

Racial discrimination argumentative



**ASSIGN
BUSTER**

In literature, the concept of racial discrimination is addressed from different approaches towards its formal definitions. From the critical standpoint, the definition utilized by the United Nations in its International Convention on the Elimination of All Forms of Racial Discrimination provides the most adequate and complete explanation for the issue:.

.. any distinction, exclusion, restriction or preference based on race, color, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life” (UN, 1965). In the United States contemporary context, after Civil Rights Movement the most serious attempt to address pressing issue of racial discrimination was affirmative action, which appeared as a result of social controversies and inability of the state to provide sufficient solution to racial discrimination after Civil Rights Movement. Indeed, era of discrimination brought significant sufferings to unprotected groups of society.

Thus, the primary objective of affirmative action was to give minorities and women an equal opportunity at employment and in collegiate admissions. Whereas affirmative action was progressive and efficient social program during the period of discrimination and civil rights movement, in contemporary context the program gives minorities and women an unfair advantage. Disguised as an equal opportunity program affirmative action discriminates against non-minorities, forming this way reverse discrimination, which is practically undistinguishable from traditional racial discrimination. From critical standpoint, affirmative action and thus overall

anti-racial policies had positive effect on issues in employment, however, remained more controversial in college admissions.

Since the 1960s the area of law enforcement witnessed the greatest increase in minority applicants, and in jobs offered to minorities. However, in the book “ From the Content of Our Character: A new Vision of Race in America” author Shelby Steele refers to affirmative action as to a “ preferential treatment” used to balance or “ proportionate racial representations” in the society. In addition, Steele argues that affirmative action is the not the solution to today’s racial inequality. Moreover, careful analysis of contemporary social trends that affirmative action causes “ disparate impact. ” Racial preference programs are not the best method of overcome barriers that keep colored people out of prestigious positions, these are indirect ways that insult the capability and potential of minorities; these programs simply add to the barriers. Criticizing affirmative action Bernbach claims that the program was and remains to be an exception to the constitution, because rather than treating people equally it treats minorities more favorably than others (Bernbach 102).

The criteria of employment should not be based on color, however a priori it should be getting the most qualified person for the job, and second, “ rewarding the most merited candidate based on job-relevant qualifications” (Glendon 87). Affirmative action now promotes rewarding undeserving candidates. Positions and promotions are given on race rather than merit. Affirmative action in collegiate admissions has proven to be one of the most controversial issues of the era. When affirmative action was in use the admissions board was divided into two groups one for minorities and another

for non-minorities. In the University of California Berkley the average SAT score for blacks was 947, while whites had an average score of 1235 (Bernbach 14).

In the same university forty-two percent of blacks dropout, compared to the sixteen percent dropout rate for whites (Bernbach 15). Affirmative action should consider class rather than race, equal opportunity for all even if one is from a low family income. “ Almost every selective institution is committed to the principle that talented students from all income groups should be able to attend regardless of ability to pay the tuition” (Greene 270). Universities are interested in potential leaders and achievers, their origin and economic status should be irrelevant. But with fundamental reform for K-12 grades of inner-city schools all races can succeed on their merits.

Since American society has not yet reached the goal of being color-blind the laws must substitute for it; therefore equal opportunity must be enforced. The laws must also forbid the courts and employers from encouraging the use of racial preferences and quotas that involve race, sex, color, religion, or national origin. Enforcing racial diversity in an academic institution does not enhance the value of education nor contribute to success of a student. Success and acceptance is all based in the personal responsibility one puts forth, not quotas.

Policies such as affirmative action impose and assume that race is a flaw, disadvantage, and that the disadvantage justifies a reason for racial preference. The implementation of affirmative action was America’s first honest attempt at solving a problem of racial discrimination, it had

previously chosen to ignore. In a variety of areas, from the quality of health care to the rate of employment, racial and ethnic minorities remained far behind white dominant males. Programs of affirmative action have had significant success in city, state, and government jobs. However, in contemporary context, affirmative action programs in the workplace and college admissions are no longer considered to be a viable solution to the pressing problems.

Moreover, affirmative action discriminates against non-minorities and gives minorities an unfair advantage, and thus becomes a disparate treatment with a disparate impact on society.