

Reverse Discrimination In The Workplace



Discrimination And Reverse Discrimination

Ralph A. Rossum



Discrimination And Reverse Discrimination:

Discrimination and Reverse Discrimination Kent Greenawalt, 1979 **Reverse Discrimination** Fred L. Pincus, 2003
Pincus assesses the nature and scope of reverse discrimination in the United States today exploring what effect affirmative action actually has on white men **Reverse Discrimination in the Federal Government** Linda Jacobs, 2005 I have been a federal employee for almost thirty years When I first started in the federal government in 1966 the Civil Rights Act of 1964 had been in effect for two years and was working Over the years the act has been amended until the scale has been unfairly tilted toward blacks which are only about 12% of the national population The discrimination against whites and other minorities is most prevalent in the Washington D C area The Office of Personnel Management encourages 85% blacks in agencies which is unfair since the black population in Washington D C is 60% A prominent female member of the Supreme Court asked What is the ending date of the Civil Rights Act of 1964 Is this law going to remain in effect infinitely Who decides when parity is reached I wrote this to wake up readers to the unfairness of the Civil Rights Act of 1964 and its over enforcement in the federal government My grandchildren who are Hispanic and Canadian and my cousins who are Korean Japanese Hispanic and white males should also be treated fairly by the federal job market **The Reverse Discrimination Controversy** Robert K. Fullinwider, 1980 To find more information about Rowman and Littlefield titles please visit www.rowmanlittlefield.com Reverse Discrimination Barry R. Gross, 1977 A collection of papers which give the pros and cons of affirmative action The New Racism Lionel Lokos, 1971 Analysis of the social implications and political aspects of reverse racial discrimination against majority group americans in the USA in the form of compensatory human resources development programmes giving preferential treatment to the Black minority group describes the activities of militant social movements such as the black panthers and negro student groups in the universitys and covers interethnic relations negro leadership etc Anti-discrimination Or Reverse Discrimination Jonathan S. Leonard, 1983 Opponents of the integration by race and gender of the American workplace have argued that forced equity will entail reduced productivity as employers are forced to hire lower quality females and minorities The numerous wage equation studies always reach the same dead end residual differences across race or gender are due either to discrimination or to unobserved quality differences This study takes a new approach and directly estimates over time the ratio of minority to white male and of female to white male productivity using a new two digit SIC industry by state production function data set for 1966 and 1977 The major finding is that there is no significant evidence that the productivity of minorities or females decreased relative to that of white males as relative minority and female employment increased during the 1960 s and 1970 s This study also presents evidence that Title VII litigation has played a significant role in increasing black employment This suggests that the employment of minorities and females has not entailed large efficiency costs and that Title VII litigation has had some success in fighting racial discrimination Direct tests of the impact of Title VII litigation and affirmative action regulation also find no significant

evidence that these policies have contributed to a productivity reduction *Discrimination and Reverse Discrimination* Kent Greenawalt,1983-01-01 *Reverse Discrimination* Ralph A. Rossum,1980 *Justice and Reverse Discrimination* Alan H. Goldman,2015-03-08 Through careful consideration of the mutually plausible yet conflicting arguments on both sides of the issue Alan Goldman attempts to derive a morally consistent position on the justice or injustice of reverse discrimination From a philosophical framework that appeals to a contractual model of ethics he develops principles of rights compensation and equal opportunity He then applies these principles to the issue at hand bringing his conclusions to bear on an evaluation of Affirmative Action programs as they tend to work in practice Originally published in 1979 The Princeton Legacy Library uses the latest print on demand technology to again make available previously out of print books from the distinguished backlist of Princeton University Press These editions preserve the original texts of these important books while presenting them in durable paperback and hardcover editions The goal of the Princeton Legacy Library is to vastly increase access to the rich scholarly heritage found in the thousands of books published by Princeton University Press since its founding in 1905

Discrimination and Reverse Discrimination R. Kent Greenawalt,1982-12-01 **Affirmative Action** Francis J. Beckwith,Todd E. Jones,1997-09 Contains fifteen essays on affirmative action *The Making of Reverse Discrimination* Ellen Messer-Davidow,2021-07-14 In *The Making of Reverse Discrimination* Ellen Messer Davidow offers a fresh and incisive analysis of the legal judicial discourse of *DeFunis v Odegaard* 1974 and *Regents of the University of California v Bakke* 1978 the first two cases challenging race conscious admissions to professional schools to reach the US Supreme Court While the voluminous literature on *DeFunis* and *Bakke* has focused on the Supreme Court s far from definitive answers to important constitutional questions Messer Davidow closely examines each case from beginning to end She investigates the social surrounds where the cases incubated their tours through the courts and their aftereffects Her analysis shows how lawyers and judges used the mechanisms of language and law to narrow the conflict to a single white male applicant and a single white dominated university program to dismiss the historical sociological statistical and experiential facts of systemic racism and thereby to assemble reverse discrimination as a new object of legal analysis In exposing the discursive mechanisms that marginalized the interests of applicants and communities of color Messer Davidow demonstrates that the construction of facts the reasoning by precedent and the invocation of constitutional principles deserve more scrutiny than they have received in the scholarly literature Although facts precedents and principles are said to bring stability and equity to the law Messer Davidow argues that the white centered narratives of *DeFunis* and *Bakke* not only bleached the color from equal protection but also served as the template for the dozens of anti affirmative action projects lawsuits voter referenda executive orders that conservative movement organizations mounted in the following years *Discrimination in Reverse* Barry R. Gross,1978 Monograph arguing against the practice of reverse discrimination with regard to equal opportunities for minority groups in the USA maintains that affirmative action programmes entailing sex discrimination religious

discrimination or racial discrimination etc Serve to contribute to the problem of inequality rather than to its alleviation and includes definitions of the different kinds of discrimination Bibliography pp 150 to 168 *Reverse Discrimination* Jim Buchanan,1985 **From Discrimination to Reverse Discrimination** Ronald H. Ritter,Seattle University. Institute of Public Service,1983 **Discrimination** Mary E. Williams,1997 The extend to which discrimination is a national problem its causes the validity of claims of reverse discrimination and ways society can fight to end it are addressed by writers scholars and media personalities The collection offers an evenhanded overview A solid choice for students doing research preparing for debates or those simply interested in the many aspects of this complex issue SLJ **Anti-discrimination Or Reverse Discrimination. the Impact of Changing Demographics. Title 5 and Affirmative Action on Productivity** Jonathan S. Leonard,National bureau of economic research,1983 **Reverse Discrimination and the Supreme Court** ,1977

Black Racism, White Victims John Publius,2011-06-14 The ten major types of Black racism include illegal employment discrimination against Whites Black on White crime and various types of casual racism that target Whites for harassment Although Whites experience these forms of Black racism at work in school and on the street many Blacks pretend that Black racism does not exist and do so for reasons they are careful to conceal from Whites Both Black racism and the blanket denials that it exists are actually reflections of a covert mindset that legitimizes crimes and other forms of victimization of Whites Most Whites know little about why this mindset developed why it persists and who benefits from the conspiracy of silence that denies the existence and practice of Black on White racism

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