

# Affirmative action: pro-contra assignment

[History](#)



Affirmative Action: policy/program to support underprivileged people

concerning race, gender.... Reverse discrimination; positive discrimination

Pro: C] permits a great number of woman and minorities to enter college and

the workforce D helps to create a significant black middle class CLC leads to

more balanced society Selectivity creates a better learning and work

environment C] to create an equal opportunity for everyone by helping those

individuals with a disadvantage CLC to make sure minorities are represented

at schools and in the workforce

Contra: L] generates annoyance (among the white working class) C] leads to

new inequities C] results in extremist politics and in a widening racial gap C]

can only be a short-term solution C]system betraying Kings original dream of

a color-blind society j past can be undone C] PI can't buy innocence people

should be chosen based on their achievement and not by race or gender CLC

increases racial tension “ In the United States, affirmative action refers to

equal opportunity employment measures that Federal contractors and

subcontractors are equally required to adopt.

These measures are intended to prevent discrimination against employees

or applicants for employment on the basis of “ color, religion, sex, or national

origin”. Examples of affirmative action offered by the United States

Department of Labor include outreach campaigns, targeted recruitment,

employee and management development, and employee support programs.

The impetus toward affirmative action is to redress the disadvantages

associated with overt historical discrimination.

Further impetus is a desire to ensure public institutions, such as universities, hospitals, and police forces, are more representative of the populations they serve. Affirmative action is a subject of controversy. Some policies adopted as affirmative action, such as racial quotas or gender quotas for collegiate admission, have been criticized as a form of reverse discrimination, and such implementation of affirmative action has been ruled unconstitutional by the majority opinion of *Grata v. Bollixing*. Affirmative action as a practice was upheld by the court's decision in *Grunter v. Bollixing*.