

# The terms color blind and diversity

Sociology



The terms color blind and diversity are widely used in affirmative action but they are not synonymous. Applied properly, color blind should be taken to mean without distinction to color. This means that the policies such as affirmative action should neither advance nor protect the interests of any race. As compared to diversity, this is understood to provide the necessary preferential treatment in order to advance the interests of all races, being color blind is not related to racial relations but instead advocates the lack of any racial undertones.

To arrive at a better understanding of how these terms work it is important to briefly discuss affirmative action. Affirmative action has been praised and pilloried as the answer to racial inequality. First introduced by President Kennedy in 1961, "Affirmative action" was designed as a method of reducing the discrimination that had remained despite the civil rights laws and constitutional guarantees.

It was a method that was put in place as a "Temporary Measure to Level the Playing Field" through the offering of the same opportunities to all Americans. As the video shows, the struggle for racial equality has taken different paths in American history. For some, it has mean equal opportunity and righting of a wrong long since committed, for others it remains a constant struggle not only for survival but for recognition.

There have been several violations that have disenfranchised many but this clear violation of the Constitution prompted many to create a landmark law that will turn the tide once and for all. It was "Affirmative Action" that was supposed to save America from the evils of racism and discrimination but this

directive failed and in fact it even backfired and instead of helping the oppressed it made them look less worthy of respect as ever before.

As such, it is clear that being color blind, while different from encouraging diversity, is oftentimes interchanged and can have disastrous results. These concepts, however, are not mutually exclusive and may co-exist under the proper circumstances. It must be remembered that in order for Civil Rights plans such as Affirmative Action to work there must be a fine balance to encourage racial diversity but at the same time not lead to discrimination of other races.