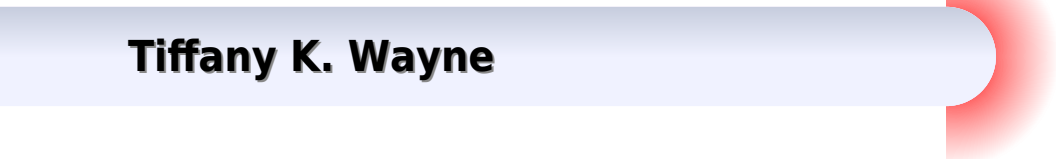




Understanding The Backlash Against Affirmative Action

Tiffany K. Wayne



Understanding The Backlash Against Affirmative Action:

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Understanding of Diversity in Organizations Eden B. King, Quinetta Roberson, Mikki R. Hebl, 2020-02-01 Few time periods in the past five decades match the intensity of intergroup conflict that people around the world are currently experiencing Polarized attitudes around various sociopolitical issues such as gender equality and immigration have dominated the media and our lives Furthermore these powerful social dynamics have also impacted the places where we work and intensified existing strains on workers and workplaces To address these issues and improve organizational climates more theories research and collaborations to understand these phenomena are needed The volumes in this series will describe and instigate scholarship that advances our understanding of diversity in organizations This volume features renowned scholars who are unabashedly pushing the field by raising the questions that need to be asked by working on topics that have received far too little research attention and by holding researchers practitioners managers organizations and readers to task for doing what needs to be done to maximize social justice and egalitarian behaviors in the workplace The chapters provoke the status quo in society and in scholarship and in so doing push our understanding of diversity in organizations **Battleground:**

Women, Gender, and Sexuality Amy Lind, Stephanie Brzuzy, 2007-12-30 Whether in the home or in the public arenas of media work sports politics art or religion women often become embroiled as subjects in the political social and cultural debates in America People on all areas of the political landscape see women in diverse and conflicting ways as either too liberated or not liberated enough or whether and how gender and sexual roles are rooted in either biology or culture Battleground Women Gender and Sexuality helps readers navigate contemporary issues and debates pertaining to women s lives in the United States and globally This work examines how science and culture intertwine to influence how we think about our identities desires relationships and societal roles today Battleground Women Gender and Sexuality comprises lengthy in depth discussions of the most timely issues that are debated in today s culture such as birth control comparable worth disability and gender glass ceiling immigration plastic surgery tattooing and piercing same sex marriage and sexual assault and sexual harrassment Each essay provides a balanced overview of these hot button topics and a list of works for Further Reading after each entry serves as a stepping stone to more in depth material for students who are writing papers or researching reports **Meritocracy and Americans' Views on Distributive Justice** Richard T. Longoria, 2009-01-01 This

book focuses on public opinion on issues related to the theory of meritocracy It employs survey data from a variety of sources in an attempt to understand public sentiments highlighting the contradictory nature of American public opinion and questioning the belief that Americans fully embrace the meritocratic ethos **Social Issues in America** James

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direct democracy institutions like the ballot initiative and the referendum endangers the rights of minorities and perpetuates a tyranny of the majority While advocates of direct democracy advocate that these institutions protect citizens from corrupt lawmakers beholden to special interests Daniel Lewis s thorough investigation shows how such mass participation exposes minority groups to negative policy outcomes favored by only a slim majority of voters Some would argue that greater democratic responsiveness is a positive outcome but without the checks and balances of a representative separated powers system that encourages deliberation and minority representation minority rights are at increased risk under direct democracy institutions While research has been presented that supports both sides of the debate the existing literature has yet to produce consistent and compelling evidence in favor of one side or the other This book undertakes a comprehensive examination of the tyranny of the majority critique of direct democracy by examining a host of contemporary American state policies that affect the rights of a variety of minority groups By assessing the impact of direct democracy on both ballot measures and traditional legislation the book provides a more complete picture of how citizen legislative institutions can affect minority rights covering a myriad of contemporary and sometimes controversial minority rights issues including same sex marriage affirmative action official English hate crimes laws racial profiling and anti discrimination laws The book is unique in its approach and scope making it compelling for scholars interested in direct democracy state politics minority politics and electoral institutions as well as American politics generally **The Politically Incorrect Guide to the Sixties**

Jonathan Leaf,2009-08-11 Argues that the nineteen sixties were not the years of sexual social and political revolution as they have been widely depicted but were far more conservative as the majority of America remained a mainstream culture

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encyclopedia tracing the history of the women s rights movement in the United States from the American Revolution to the present day Few realize that the origin of the discussion on women s rights emerged out of the anti slavery movement of the 19th century and that suffragists were active in the peace and labor movements long after the right to vote was granted Thus began the confluence of activism in our country where the rights of women both followed and led the social and political

discourse in America Through 4 volumes and more than 800 entries editor Tiffany K Wayne with advising editor Lois Banner examine the issues people and events of women s activism from the early period of American history to the present time This comprehensive reference not only traces the historical evolution of the movement but also covers current issues affecting women such as reproductive freedom political participation pay equity violence against women and gay civil rights

Gender in Organizations Ronald J Burke,Debra A Major,2014-01-31 Talented women continue to have difficulty advancing their careers in organizations worldwide Organizations and their cultures were created by men for men and reflect the wider patriarchal society As a consequence some women are disadvantaged and fa

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