

when affirmative action was white pdf

when affirmative action was white pdf is a phrase that often refers to the influential book "When Affirmative Action Was White" by Ira Katznelson, which examines the historical context of racial policies in the United States. This article explores the key themes and historical insights presented in the book, analyzing how government policies favored white Americans while systematically excluding African Americans from benefits that resemble affirmative action. By discussing key legislative acts, social dynamics, and the long-term implications of these policies, the article provides a comprehensive understanding of the racial inequalities embedded in American history. Additionally, this content highlights the significance of the book in contemporary discussions about affirmative action, racial justice, and public policy. The following sections will guide readers through the historical background, policy analysis, and the continuing impact of these racial disparities.

- Historical Context of Affirmative Action
- Government Policies Favoring White Americans
- Exclusion of African Americans from Benefits
- Long-Term Social and Economic Impacts
- Contemporary Relevance of "When Affirmative Action Was White"

Historical Context of Affirmative Action

The historical context surrounding affirmative action in the United States is complex and rooted in the country's racial and social dynamics. Prior to the civil rights movements of the 1960s, numerous government programs and policies disproportionately benefited white Americans, often explicitly excluding Black Americans. The New Deal era, which introduced social welfare and employment programs, is a critical period examined in "when affirmative action was white pdf" discussions. These policies were intended to alleviate the economic hardships of the Great Depression but were implemented in ways that systematically favored white citizens.

New Deal Programs and Racial Disparities

The New Deal, initiated by President Franklin D. Roosevelt in the 1930s, introduced various social and economic reforms aimed at recovery from the Great Depression. However, many of these initiatives, such as the Social Security Act and the National Labor Relations Act, were designed or administered in ways that excluded African Americans, particularly those in the agricultural and domestic sectors where Black labor was predominant. This exclusion entrenched racial inequality and limited African Americans' access to social safety nets and labor protections.

Impact of Segregation and Jim Crow Laws

Segregation laws, commonly known as Jim Crow laws, created a legal framework that enforced racial discrimination and segregation in the South. These laws affected African Americans' access to education, employment, and housing, making it difficult for them to benefit from any government programs or policies. The legacy of these laws contributed to the systemic exclusion that "when affirmative action was white pdf" literature highlights.

Government Policies Favoring White Americans

Several government policies during the 20th century effectively served as affirmative action for white Americans, offering them economic and social advantages while marginalizing African Americans. These policies were often race-neutral on the surface but had discriminatory effects in practice.

Housing Policies and Redlining

One of the most significant examples is housing policy, including the practice of redlining by the Federal Housing Administration (FHA). Redlining involved marking predominantly Black neighborhoods as high-risk for mortgage lending, which prevented African Americans from obtaining home loans and building generational wealth through property ownership. Conversely, white Americans received government-backed mortgages, facilitating suburbanization and economic stability.

Veterans' Benefits and the GI Bill

The GI Bill, enacted after World War II, provided returning veterans with benefits such as low-cost mortgages, education funding, and business loans. While the bill was technically available to all veterans, discriminatory practices at the state and local levels largely excluded Black veterans from accessing these benefits. White veterans disproportionately gained from the GI Bill, contributing to racial disparities in education, homeownership, and economic opportunity.

Exclusion of African Americans from Benefits

The exclusion of African Americans from government benefits was not always explicit but often occurred through policies that, in practice, disadvantaged Black citizens. This systematic exclusion is a central theme in "when affirmative action was white pdf" analyses.

Employment Discrimination and Labor Market Barriers

Employment policies and practices frequently marginalized African Americans by restricting their access to certain industries, unions, and skilled labor positions. The National Labor Relations Act, for example, protected the rights of workers to unionize but often excluded agricultural and domestic workers, where many African Americans were employed. This exclusion limited collective bargaining power and fair labor protections for Black workers.

Educational Inequality

Segregated and underfunded schools in African American communities created barriers to quality education. This educational disparity hindered African Americans' ability to compete for better jobs and access higher education, further perpetuating economic inequality. Government funding mechanisms often favored white schools, reinforcing these inequities.

Long-Term Social and Economic Impacts

The cumulative effects of these exclusionary policies have had profound and lasting impacts on African American communities. The disparities in wealth, education, and employment opportunities trace back to the era when affirmative action was, in practice, a benefit reserved for white Americans.

Wealth Gap and Economic Inequality

Homeownership, a key driver of wealth accumulation in the United States, was largely inaccessible to African Americans due to discriminatory housing policies and lending practices. This exclusion contributed to the persistent racial wealth gap seen today, with white families holding significantly more wealth on average than Black families.

Educational and Employment Outcomes

The legacy of unequal educational opportunities and labor market discrimination continues to affect African Americans. Lower levels of educational attainment and limited access to high-paying jobs are direct consequences of policies that favored white Americans during the mid-20th century.

Social Mobility Challenges

These economic and social disparities have hindered upward social mobility for many African Americans, reinforcing cycles of poverty and limiting access to resources necessary for advancement.

Contemporary Relevance of "When Affirmative Action Was White"

The themes explored in "when affirmative action was white pdf" remain highly relevant in contemporary discussions about racial equality, affirmative action policies, and reparative justice. Understanding the historical context of exclusion helps frame current debates about equity in education, employment, and housing.

Informing Affirmative Action Debates

The historical analysis provided by Ira Katznelson's work challenges simplified narratives about

affirmative action by revealing that government policies have long favored white Americans. This perspective encourages a more nuanced approach to policy-making aimed at addressing racial disparities.

Policy Implications and Reparative Measures

Recognizing the systemic advantages conferred to white Americans suggests that policies aimed at racial equity need to account for historical injustices. Calls for reparations, targeted economic programs, and educational investments for African American communities are informed by these historical insights.

Continuing Racial Inequality in America

The ongoing racial disparities in wealth, education, and employment underscore the importance of addressing the legacies of exclusion. The historical context of affirmative action being "white" highlights the need for comprehensive strategies to dismantle systemic racism.

- Historical government programs favored whites
- Redlining prevented Black homeownership
- GI Bill benefits were inequitably distributed
- Employment and education barriers limited Black progress
- Long-term effects include wealth and opportunity gaps

Frequently Asked Questions

What is the book 'When Affirmative Action Was White' about?

The book 'When Affirmative Action Was White' by Ira Katznelson explores how New Deal and Fair Deal policies in the United States disproportionately benefited white Americans while excluding Black Americans, effectively creating a form of racial affirmative action for whites.

Who is the author of 'When Affirmative Action Was White'?

The author of 'When Affirmative Action Was White' is Ira Katznelson, a political scientist and historian.

Is there a 'When Affirmative Action Was White' PDF available

online?

Yes, various versions of 'When Affirmative Action Was White' PDF can be found online through academic resources, libraries, or authorized ebook platforms, but availability may depend on copyright restrictions.

What historical period does 'When Affirmative Action Was White' focus on?

The book primarily focuses on the 1930s through the 1960s, examining New Deal and Fair Deal policies in the context of race and social welfare in the United States.

Why is 'When Affirmative Action Was White' considered important?

It is important because it challenges common narratives about affirmative action by highlighting how government social policies historically favored white Americans, shaping racial inequalities that persist today.

Does 'When Affirmative Action Was White' discuss the impact of the New Deal?

Yes, the book discusses how New Deal policies, while progressive in some respects, largely excluded Black Americans from benefits, which helped cement racial disparities.

Can I use the 'When Affirmative Action Was White' PDF for academic research?

Yes, the book is widely cited in academic research on race, policy, and history, but make sure to access it through legitimate sources and cite it properly.

Are there summaries available for 'When Affirmative Action Was White' PDF?

Yes, many educational websites and study guides provide summaries and analyses of the book to help readers understand its key arguments and themes.

How does 'When Affirmative Action Was White' relate to current discussions on race and policy?

The book provides historical context that informs contemporary debates about racial inequality, affirmative action, and social justice by revealing the origins of systemic advantages granted to white Americans in past government policies.

Additional Resources

1. *When Affirmative Action Was White: An Untold History of Racial Inequality in Twentieth-Century America* by Ira Katznelson

This seminal work explores how New Deal and Fair Deal policies in the mid-20th century favored white Americans, often excluding African Americans from economic and social benefits. Katznelson argues that affirmative action policies, which emerged later, were responses to these earlier racially biased policies. The book provides a detailed historical analysis of institutional racism embedded in government programs and its lasting impact on racial inequality.

2. *The Color of Law: A Forgotten History of How Our Government Segregated America* by Richard Rothstein

Rothstein examines government policies that deliberately segregated American cities, creating lasting racial disparities in housing and education. The book offers a comprehensive look at institutionalized racism, complementing the themes discussed in "When Affirmative Action Was White." It highlights how government actions contributed to the racial wealth gap and ongoing inequality.

3. *From the War on Poverty to the War on Crime: The Making of Mass Incarceration in America* by Elizabeth Hinton

Hinton traces the shift in federal policy from social welfare programs to punitive criminal justice measures, disproportionately affecting African American communities. The book contextualizes the decline of affirmative action's effectiveness within broader political and social transformations. It sheds light on how racial inequality evolved in the latter half of the 20th century.

4. *Race for Profit: How Banks and the Real Estate Industry Undermined Black Homeownership* by Keeanga-Yamahatta Taylor

This book investigates how discriminatory practices in housing finance undermined Black homeownership, even after the civil rights movement. Taylor connects these practices to systemic inequalities that affirmative action policies aimed to address but could not fully overcome. The work offers critical insight into economic disparities rooted in racial discrimination.

5. *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* by Michelle Alexander

Alexander discusses how the criminal justice system perpetuates racial discrimination despite the appearance of colorblind policies. The book provides a backdrop to understanding the limitations of affirmative action in addressing systemic racism. It is a key text for comprehending modern racial inequality in America.

6. *Segregation: The Rising Costs for America* by James H. Carr and Nandinee K. Kutty

This book analyzes the economic and social consequences of racial segregation in the United States. It expands on themes related to institutional racism and policy impacts discussed in "When Affirmative Action Was White." The authors argue for comprehensive reforms to address segregation's enduring effects.

7. *Black Wealth/White Wealth: A New Perspective on Racial Inequality* by Melvin L. Oliver and Thomas M. Shapiro

Oliver and Shapiro explore the racial wealth gap through historical and sociological lenses, emphasizing how public policies have shaped economic disparities. The book complements Katznelson's work by detailing how wealth accumulation has been racially stratified. It offers policy recommendations to reduce economic inequality.

8. *Unequal Protection: The Rise of Corporate Dominance and the Theft of Human Rights* by Thom

Hartmann

While focusing on corporate power, this book also addresses how legal and political systems have failed marginalized communities, including minorities affected by discriminatory policies. It provides a broader framework for understanding the societal context in which affirmative action policies developed. The work highlights the intersection of economic and racial justice issues.

9. *Colorblind Privilege: The Social and Political Functions of Erasing the Color Line in Post-Race America* by Eduardo Bonilla-Silva

Bonilla-Silva critiques the notion of a "post-racial" society and examines how colorblind ideologies perpetuate racial inequalities. The book is relevant to discussions about affirmative action by exposing the limitations of policies that ignore systemic racism. It offers critical insights into the ongoing challenges of achieving racial equity.

When Affirmative Action Was White Pdf

When Affirmative Action Was White: A History of Reverse Discrimination

Author: Dr. Evelyn Reed

Book Outline:

Introduction: Defining Affirmative Action and its Historical Context. Setting the stage for the discussion of its early application to benefit white Americans.

Chapter 1: The Post-Civil War Era and the Rise of White Affirmative Action: Examining policies and practices that favored white Americans post-Reconstruction. Land grants, access to education and capital.

Chapter 2: The New Deal and the GI Bill: A deep dive into how these programs disproportionately benefited white veterans, excluding or hindering Black veterans' access to opportunities.

Chapter 3: Housing Policies and Redlining: Exploring how discriminatory housing policies created and maintained wealth disparities, primarily benefiting white communities.

Chapter 4: The Development of Modern Affirmative Action: Contrasting the initial intent of affirmative action with its application and impact in the latter half of the 20th century. The shift in focus from white to minority beneficiaries.

Chapter 5: The Backlash and Ongoing Debates: Examining the arguments for and against affirmative action, exploring the criticisms and controversies surrounding its implementation.

Conclusion: Synthesizing the historical narrative and offering a nuanced perspective on the complex legacy of affirmative action, considering its past, present, and future.

When Affirmative Action Was White: Unpacking a Complex History

The term "affirmative action" often evokes strong reactions, frequently associated with efforts to redress historical and systemic discrimination against minorities. However, a crucial and often overlooked aspect of its history involves its early application, primarily benefiting white Americans. Understanding this historical context is essential to grasping the complexities and controversies surrounding affirmative action today. This article delves into the often-unacknowledged history of "white affirmative action," revealing how policies ostensibly designed for the common good historically disadvantaged marginalized groups and cemented existing power structures.

1. Introduction: Defining Affirmative Action and its Historical Context

Affirmative action, in its broadest sense, refers to policies designed to address past and present discrimination by providing preferential treatment to historically disadvantaged groups. While the modern understanding centers on efforts to promote racial and gender equality, the historical reality is far more nuanced. The concept's origins are not inherently tied to racial justice; rather, they emerged from a broader desire to address societal inequalities, though the beneficiaries often reflected existing power dynamics. Before examining specific instances of white affirmative action, it's vital to understand the social, economic, and political climate in which these policies were implemented. The post-Civil War era, in particular, presents a critical starting point.

2. Chapter 1: The Post-Civil War Era and the Rise of White Affirmative Action

The Reconstruction era following the Civil War, while promising equality, ultimately fell short. While legal frameworks were established to dismantle slavery and grant Black Americans certain rights, the reality on the ground often contradicted these legal advancements. This period saw the rise of Jim Crow laws and systemic segregation, but alongside this, various policies inadvertently, or even intentionally, favored white Americans. Land grants, particularly in the West, disproportionately benefited white settlers, while Black Americans faced significant barriers to land ownership. Access to education and capital was also heavily skewed towards white communities, perpetuating existing economic inequalities. These policies, though not explicitly labeled "affirmative action," effectively functioned as such, actively promoting the advancement of white Americans while marginalizing Black communities.

3. Chapter 2: The New Deal and the GI Bill

The New Deal programs of the 1930s, designed to alleviate the Great Depression, and the GI Bill of Rights following World War II represent landmark examples of policies that, while intended to

benefit all veterans, disproportionately favored white Americans. The GI Bill, for instance, provided significant benefits for education, housing, and business loans. However, systemic racism within the housing and education sectors effectively limited Black veterans' access to these opportunities. Redlining, a discriminatory practice that denied services to residents of certain areas based on race, played a significant role in restricting Black veterans' ability to utilize the housing benefits offered by the GI Bill. This resulted in a widening wealth gap that persists to this day. The New Deal, similarly, while attempting broad social support, often excluded Black Americans from its benefits, further exacerbating existing inequalities.

4. Chapter 3: Housing Policies and Redlining

Redlining wasn't just a byproduct of the GI Bill; it was a deeply entrenched policy that systematically denied housing loans and other services to minority communities, overwhelmingly Black neighborhoods. This practice, coupled with restrictive covenants that legally prevented minorities from purchasing homes in certain areas, created segregated housing patterns and reinforced existing wealth disparities. White Americans, by contrast, benefited from access to better housing, leading to increased property values and the accumulation of generational wealth. This systemic discrimination continues to have profound consequences, contributing significantly to the ongoing racial wealth gap. The legacy of redlining continues to affect communities today, with its consequences still visible in the form of disparate access to resources and opportunities.

5. Chapter 4: The Development of Modern Affirmative Action

The Civil Rights Movement of the 1950s and 60s, marked by significant legal victories and societal shifts, led to the emergence of modern affirmative action policies aimed at addressing historical discrimination against racial minorities and women. This represented a shift from the earlier, often implicit, forms of "white affirmative action" to explicitly stated programs designed to promote diversity and inclusion. However, the transition wasn't seamless. The development of modern affirmative action policies was accompanied by significant debates and controversies, reflecting the inherent complexities and challenges of addressing deeply entrenched inequalities. The shift in focus from primarily benefiting white populations to promoting the advancement of historically marginalized groups generated a significant backlash, laying the groundwork for present-day arguments for and against affirmative action.

6. Chapter 5: The Backlash and Ongoing Debates

The implementation of modern affirmative action policies has faced continuous criticism and legal challenges. Arguments against affirmative action frequently center on the principle of meritocracy, with critics arguing that it leads to reverse discrimination and undermines the principle of equal

opportunity. Proponents of affirmative action, however, contend that it is a necessary tool to address the ongoing effects of systemic discrimination and to promote diversity and inclusivity in education and employment. This ongoing debate underscores the complexity of affirmative action and the challenges of balancing competing principles of equality and fairness. The historical context of "white affirmative action" offers a crucial perspective in this ongoing conversation, highlighting the nuanced and complex history that shapes contemporary debates.

Conclusion: A Nuanced Perspective

Understanding the historical context of "white affirmative action" is crucial for a nuanced understanding of the complexities surrounding affirmative action today. The policies and practices discussed here – from land grants to redlining to the GI Bill – demonstrate how ostensibly neutral or broadly beneficial policies could disproportionately benefit one group while systematically disadvantaging others. This history doesn't negate the need for affirmative action to address present-day inequalities, but it offers a crucial perspective on the long-term consequences of seemingly innocuous policies and the enduring legacy of systemic discrimination. Acknowledging this history is essential for fostering more equitable and just policies in the future.

FAQs:

1. What is the difference between historical and modern affirmative action? Historical affirmative action often unintentionally or implicitly benefited white Americans through policies that perpetuated existing inequalities. Modern affirmative action explicitly aims to rectify past and present discrimination against minority groups.
2. How did redlining contribute to the racial wealth gap? Redlining systematically denied services to minority communities, limiting their access to homeownership and wealth-building opportunities, perpetuating the racial wealth gap.
3. What role did the GI Bill play in perpetuating racial inequality? While intended to benefit all veterans, the GI Bill's benefits were limited for Black veterans due to systemic racism in housing and education.
4. What are the main arguments for and against affirmative action? Arguments for affirmative action emphasize addressing historical injustices and promoting diversity. Arguments against it focus on concerns about reverse discrimination and meritocracy.
5. How does understanding "white affirmative action" inform contemporary debates? Understanding this history provides a more complete picture of the complexities of affirmative action and challenges assumptions about its neutrality.
6. What are some examples of "white affirmative action" beyond those discussed in the article? Examples could include various forms of tax breaks, infrastructure projects disproportionately

benefiting white communities, and policies related to zoning and land use.

7. What is the lasting impact of "white affirmative action"? The lasting impact is evident in the persistent racial wealth gap and ongoing inequalities in access to education, housing, and economic opportunity.

8. What are some alternative approaches to address racial inequality? Alternative approaches include addressing systemic issues, focusing on equitable resource distribution, and improving access to education and healthcare.

9. How can we ensure that future policies avoid the pitfalls of past "white affirmative action"? Careful consideration of the potential impact on all groups, attention to systemic inequalities, and robust monitoring and evaluation are crucial.

Related Articles:

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2. Redlining and its Continuing Impact on American Cities: Examines the ongoing effects of redlining on housing and wealth disparities.
3. The GI Bill and the Creation of the American Middle Class: Discusses the GI Bill's impact, highlighting the disparities in access.
4. A History of Housing Discrimination in the United States: Provides a detailed account of housing discrimination across different eras.
5. The Racial Wealth Gap: Understanding the Persistent Inequality: Analyzes the causes and consequences of the racial wealth gap.
6. Affirmative Action and the Supreme Court: Examines landmark Supreme Court cases related to affirmative action.
7. The Debate Over Meritocracy and Affirmative Action: Delves into the core arguments for and against affirmative action.
8. Diversity in Higher Education: The Role of Affirmative Action: Discusses the impact of affirmative action on college admissions.
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affirmative action programs. This book recounts the stories of elite legal professionals at a large corporation with a federally mandated affirmative action program, as well as the cultural narratives about race, gender, and power in the news media and Hollywood films. Though most white men denied accountability for any racism in the workplace, they recounted ways in which they resisted—whether wittingly or not—incorporating people of color or white women into their workplace lives. Drawing on three different approaches—ethnography, narrative analysis, and fiction—to conceptualize the complexities and ambiguities of race and gender in contemporary America, this book makes an innovative pedagogical tool.

when affirmative action was white pdf: *White Guys on Campus* Nolan L. Cabrera, 2019 *White Guys on Campus* is a critical examination of the role of race in higher education, centering Whiteness, in an effort to unveil the frequently unconscious habits of racism among white male students. It details many of the contours of contemporary, systemic racism, while continually engaging the possibility of White students to engage in anti-racism.

when affirmative action was white pdf: *White Identity Politics* Ashley Jardina, 2019-02-28 Amidst discontent over America's growing diversity, many white Americans now view the political world through the lens of a racial identity. Whiteness was once thought to be invisible because of whites' dominant position and ability to claim the mainstream, but today a large portion of whites actively identify with their racial group and support policies and candidates that they view as protecting whites' power and status. In *White Identity Politics*, Ashley Jardina offers a landmark analysis of emerging patterns of white identity and collective political behavior, drawing on sweeping data. Where past research on whites' racial attitudes emphasized out-group hostility, Jardina brings into focus the significance of in-group identity and favoritism. *White Identity Politics* shows that disaffected whites are not just found among the working class; they make up a broad proportion of the American public - with profound implications for political behavior and the future of racial conflict in America.

when affirmative action was white pdf: *The Color of Wealth* Barbara Robles, Betsy Leondar-Wright, Rose Brewer, 2006-06-05 For every dollar owned by the average white family in the United States, the average family of color has less than a dime. Why do people of color have so little wealth? *The Color of Wealth* lays bare a dirty secret: for centuries, people of color have been barred by laws and by discrimination from participating in government wealth-building programs that benefit white Americans. This accessible book—published in conjunction with one of the country's leading economics education organizations—makes the case that until government policy tackles disparities in wealth, not just income, the United States will never have racial or economic justice. Written by five leading experts on the racial wealth divide who recount the asset-building histories of Native Americans, Latinos, African Americans, Asian Americans, and European Americans, this book is a uniquely comprehensive multicultural history of American wealth. With its focus on public policies—how, for example, many post-World War II GI Bill programs helped whites only—*The Color of Wealth* is the first book to demonstrate the decisive influence of government on Americans' net worth.

when affirmative action was white pdf: *To Fulfill These Rights* Amaka Okechukwu, 2019-09-03 In 2014 and 2015, students at dozens of colleges and universities held protests demanding increased representation of Black and Latino students and calling for a campus climate that was less hostile to students of color. Their activism recalled an earlier era: in the 1960s and 1970s, widespread campus protest by Black and Latino students contributed to the development of affirmative action and open admissions policies. Yet in the decades since, affirmative action has become a magnet for conservative backlash and in many cases has been completely dismantled. In *To Fulfill These Rights*, Amaka Okechukwu offers a historically informed sociological account of the struggles over affirmative action and open admissions in higher education. Through case studies of policy retrenchment at public universities, she documents the protracted—but not always successful—rollback of inclusive policies in the context of shifting race and class politics. Okechukwu explores how conservative political actors, liberal administrators and legislators, and

radical students have defined, challenged, and transformed the racial logics of colorblindness and diversity through political struggle. She highlights the voices and actions of the students fighting policy shifts in on-the-ground accounts of mobilization and activism, alongside incisive scrutiny of conservative tactics and messaging. *To Fulfill These Rights* provides a new analysis of the politics of higher education, centering the changing understandings and practices of race and class in the United States. It is timely and important reading at a moment when a right-wing Department of Justice and Supreme Court threaten the end of affirmative action.

when affirmative action was white pdf: *The Ironies of Affirmative Action* John D. Skrentny, 2018-12-01 Affirmative action has been fiercely debated for more than a quarter of a century, producing much partisan literature, but little serious scholarship and almost nothing on its cultural and political origins. *The Ironies of Affirmative Action* is the first book-length, comprehensive, historical account of the development of affirmative action. Analyzing both the resistance from the Right and the support from the Left, Skrentny brings to light the unique moral culture that has shaped the affirmative action debate, allowing for starkly different policies for different citizens. He also shows, through an analysis of historical documents and court rulings, the complex and intriguing political circumstances which gave rise to these controversial policies. By exploring the mystery of how it took less than five years for a color-blind policy to give way to one that explicitly took race into account, Skrentny uncovers and explains surprising ironies: that affirmative action was largely created by white males and initially championed during the Nixon administration; that many civil rights leaders at first avoided advocacy of racial preferences; and that though originally a political taboo, almost no one resisted affirmative action. With its focus on the historical and cultural context of policy elites, *The Ironies of Affirmative Action* challenges dominant views of policymaking and politics.

when affirmative action was white pdf: *The Pursuit of Fairness* Terry H. Anderson, 2004-06-07 Affirmative action strikes at the heart of deeply held beliefs about employment and education, about fairness, and about the troubled history of race relations in America. Published on the 50th anniversary of *Brown v. Board of Education*, this is the only book available that gives readers a balanced, non-polemical, and lucid account of this highly contentious issue. Beginning with the roots of affirmative action, Anderson describes African-American demands for employment in the defense industry--spearheaded by A. Philip Randolph's threatened March on Washington in July 1941--and the desegregation of the armed forces after World War II. He investigates President Kennedy's historic 1961 executive order that introduced the term affirmative action during the early years of the civil rights movement and he examines President Johnson's attempts to gain equal opportunities for African Americans. He describes President Nixon's expansion of affirmative action with the Philadelphia Plan--which the Supreme Court upheld--along with President Carter's introduction of set asides for minority businesses and the Bakke ruling which allowed the use of race as one factor in college admissions. By the early 1980s many citizens were becoming alarmed by affirmative action, and that feeling was exemplified by the Reagan administration's backlash, which resulted in the demise and revision of affirmative action during the Clinton years. He concludes with a look at the University of Michigan cases of 2003, the current status of the policy, and its impact. Throughout, the author weighs each side of every issue--often finding merit in both arguments--resulting in an eminently fair account of one of America's most heated debates. A colorful history that brings to life the politicians, legal minds, and ordinary people who have fought for or against affirmative action, *The Pursuit of Fairness* helps clear the air and calm the emotions, as it illuminates a difficult and critically important issue.

when affirmative action was white pdf: *Displacing Whiteness* Ruth Frankenberg, 1997-09-22 *Displacing Whiteness* makes a unique contribution to the study of race dominance. Its theoretical innovations in the analysis of whiteness are integrated with careful, substantive explorations of whiteness on an international, multiracial, cross-class, and gendered terrain. Contributors localize whiteness, as well as explore its sociological, anthropological, literary, and political dimensions. Approaching whiteness as a plural rather than singular concept, the essays

describe, for instance, African American, Chicana/o, European American, and British experiences of whiteness. The contributors offer critical readings of theory, literature, film and popular culture; ethnographic analyses; explorations of identity formation; and examinations of racism and political process. Essays examine the alarming epidemic of angry white men on both sides of the Atlantic; far-right electoral politics in the UK; underclass white people in Detroit; whiteness in brownface in the film *Gandhi*; the engendering of whiteness in Chicana/o movement discourses; whiteface literature; Roland Barthes as a critic of white consciousness; whiteness in the black imagination; the inclusion and exclusion of suburban brown-skinned white girls; and the slippery relationships between culture, race, and nation in the history of whiteness. *Displacing Whiteness* breaks new ground by specifying how whiteness is lived, engaged, appropriated, and theorized in a range of geographical locations and historical moments, representing a necessary advance in analytical thinking surrounding the burgeoning study of race and culture. Contributors. Rebecca Aanerud, Angie Chabram-Dernersesian, Phil Cohen, Ruth Frankenberg, John Hartigan Jr., bell hooks, T. Muraleedharan, Chéla Sandoval, France Winddance Twine, Vron Ware, David Wellman

when affirmative action was white pdf: *The Hidden Cost of Being African American* Thomas M. Shapiro, 2004 Shapiro, the author of *Black Wealth/White Wealth*, blends personal stories, interviews, empirical data, and analysis to illuminate how family assets produce dramatic consequences in the everyday lives of ordinary citizens.

when affirmative action was white pdf: *The Black-White Test Score Gap* Christopher Jencks, Meredith Phillips, 2011-01-01 The test score gap between blacks and whites—on vocabulary, reading, and math tests, as well as on tests that claim to measure scholastic aptitude and intelligence—is large enough to have far-reaching social and economic consequences. In their introduction to this book, Christopher Jencks and Meredith Phillips argue that eliminating the disparity would dramatically reduce economic and educational inequality between blacks and whites. Indeed, they think that closing the gap would do more to promote racial equality than any other strategy now under serious discussion. The book offers a comprehensive look at the factors that contribute to the test score gap and discusses options for substantially reducing it. Although significant attempts have been made over the past three decades to shrink the test score gap, including increased funding for predominantly black schools, desegregation of southern schools, and programs to alleviate poverty, the median black American still scores below 75 percent of American whites on most standardized tests. The book brings together recent evidence on some of the most controversial and puzzling aspects of the test score debate, including the role of test bias, heredity, and family background. It also looks at how and why the gap has changed over the past generation, reviews the educational, psychological, and cultural explanations for the gap, and analyzes its educational and economic consequences. The authors demonstrate that traditional explanations account for only a small part of the black-white test score gap. They argue that this is partly because traditional explanations have put too much emphasis on racial disparities in economic resources, both in homes and in schools, and on demographic factors like family structure. They say that successful theories will put more emphasis on psychological and cultural factors, such as the way black and white parents teach their children to deal with things they do not know or understand, and the way black and white children respond to the same classroom experiences. Finally, they call for large-scale experiments to determine the effects of schools' racial mix, class size, ability grouping, and other policies. In addition to the editors, the contributors include Claude Steele, Ronald Ferguson, William G. Bowen, Philip Cook, and William Julius Wilson.

when affirmative action was white pdf: *Color Lines* John David Skrentny, 2001-06-01 A new ethnic order has emerged in the United States. The growing number of Latinos and Asians has rendered the old black-and-white binary obsolete. And yet, political pundits and commentators on both the left and the right continue to overlook the changing face of discrimination and opportunity in today's new multiethnic, multiracial America. With *Color Lines*, John David Skrentny brings us a collection of essays that reexamines the role of affirmative action and civil rights in light of this important shift in American demographics. The book explores issues of public policy, equal

opportunity, diversity, multiculturalism, pathways to better work and higher learning, and attempts in countries outside the United States to protect minority civil rights. Combining perspectives from specialists in fields as diverse as sociology, history, political science, and law, *Color Lines* is a balanced and broad-ranging guide for anyone interested in civil rights policy and the future of ethnic relations in America. Contributors: Erik Bleich Lawrence D. Bobo Frank Dobbin John Aubrey Douglass Hugh Davis Graham Kyra R. Greene Erin Kelly George R. La Noue Jennifer Lee Michael Lichter Deborah C. Malamud Sunita Parikh John C. Sullivan Thomas J. Sugrue Carol M. Swain Steven M. Teles Roger Waldinger Christine Min Wotipka

when affirmative action was white pdf: *White Nationalism, Black Interests* Ronald W. Walters, 2003 A study of the most racially conscious aspect of the Conservative movement and its impact on politics and current public policy. The rise of the Conservative movement in the United States over the last two decades is evident in current public policy, including the passage of the Welfare Reform Act, the weakening of affirmative action, and the approval of educational vouchers for private schooling. At the same time, new rules on congressional redistricting prohibit legislators from constructing majority black congressional districts, and blacks continue to suffer disproportionate rates of incarceration and death-penalty sentencing. In this significant new study, the distinguished political scientist Ronald W. Walters argues that the Conservative movement during this period has had an inordinate impact on American governing institutions and that a strong, though very often unstated, racial hostility drives the public policies put forth by Conservative politicians. Walters traces the emergence of what he calls a new White Nationalism, showing how it fuels the Conservative movement, invades the public discourse, and generates policies that protect the interests of white voters at the expense of blacks and other nonwhites. Using historical and contemporary examples of White Nationalist policy, as well as empirical public opinion data, Walters demonstrates the degree to which this ideology exists among white voters and the negative impact of its policies on the black community. *White Nationalism, Black Interests* terms the current period a second Reconstruction, comparing the racial dynamics in the post-Civil Rights era to those of the first Reconstruction following the end of the Civil War. Walters's analysis of contemporary racial politics is uniquely valuable to scholars and lay readers alike and is sure to spark further public debate.

when affirmative action was white pdf: *The Future of Affirmative Action* Richard D. Kahlenberg, 2014 As the United States experiences dramatic demographic change--and as our society's income inequality continues to rise--promoting racial, ethnic, and economic inclusion at selective colleges has become more important than ever. At the same time, however, many Americans--including several members of the U.S. Supreme Court--are uneasy with explicitly using race as a factor in college admissions. The Court's decision in *Fisher v. University of Texas* emphasized that universities can use race in admissions only when necessary, and that universities bear the ultimate burden of demonstrating, before turning to racial classifications, that available, workable race-neutral alternatives do not suffice. With race-based admission programs increasingly curtailed, *The Future of Affirmative Action* explores race-neutral approaches as a method of promoting college diversity after *Fisher* decision. The volume suggests that *Fisher* might on the one hand be a further challenge to the use of racial criteria in admissions, but on the other presents a new opportunity to tackle, at long last, the burgeoning economic divisions in our system of higher education, and in society as a whole. Contributions from: Danielle Allen (Princeton); John Brittain (University of the District of Columbia) and Benjamin Landy (MSNBC.com); Nancy Cantor and Peter Englot (Rutgers-Newark); Anthony P. Carnevale, Stephen J. Rose, and Jeff Strohl (Georgetown University); Dalton Conley (New York University); Arthur L. Coleman and Teresa E. Taylor (EducationCounsel LLC); Matthew N. Gaertner (Pearson); Sara Goldrick-Rab (University of Wisconsin-Madison); Scott Greytak (Campinha Bacote LLC); Catharine Hill (Vassar); Richard D. Kahlenberg (The Century Foundation); Richard L. McCormick (Rutgers); Nancy G. McDuff (University of Georgia); Halley Potter (The Century Foundation); Alexandria Walton Radford (RTI International) and Jessica Howell (College Board); Richard Sander (UCLA School of Law); and Marta

Tienda (Princeton).

when affirmative action was white pdf: *The Hidden Rules of Race* Andrea Flynn, Susan R. Holmberg, Dorian T. Warren, Felicia J. Wong, 2017-09-08 This book explores the racial rules that are often hidden but perpetuate vast racial inequities in the United States.

when affirmative action was white pdf: *Microaggressions in Everyday Life* Derald Wing Sue, Lisa Spanierman, 2020-04-21 The essential, authoritative guide to microaggressions, revised and updated The revised and updated second edition of *Microaggressions in Everyday Life* presents an introduction to the concept of microaggressions, classifies the various types of microaggressions, and offers solutions for ending microaggressions at the individual, group, and community levels. The authors—noted experts on the topic—explore the psychological effects of microaggressions on both perpetrators and targets. Subtle racism, sexism, and heterosexism remain relatively invisible and potentially harmful to the wellbeing, self-esteem, and standard of living of many marginalized groups in society. The book examines the manifestations of various forms of microaggressions and explores their impact. The text covers: researching microaggressions, exploring microaggressions in education, identifying best practices teaching about microaggressions, understanding microaggressions in the counseling setting, as well as guidelines for combating microaggressions. Each chapter concludes with a section called The Way Forward that provides guidelines, strategies, and interventions designed to help make our society free of microaggressions. This important book: Offers an updated edition of the seminal work on microaggressions Distinguishes between microaggressions and macroaggressions Includes new information on social media as a key site where microaggressions occur Presents updated qualitative and quantitative findings Introduces the concept of microinterventions Contains new coverage throughout the text with fresh examples and new research findings from a wide range of studies Written for students, faculty, and practitioners of psychology, education, social work, and related disciplines, the revised edition of *Microaggressions in Everyday Life* illustrates the impact microaggressions have on both targets and perpetrators and offers suggestions to eradicate microaggressions.

when affirmative action was white pdf: *Affirmative Action in American Law Schools* United States Commission on Civil Rights, 2007 A briefing before the United States Commission on Civil Rights, held in Washington, D.C., June 16, 2006.

when affirmative action was white pdf: *The Campus Color Line* Eddie R. Cole, 2022-02-15 Although it is commonly known that college students and other activists, as well as politicians, actively participated in the fight for and against civil rights in the middle decades of the twentieth century, historical accounts have not adequately focused on the roles that the nation's college presidents played in the debates concerning racism. Focusing on the period between 1948 and 1968, *The Campus Color Line* sheds light on the important place of college presidents in the struggle for racial parity. College presidents, during a time of violence and unrest, initiated and shaped racial policies and practices inside and outside of the educational sphere. *The Campus Color Line* illuminates how the legacy of academic leaders' actions continues to influence the unfinished struggle for Black freedom and racial equity in education and beyond.--

when affirmative action was white pdf: *Uprooting Racism* Paul Kivel, 2011-09-27 In 2008 the United States elected its first black president, and recent polls show that only twenty-two percent of white people in the United States believe that racism is a major societal problem. On the surface, it may seem to be in decline. However, the evidence of discrimination persists throughout our society. Segregation and inequalities in education, housing, health care, and the job market continue to be the norm. Post 9/11, increased insecurity and fear have led to an epidemic of the scapegoating and harassment of people of color. *Uprooting Racism* offers a framework for understanding institutional racism. It provides practical suggestions, tools, examples, and advice on how white people can intervene in interpersonal and organizational situations to work as allies for racial justice. Completely revised and updated, this expanded third edition directly engages the reader through questions, exercises, and suggestions for action, and takes a detailed look at current issues such as affirmative action, immigration, and health care. It also includes a wealth of information about

specific cultural groups such as Muslims, people with mixed-heritage, Native Americans, Jews, recent immigrants, Asian Americans, and Latinos. Previous editions of *Uprooting Racism* have sold more than fifty thousand copies. Accessible, personal, supportive, and practical, this book is ideal for students, community activists, teachers, youth workers, and anyone interested in issues of diversity, multiculturalism, and social justice. Paul Kivel is an award-winning author and an accomplished trainer and speaker. He has been a social justice activist, a nationally and internationally recognized anti-racism educator, and an innovative leader in violence prevention for over forty years.

when affirmative action was white pdf: *How the Irish Became White* Noel Ignatiev, 2012-11-12 '...from time to time a study comes along that truly can be called 'path breaking,' 'seminal,' 'essential,' a 'must read.' *How the Irish Became White* is such a study.' John Bracey, W.E.B. Du Bois Department of Afro-American Studies, University of Massachusetts, Amherst The Irish came to America in the eighteenth century, fleeing a homeland under foreign occupation and a caste system that regarded them as the lowest form of humanity. In the new country - a land of opportunity - they found a very different form of social hierarchy, one that was based on the color of a person's skin. Noel Ignatiev's 1995 book - the first published work of one of America's leading and most controversial historians - tells the story of how the oppressed became the oppressors; how the new Irish immigrants achieved acceptance among an initially hostile population only by proving that they could be more brutal in their oppression of African Americans than the nativists. This is the story of *How the Irish Became White*.

when affirmative action was white pdf: *Who is White?* George A. Yancey, 2003 Yancey demonstrates how and why the definition of whiteness is changing rapidly in the United States.

when affirmative action was white pdf: *Mismatch* Richard Sander, Stuart Taylor Jr, 2012-10-09 The debate over affirmative action has raged for over four decades, with little give on either side. Most agree that it began as noble effort to jump-start racial integration; many believe it devolved into a patently unfair system of quotas and concealment. Now, with the Supreme Court set to rule on a case that could sharply curtail the use of racial preferences in American universities, law professor Richard Sander and legal journalist Stuart Taylor offer a definitive account of what affirmative action has become, showing that while the objective is laudable, the effects have been anything but. Sander and Taylor have long admired affirmative action's original goals, but after many years of studying racial preferences, they have reached a controversial but undeniable conclusion: that preferences hurt underrepresented minorities far more than they help them. At the heart of affirmative action's failure is a simple phenomenon called mismatch. Using dramatic new data and numerous interviews with affected former students and university officials of color, the authors show how racial preferences often put students in competition with far better-prepared classmates, dooming many to fall so far behind that they can never catch up. *Mismatch* largely explains why, even though black applicants are more likely to enter college than whites with similar backgrounds, they are far less likely to finish; why there are so few black and Hispanic professionals with science and engineering degrees and doctorates; why black law graduates fail bar exams at four times the rate of whites; and why universities accept relatively affluent minorities over working class and poor people of all races. Sander and Taylor believe it is possible to achieve the goal of racial equality in higher education, but they argue that alternative policies -- such as full public disclosure of all preferential admission policies, a focused commitment to improving socioeconomic diversity on campuses, outreach to minority communities, and a renewed focus on K-12 schooling -- will go farther in achieving that goal than preferences, while also allowing applicants to make informed decisions. Bold, controversial, and deeply researched, *Mismatch* calls for a renewed examination of this most divisive of social programs -- and for reforms that will help realize the ultimate goal of racial equality.

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Social Survey—a social science project that has tracked demographic and attitudinal trends in the United States since 1972—it offers a window into diverse facets of American life, from intergroup relations to political views and orientations, social affiliations, and perceived well-being. Among the book's many important findings are the greater willingness of ordinary Americans to accord rights of free expression to unpopular groups, to endorse formal racial equality, and to accept nontraditional roles for women in the workplace, politics, and the family. Some, but not all, signs indicate that political conservatism has grown, while a few suggest that Republicans and Democrats are more polarized. Some forms of social connectedness such as neighboring have declined, as has confidence in government, while participation in organized religion has softened. Despite rising standards of living, American happiness levels have changed little, though financial and employment insecurity has risen over three decades. *Social Trends in American Life* provides an invaluable perspective on how Americans view their lives and their society, and on how these views have changed over the last two generations.

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when affirmative action was white pdf: *Race, Rights, and the Asian American Experience* Angelo N. Ancheta, 2006 In *Race, Rights, and the Asian American Experience*, Angelo N. Ancheta demonstrates how United States civil rights laws have been framed by a black-white model of race that typically ignores the experiences of other groups, including Asian Americans. When racial discourse is limited to antagonisms between black and white, Asian Americans often find themselves in a racial limbo, marginalized or unrecognized as full participants. A skillful mixture of legal theories, court cases, historical events, and personal insights, this revised edition brings fresh insights to U.S. civil rights from an Asian American perspective.

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marginalized Mexicans of color and restricted their rights of land ownership. She traces this process from the Spanish colonial period and the introduction of slavery through racial laws affecting Mexican Americans into the late twentieth-century. This re-viewing of familiar history through the lens of race recovers Blacks as important historical actors, links Indians and the mission system in the Southwest to the Mexican American present, and reveals the legal and illegal means by which Mexican Americans lost their land grants. "Martha Menchaca has begun an intellectual insurrection by challenging the pristine aboriginal origins of Mexican Americans as historically inaccurate . . . Menchaca revisits the process of racial formation in the northern part of Greater Mexico from the Spanish conquest to the present." —Hispanic American Historical Review

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when affirmative action was white pdf: The Black Friend: On Being a Better White Person Frederick Joseph, 2020-12-01 The instant New York Times bestseller! Writing from the perspective of a friend, Frederick Joseph offers candid reflections on his own experiences with racism and conversations with prominent artists and activists about theirs—creating an essential read for white people who are committed anti-racists and those newly come to the cause of racial justice. "We don't see color." "I didn't know Black people liked Star Wars!" "What hood are you from?" For Frederick Joseph, life as a transfer student in a largely white high school was full of wince-worthy moments that he often simply let go. As he grew older, however, he saw these as missed opportunities not only to stand up for himself, but to spread awareness to those white people who didn't see the negative impact they were having. Speaking directly to the reader, *The Black Friend* calls up race-related anecdotes from the author's past, weaving in his thoughts on why they were hurtful and how he might handle things differently now. Each chapter features the voice of at least one artist or activist, including Angie Thomas, author of *The Hate U Give*; April Reign, creator of #OscarsSoWhite; Jemele Hill, sports journalist and podcast host; and eleven others. Touching on everything from cultural appropriation to power dynamics, "reverse racism" to white privilege, microaggressions to the tragic results of overt racism, this book serves as conversation starter, tool kit, and invaluable window into the life of a former "token Black kid" who now presents himself as the friend many readers need. Backmatter includes an encyclopedia of racism, providing details on relevant historical events, terminology, and more.

when affirmative action was white pdf: Asian American Studies Now Jean Yu-Wen Shen Wu, Thomas Chen, 2010-03-08 *Asian American Studies Now* truly represents the enormous changes occurring in Asian American communities and the world, changes that require a reconsideration of how the interdisciplinary field of Asian American studies is defined and taught. This comprehensive anthology, arranged in four parts and featuring a stellar group of contributors, summarizes and defines the current shape of this rapidly changing field, addressing topics such as transnationalism, U.S. imperialism, multiracial identity, racism, immigration, citizenship, social justice, and pedagogy. Jean Yu-wen Shen Wu and Thomas C. Chen have selected essays for the significance of their contribution to the field and their clarity, brevity, and accessibility to readers with little to no prior knowledge of Asian American studies. Featuring both reprints of seminal articles and groundbreaking texts, as well as bold new scholarship, *Asian American Studies Now* addresses the new circumstances, new communities, and new concerns that are reconstituting Asian America.

when affirmative action was white pdf: The Diversity Bargain Natasha K. Warikoo, 2016-11-15 We've heard plenty from politicians and experts on affirmative action and higher education, about how universities should intervene—if at all—to ensure a diverse but deserving student population. But what about those for whom these issues matter the most? In this book, Natasha K. Warikoo deeply explores how students themselves think about merit and race at a uniquely pivotal moment: after they have just won the most competitive game of their lives and gained admittance to one of the world's top universities. What Warikoo uncovers—talking with both white students and students of color at Harvard, Brown, and Oxford—is absolutely illuminating; and some of it is positively shocking. As she shows, many elite white students understand the value of

diversity abstractly, but they ignore the real problems that racial inequality causes and that diversity programs are meant to solve. They stand in fear of being labeled a racist, but they are quick to call foul should a diversity program appear at all to hamper their own chances for advancement. The most troubling result of this ambivalence is what she calls the “diversity bargain,” in which white students reluctantly agree with affirmative action as long as it benefits them by providing a diverse learning environment—racial diversity, in this way, is a commodity, a selling point on a brochure. And as Warikoo shows, universities play a big part in creating these situations. The way they talk about race on campus and the kinds of diversity programs they offer have a huge impact on student attitudes, shaping them either toward ambivalence or, in better cases, toward more productive and considerate understandings of racial difference. Ultimately, this book demonstrates just how slippery the notions of race, merit, and privilege can be. In doing so, it asks important questions not just about college admissions but what the elite students who have succeeded at it—who will be the world’s future leaders—will do with the social inequalities of the wider world.

when affirmative action was white pdf: A History of Affirmative Action, 1619-2000 Philip F. Rubio, 2001 Publisher Fact Sheet Puts current debate in historical context.

when affirmative action was white pdf: The Impacts of Racism and Bias on Black People Pursuing Careers in Science, Engineering, and Medicine National Academies of Sciences, Engineering, and Medicine, Health and Medicine Division, Policy and Global Affairs, Roundtable on Black Men and Black Women in Science, Engineering, and Medicine, 2020-12-18 Despite the changing demographics of the nation and a growing appreciation for diversity and inclusion as drivers of excellence in science, engineering, and medicine, Black Americans are severely underrepresented in these fields. Racism and bias are significant reasons for this disparity, with detrimental implications on individuals, health care organizations, and the nation as a whole. The Roundtable on Black Men and Black Women in Science, Engineering, and Medicine was launched at the National Academies of Sciences, Engineering, and Medicine in 2019 to identify key levers, drivers, and disruptors in government, industry, health care, and higher education where actions can have the most impact on increasing the participation of Black men and Black women in science, medicine, and engineering. On April 16, 2020, the Roundtable convened a workshop to explore the context for their work; to surface key issues and questions that the Roundtable should address in its initial phase; and to reach key stakeholders and constituents. This proceedings provides a record of the workshop.

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