

# Affirmative action and preventing discrimination

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Affirmative action is a platform that was established by the government as a set of laws and policies for preventing discrimination against individuals. It was for the purpose of offering equal opportunities for employment, education, and business.

Several of our former Presidents has signed executive orders that was meant for all hiring to be equal regardless of race, color, or national origin with all government contractors and the other specifically for associations which received federal contracts and subcontracts eliminating discrimination within the workforce towards individuals centered on their race, color, religion, and national origin.

Later the affirmative action was modified to include no discriminating against one's sex. Affirmative action also established preferential handling for minorities and women in the hiring process and the chance to receive a higher education. Affirmative action holds private employers accountable as well. During the Civil Rights movement, affirmative action was a tool that proposed opportunities for women and minorities and to provide equality for them.

There are noted changes in how colleges recruit and enroll students, housing and also how using public transportation where now blacks can sit anywhere since Rosa Parks. Since affirmative action was primarily intended on improving chances for African Americans in employment and education, but there is still a low percentage of improvement that is why an executive order was signed and it required all government and private industry jobs to increase the number of women, disabled individuals and minorities to either

receive employment or to have the ability to gain an education or have additional training for work enhancement.

There are numerous organization that uses affirmative action and equal employment opportunity policies within their business structure there is still a controversy today surrounding these issues. Are the equal employment opportunity and affirmative action policies have the same meaning? Let's talk about equal employment opportunity first, the definition is that it bans all types of discrimination.

This means that no matter the race, or gender everyone has the same chance of obtaining and getting promotions as well as training within the workforce. Whereas, affirmative action focus on past discrimination acts which were meant to give women, disabled individuals, and the minorities an equal footing in gaining employment and a higher education. It was to create equality between the workers and employers however it has caused extraadversityin the workforce.

Because many believed that jobs held by whites were being jeopardized. Has affirmative action been consistently and effectively used to create a more robust and productive workforce? I would say yes; affirmative action has made it possible for many to see and earn their desiredgoals such as their lifedreams.

I feel that there are still many obstacles but if one applies themselves there are no limitations. Barak Obama was our nation's first black President and there are many who hold prominent leadership roles that also includes women. Recently in the news, it was announced that the FBI, for the first  
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time in history that there may be a woman heading this department. Though affirmative action has come along way there are those who still discriminate and don't offer equal chances for others to succeed.

Affirmative action has allowed the workforce to become more diverse in races, genders, and cultures. We must remember that the affirmative action is not about letting minorities to get into college or to get a job, but it's about giving qualified individuals no matter their race a chance that they may not get otherwise. In conclusion has affirmative action been consistently and effectively used to create a more robust and productive workforce? I would say yes it has worked extremely well. I hope to see it continue because there are many more who could benefit from this program.