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## Affirmative action pros statistics

Sample WebQuest What would be the future affirmative action? Monica Kauschinger, Project LEGAL Resources, Maxwell School at Syracuse University Using certain websites, students analyze the pros and minuses of affirmative action and recommend future opportunities. Web Searches for Background Resources affirmative action (Chronicle of Higher Education) Bakke and Beyond. Affirmative action history federal affirmative action laws. A brief history. By Charles V. Dale. CRS Report (13 April 2005) national back-affirmative action, but not minority preferences. Pew Research Center (June 2nd, 2009)... public opinion on affirmative action programmes and overall efforts to improve the situation of minorities in the country is renewed. Society as a whole has supported such efforts, but is undoubtedly opposed to the idea of preferential treatment of minorities... timeline affirmative action milestones Articles and websites affirmative action programs for minority students: Right in theory, Wrong practice. With Camille Z. Charles, Mary J. Fischer, Margarita A. Mooney, and Douglas S. Massey. Chronicle of Higher Education (27 March 2009): A.29. The full text is the time to put an end to affirmative action? By Ward Connerly and Bill Ritter Jr. in the New York Times Upfront (February 16, 2009): 22. Full text Confirmatory action, and then. By W Ralph Eubanks. American Scholar (Winter 2009): 41-48. The full text of the U.S. minority will be a majority by 2042, the Census Bureau says. The report shows faster growth, more diversity; Hispanics are the fastest growing group. America.gov, and the U. U.S. minority continues to grow. Minorities make up 34 percent of the U.S. population in 2007. By David Minkler. America. Gov. May 14, 2008 Kantrowitz, Barbara, and Pat Wingert. What is at stake. Newsweek (January 27, 2003): 30-37. Newsweek (January 27, 2003): 30-37. Full text Diversity in America: Asians. American Demographics (November 2002): 14-16. Full text Diversity in America: Black. American Demographics (November 2002): 5-7. Full Text Diversity in America: Hispanics. American Demographics (November 2002): 8-10. Full Text Diversity in America: Indians. American Demographics (November 2002): 17-18. Full Text Polls and Statistics NBC News/Wall Street Journal Poll conducted by election organizations Peter Hart (D) and Robert Teeter (R). Latest: Jan 19-21, 2003 N =500 adults nationwide. As you know, the U.S. Supreme Court will whether public universities can use race as one of the factors, factors increase student body diversity. Do you favor or oppose this practice? Favor 26% Oppose 65% Not Sure 9% Survey February 21-27, 2002 by Harris Interactive for the magazine American Demographics (Fetto, John. Help unwanted. American Demographics (May 2002): 10-11- 77% of whites and 64% of Spanish oppose affirmative action because they believe it imposes racial quotas: 80% of whites and 71% of Spanish are against special preferences from affirmative action, with 84% of blacks believe that affirmative action is still needed; The full article and survey source: Source: U.S. National Center for Educational Statistics, Digest Education Statistics, of the year . colleges have fully taken on this rationale – to the point that today they rarely mention the issue of inequality, or even diverse leadership, perhaps because they worry about getting sucked in. But this reasoning leads to what I call in my book Diversity bargain, as many white students see a goal affirmative action to benefit them through a diverse learning environment. This reasoning, which ignored equity, leads to unexpected, unpleasant expectations on the part of white students. What affirmative action has been accomplished in terms of diversity on college campuses: William Bowen and Derek Bok's classic book Shape of the River systematically looks at the impact of affirmative action by studying dozens of data from a group of selective colleges. They believe that black students who probably benefited from affirmative action — because their accomplishment data are lower than the average student in their colleges — do better in the long run than their peers, who went to lower-status universities and probably did not benefit from affirmative action. Those who benefited are more likely to graduate from college and earn a professional degree, and they have higher incomes. Such affirmative action acts as a driving force for social mobility for its final beneficiaries. This in turn leads to more diverse leadership, which you can see steadily growing in the United States. But what about other students – whites and those from a higher economic background? Decades of research into higher education have shown that the classmates of direct recipients also benefit. These students have more positive racial attitudes toward racial minorities, they report greater cognitive abilities, they even seem to participate more civically when they leave college. None of these changes would have taken place without positive action. countries that have banned affirmative action can show us this. California, for example, banned affirmative action in the late 1990s, and the black undergraduate and .c of the University of California, Berkeley, dropped from 6 percent in 1980 to just 3 percent in 2017. Switch the visibility of the main menu into Myth: Women no longer need affirmative action. Reality: although women are over the last 30 years, they have remained very under-represented in most non-traditional professional professions, as well as in blue-collar transactions. The U.S. Department of Labor Commission report (1995) states that while white men have only 43 percent of Fortune's 2,000 workforce, they hold 95 percent of senior management jobs. In addition, women make up only 8.6 percent of all engineers, less than one percent of carpenters, 23 percent of lawyers, 16 percent of police, and 3.7 percent of firefighters. White men are 33 percent of the U.S. population, while 65 percent are doctors, 71 percent of attorneys, 80 percent of tenured professors, and 94 percent of school principals. Myth: Affirmative action, minorities and women receive preferences. Reality: Affirmative action does not require preferences, and women and minorities assume that they will be given priority. Race, gender and national background are factors that can be considered when recruiting or recruiting qualified applicants. The hiring of qualified women and minorities is similar to the wishes given to veterans at work and graduate children during college admissions. There are other preferences used when selecting qualified candidates. For example, if private colleges and universities value geographical diversity in their universities, out-of-state students can be enrolled in front of a public student. Some colleges and universities consider, in addition to academic qualifications, evidence of sports ability and/or leadership skills. Myth: Affirmative action is really quota. Reality: Affirmative action provides women and minorities with full educational and job opportunities. Under the legislation in force, quotas are illegal. Federal contractors must set targets and timetables and strive to achieve them in good faith. Race, national origin and gender are among several factors to be taken into account, but appropriate and valid job or educational qualifications are not at risk. In addition, the Supreme Court has made it clear that affirmative action or programmes claiming to be affirmative is unlawful if: (1) an unqualified person receives benefits through a qualified one; (2) The numerical objectives are so rigorous that the plan lacks reasonable flexibility; (3) The numerical objectives have nothing to do with the list of qualified candidates available and could therefore become quotas; 4) the plan is not determined by length; (5) innocent bystanders are harmed inadmissively. Myth: Affirmative action leads to discrimination against white men. Reality: Evidence shows that discrimination against white men is rare. For example, of the 91 000 discrimination in employment, the Equal Employment Opportunities Commission accounts for around 3% of cases of discrimination against white men. In addition, a study conducted by Rutgers University and published by the U.S. Department of Labor (1995) found that against white men is not a problem and that much of the claims made by white men are without merit. A confirmatory requirement ensures that the employer has the largest number of qualified applicants to choose from. Myth: Affirmative action programmes supporting economically disadvantaged conditions (i.e. needs-based programmes) are sufficient to prevent discrimination. Reality: Women and minorities face discrimination as they climb the corporate ladder and bump up against the glass ceiling. For example, the U.S. Department of Labor's Glass Ceiling Commission report (1995) states that while white men hold only 43 percent of Fortune's 2,000 workforce, they own 95 percent of senior management jobs. Affirmative action programmes take positive, proactive measures to prevent discrimination at all levels of employment. Affirmative action based on need, i.e. the unsuitability of the obstacles that women and minorities face in the workplace, especially at a higher level. Myth: Unskilled individuals are recruited and promoted to ensure diversity/affirmative action. Plans must be flexible, realistic, transparent and fair. The Supreme Court has found that there are at least two permissible grounds for voluntary, affirming work for action under Title VII: 1) to prevent a clear and convincing history of past discrimination between an employer or a trade union, and (2) to prevent a manifest imbalance in the employer's employer's work force. Thus, affirmative action programmes are intended to hire the most qualified persons, while at the same time achieving equal opportunities for all. Myth: Affirmative action is not a place for government contracts. Reality: Congress has, in a bipartisan way, created federal procurement programs to combat the consequences of discrimination, which have created artificial barriers to the creation, development and use of companies belonging to disadvantaged persons, including women and minorities. Only qualified companies may participate in these procurement programmes. Federal law sets a number of general, state goals to encourage broader participation in federal procurement: 20 percent for small businesses, five percent for small disadvantaged businesses, and five percent for women-owned businesses. The objectives are flexible and reflect efforts, not guarantees that they will be achieved. With these objectives, women and a minority company have begun to expand opportunities for women and minority contractors. Between 1982 and 1991, the dollar of federal contracts increased by 200 percent to women-owned enterprises and by 125 percent to minority-owned companies. However, these programs are still needed because, although minorities own nearly nine percent of all businesses and women own 34 percent of all businesses, total minorities and women receive only about 8.8 percent of the more than \$200 billion in federal contracts In addition, without these the share of employment contracts with women and minority-owned enterprises will decrease dramatically. For example, after the 1989 Croson decision to invalidate a minority contractor program in Richmond, Virginia, a fraction of the contracting dollar going to minority-owned businesses in Richmond fell from 38.5 percent to 2.2 percent. Myth: Title VII alone is enough to prevent discrimination. Reality: Affirmative action means positive, proactive and preemptive measures to combat discrimination rather than waiting for factual litigation. Title VII concerns discrimination, but does so only after a case of discrimination has been claimed. Affirmative action policy is a means of ending discrimination in a much cheaper and disruptive way than protracted litigation. Myth: There is insufficient representation of minorities and women in the corporate world (or other high-income jobs) not to be associated with discrimination. Reality: discrimination is not the only reason for the lack of women and minorities in the corporate world. However, we must deal with past and present discrimination. A study from a 1982 Stanford MBA graduating class found that in 1992, 16 percent of men held CEO titles, compared with two percent of women. Twenty-three percent of men become corporate vice presidents, but only 10 percent women, while 15 percent of men served as directors, compared with eight percent of women. There are still obstacles to employment and promotion for women and minorities. Affirmative action opens the door to opportunity and development. Myth: the so-called income gap between men and women has been greatly locked in recent years; therefore, there is no longer a need for affirmative action to achieve the paying of own funds. Reality: In 1993, the total amount of wages that women lost due to pay inequality was almost USD 100 billion. The average woman loses about \$420,000 over a lifetime because of unequal pay practices. Working women still earn a little over 70 cents for every dollar men earn. Much of this wage gap is due to the fact that women are still segregated in traditional jobs dominated by women with low wages. In 1993, 61 per cent of all women employed worked in technical/sales, service and administrative support/clerk positions, while only 28 per cent of women worked in the higher-fee management and professional fields. Moreover, the pay gap even exists in the same profession. In 86 professions tracked by the Bureau of Labor Statistics, women earn 20 to 35 percent less than men. For example, female college professors earn 77.1 percent of male professors' salaries. Women public relations specialists earn 76.7 percent of their male counterparts. Women in securities and financial services earn 65.6 percent of men's wages. Myth: part of the analysis pointing to wage differences between men and women, without taking into account differences in hours worked and years of continuous work experience between the sexes. Women's incomes are depressed because women work on average, on average, hours a week than men, and they have more breaks over their working lives than men. Reality: Wage inequality is most frequently cited based on Department of Labor and Census Bureau data for the entire year of full-time workers who have constant attachment to the workforce. These data do not compare full-time male workers with part-time workers, nor do they compare permanent workers with part-time and potential workers. This information was obtained from the American University Women's Association of Women

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