history and current state of income inequality in the United States with a particular focus on key issues events and political economic philosophies relevant to the enduring divide between rich and poor in America One of the most valuable aspects of the book is that it surveys the complex history of income inequality in an easy to understand fashion that helps readers identify and assess the ways in which income inequality shapes many aspects of modern American society The book is even handed in its treatment of the academic and policy debates over the causes consequences and appropriate response to today's growing inequality In addition this resource provides insights into the financial underpinnings of debt and wealth and capitalism and how all of those factors perpetuate themselves It also examines problems and challenges related to child care education transportation housing and saving for retirement that hamper so many poor people in their efforts to lift their households out of poverty

Introducing Race and Gender into Economics Robin L Bartlett, 2002-09-11 Economics has tended to be a very male middle class white discipline Introducing Race and Gender into Economics is a ground breaking book which generates ideas for integrating race and gender issues into introductory economics courses Each section gives an overview of how to modify

standard courses including macroeconomics methodology microeconomics as well as race and gender sensitive issues This up to date work will be of increasing importance to all teachers of introductory economics The Oxford Handbook of Diversity and Work Quinetta M. Roberson,2013-01-31 Greater workforce diversity and business trends make the management of such diversity an important challenge for organizational leaders The Oxford Handbook of Diversity and Work offers a comprehensive review of current theory and research and stimulates thoughtful and provocative conversation about future study of diversity in the workplace **The Economic Perspective on Daily Choices** Pasquale De Marco,2025-07-10 The The Economic Perspective on Daily Choices is an Economic Perspective on Daily Choices that provides readers with a comprehensive understanding of how economic principles can be applied to everyday decision making Its chapters cover a wide range of topics from the foundations of economic behavior to the economics of social issues Written in a clear and concise style the book is suitable for readers of all levels of economic expertise The book begins with an introduction to the basic principles of microeconomics including rationality utility and optimization It then explores how these principles can be applied to explain a wide range of economic phenomena such as consumer behavior firm behavior and market equilibrium The book also discusses the role of government in the economy including the effects of taxation regulation and public spending It also examines the economics of social issues such as education healthcare and environmental protection The The Economic Perspective on Daily Choices is a valuable resource for anyone who wants to learn more about economics and how it can be applied to everyday life It is a comprehensive and accessible introduction to the field and its clear and concise style makes it suitable for readers of all levels of economic expertise Whether you are a student a business professional or simply someone who is interested in learning more about economics this book has something to offer you It will help you understand the world around you better and make better decisions in your everyday life If you like this book write a review **EBOOK: LABOR ECONOMICS** BORJAS,2015-01-16 EBOOK LABOR ECONOMICS *The Cultural Territories of Race* Michèle Lamont,1999-07 The Cultural Territories of Race makes an important contribution to current policy debates by amplifying muted voices that have too often been ignored by other social scientists **Blacks and the Quest for Economic Equality** James W. Button,Barbara A. Rienzo,Sheila L. Croucher,2009-01-01 The civil rights movement of the 1960s improved the political and legal status of African Americans but the quest for equality in employment and economic well being has lagged behind Blacks are more than twice as likely as whites to be employed in lower paying service jobs or to be unemployed are three times as likely to live in poverty and have a median household income barely half of that for white households What accounts for these disparities and what possibilities are there for overcoming obstacles to black economic progress This book seeks answers to these questions through a combined quantitative and qualitative study of six municipalities in Florida Factors impeding the quest for equality include employer discrimination inadequate education increasing competition for jobs from white females and Latinos and a lack of transportation job training affordable childcare and other sources of

support which makes it difficult for blacks to compete effectively Among factors aiding in the quest is the impact of black political power in enhancing opportunities for African Americans in municipal employment The authors conclude by proposing a variety of ameliorative measures strict enforcement of antidiscrimination laws public policies to provide disadvantaged people with a good education adequate shelter and food and decent jobs and self help efforts by blacks to counter self destructive attitudes and activities

Industrial Relations to Human Resources and Beyond: The Evolving Process of Employee Relations Management Bruce E. Kaufman, Richard A. Beaumont, Roy B. Helfgott, 2016-09-16 This collection examines the evolution of the philosophy and practice of human resource management HRM and industrial relations IR over the twentieth century By combining history contemporary practice and future trends these well known experts present both scholarly and practitioner perspectives Drawing on in depth interviews and surveys with HRM executives at leading corporations the contributors explore key trends and issues facing global companies in such areas as equal opportunity compensation practices and expatriation programs The book also takes an in depth look at one particular player in the story Industrial Relations Counselors Inc the first non profit research and consulting organization dedicated to improved HRM IR practices which was founded by John D Rockefeller in 1926 and has played a central role in the development of key labor legislation including the Social Security Act

*The SAGE Encyclopedia of Political Behavior* Fathali M. Moghaddam, 2017-05-03 The SAGE Encyclopedia of Political Behavior explores the intersection of psychology political science sociology communications and human behavior to better understand why and how people interact with political processes Bringing together scholars from around the world the encyclopedia integrates theories research and case studies from a variety of disciplines to help readers better understand the complexities of political behavior Contributors analyze the forces that shape the behavior of individuals groups and social movements and how that behavior impacts political outcomes and public policy debates In over 360 entries the encyclopedia focuses broadly on the following topics Cognitive processes Group identities and influence Individual political behavior International comparative perspectives Justice and political behavior Media discourse and communications Policies and political behavior Political systems Security and terrorism Social political movements Theories of political behavior Voting behavior and political campaigns Aimed at college and university students this one of a kind reference covers voting patterns interactions between groups what makes different types of government systems appealing to different societies and the impact of early childhood development on political beliefs among others Topics explored by political psychologists are of great interest in fields beyond either psychology or political science with implications for instance within business and management This title will be available online on SAGE Knowledge the ultimate social sciences library

*American Exceptionalism* Seymour Martin Lipset, 1996 Is America unique One of our major political analysts explores the deeply held but often unarticulated beliefs that shape the American creed A magisterial attempt to distill a lifetime of learning about America into a persuasive brief by the dean of

American political sociologists Carlin Romano Boston Globe      Complex Inequality Leslie McCall, 2002-06-01 First published in 2001 Routledge is an imprint of Taylor Francis an informa company      **Moving Up The Ladder: Development Challenges For Low And Middle-income Asia** Shigesaburo Kabe, Ryuichi Ushiyama, Takuji Kinkyo, Shigeyuki Hamori, 2016-03-07 Besides export expansion a growing middle class in Asia has contributed to the area s economic expansion providing Asian countries with a window of opportunity to leap from low middle income levels to high income levels It may sound easy for these countries to run up the ladder of economic growth but the potential risks of quickly shifting from low middle to high income levels are often overlooked Careful studies in history reveal that the experience of moving up the ladder of economic growth has varied among countries This book explores 1 the current state of Asian economies and 2 the conditions or policy counter measures that lead to higher income levels under changing external circumstances This is illustrated through case studies on five Asian economies with emphasis on their structural problems It also aims to paint a comprehensive picture of necessary policies which will encourage Asian countries to move up the ladder of growth      **Eurasian Business and Economics Perspectives** Mehmet Huseyin Bilgin, Hakan Danis, Ender Demir, Rahmi Deniz Orbay, 2025-09-30 This proceedings volume is the 33rd issue of the Springer s series Eurasian Studies in Business and Economics which is the official book series of the Eurasia Business and Economics Society EBES [www.ebesweb.org](http://www.ebesweb.org) The volume includes selected papers presented at the 48th EBES Conference which took place in Istanbul on July 4 6 2024 and was hosted by Istanbul Ticaret University T rkiye In the conference 147 papers by 328 colleagues from 44 countries were presented The conference was held both in hybrid with both in person and online paper presentation format      **Black Enterprise** , 1994-01 BLACK ENTERPRISE is the ultimate source for wealth creation for African American professionals entrepreneurs and corporate executives Every month BLACK ENTERPRISE delivers timely useful information on careers small business and personal finance      Labor Economics, second edition Pierre Cahuc, Stephane Carcillo, Andre Zylberberg, 2014-08-15 The new edition of a widely used comprehensive graduate level text and professional reference covering all aspects of labor economics with substantial new material This landmark graduate level text combines depth and breadth of coverage with recent cutting edge work in all the major areas of modern labor economics Its command of the literature and its coverage of the latest theoretical methodological and empirical developments make it also a valuable resource for practicing labor economists This second edition has been substantially updated and augmented It incorporates examples drawn from many countries and it presents empirical methods using contributions that have proved to be milestones in labor economics The data and codes of these research publications as well as numerous tables and figures describing the functioning of labor markets are all available on a dedicated website [www.labor-economics.org](http://www.labor-economics.org) along with slides that can be used as course aids and a discussion forum This edition devotes more space to the analysis of public policy and the levers available to policy makers with new chapters on such topics as discrimination globalization income

redistribution employment protection and the minimum wage or labor market programs for the unemployed Theories are explained on the basis of the simplest possible models which are in turn related to empirical results Mathematical appendixes provide a toolkit for understanding the models      Covert Racism ,2011-06-09 Covert racism subtle in application often appears hidden by norms of association affiliation group membership and or identity As such covert racism is often excused or confused with mechanisms of exclusion and inclusion ritual and ceremony acceptance and rejection Covert racism operates as a boundary keeping mechanism whose primary purpose is to maintain social distance between racial majorities and racial minorities Such boundary mechanisms work best when they are assumed natural legitimate and normal These boundary mechanisms are typically taught subconsciously or even unconsciously within social institutions and groups This volume deals with the theories institutions and experiences associated with covert racism      *Facts on Working Women* ,1989

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