

The need for affirmative action in america

[Sociology](#)



**ASSIGN
BUSTER**

The need for Affirmative action in America The essay addresses the need for affirmative action in America guided by the definition of affirmative action. It raises important issues about the extent to which lack of equality and diversity has worked against affirmative action in America. The essay infers that the use of affirmative action by American citizens will remove the chains of oppression from women and minorities in America.

Keywords: Affirmative action, America, Dr. King, " I have a dream", Equality, Diversity, Minorities, Women.

The Need for Affirmative Action in America

" I have a dream that one day this nation will up rise and live out the true meaning of its creed: We hold these truths to be self-evident: that all men are created equal." -Dr. Martin Luther King Jr.

Dr. King stated this in his famous " I have a Dream" speech in Washington, D. C. in 1963. Is affirmative action still necessary in America? Affirmative action is still necessary because America does not have enough equality and diversity. There are two definitions of affirmative action: (1) race-neutral, gender-neutral assurance against actual discrimination and (2) racial-preferences and gender-preferences for the correct races and genders (Feminist Majority Foundation). Most Americans associate affirmative action with the second definition, causing much controversy. However, the true and intended meaning of affirmative action is the first one. Affirmative action is still essential in America because Americans do not have sufficient equality and diversity in their workforce and universities.

First, affirmative action is still necessary because of lack of equality. White males typically earn significantly more than women and minorities.

According to the National Committee on Pay Equity, women, overall, make <https://assignbuster.com/the-need-for-affirmative-action-in-america/>

71 cents dollars as compared to men who make a dollar. While minority men make more than non-minority and minority women, non-minority males make about \$ 9, 000 more than minority men, \$ 14, 000 more than non-minority women and \$ 17, 000 more than minority women in white-collar occupations, according to the Federal Civilian Workforce. Without the aid of affirmative action, women and minorities will continue to fall behind in the workforce. Affirmative action is still necessary in order to insure equality among white men, women, and minorities. By using affirmative action, that is race-neutral and gender-neutral assurance against discrimination, we can live up to our countrys statement.

Second, affirmative action is needed to create diversity in America.

Affirmative action allows people of different races and backgrounds to interact in the workplace and universities. During 1996, Neil Rudenstine, president of Harvard University, explained Harvards commitment to diversity by using John Stuart Mill, who emphasized the value of people being in contact with people who are different from them. Justice Powell who stated " a diversity of opinions, experiences, backgrounds, talents, aspirations, and perspectives helped college students to feel great intellectual exchange, exploration, and growth." According to Patricia Gurin, a psychology professor at University of Michigan, students experience better learning in a diverse educational atmosphere and are more prepared to become active in our pluralistic, democratic society after they leave college. Therefore, in order to create diversity in America's universities, affirmative action is necessary.

To create race-neutral and gender-neutral assurance against actual discrimination is affirmative actions true definition. By keeping affirmative action in America, American citizens will be able to create equality and

<https://assignbuster.com/the-need-for-affirmative-action-in-america/>

diversity throughout our country. If we, the American citizens, continue to use affirmative action in America, we will be able to remove the chains of oppression from women and minorities. As Dr. King said, " Free at last! Free at last! Thank God Almighty, we are free at last!"

References

Feminist Majority Foundation. (2003, Feb 17). Affirmative Action: Expanding Opportunities for Women. Retrieved from <http://www.feminist.org/other/ccri/aafact2.html>.

Fullinwider, Robert, Edward N. Zalta(ed). (2002). Affirmative Action. The Stanford

Encyclopedia of Philosophy. Retrieved from

<http://plato.stanford.edu/archives/spr2002/entries/affirmative-action/>.

King, Martin Luther Jr. (1968). The Peaceful Warrior. Pocket Books, NY

Retrieved

from <http://www.mecca.org/~crights/dream.html>.

Yahoo. (2003, Feb 17). Definition: Affirmative Action. Retrieved

from http://www.adversity.net/Terms_Definitions/TERMS/Affirmative_Action.htm.