

# Discrimination, affirmative action, and the new public service

[Sociology](#)



The essay will show the differences occurring in the affirmative plan and how they have come about.

The purpose of affirmative action is very different from what it is assumed to be. It does not aim to merge varying groups of people in educational institutes and places of work just to create a mixed group. Instead, the affirmative action program is set to reduce discrimination and increase the economy of the region. This allows the region to prosper as groups that have been previously marginalized are given equal standing. This can be applied not only to various ethnicities but also gender. Women and African Americans are particularly affected by prejudice. If given the right kind of education and professional background, these groups can succeed, socially and economically, enormously. Thus there are two types of concepts working to create equality. Equal employment opportunity law works to get the right to work for all. The affirmative action policy removes the social obstacles facing these groups. Thus, while one works to improve the economy, the second ensures that the group has social mobility.

The first factor that has molded affirmative action is the target population. The number of members giving their public opinion has been lessened with variations in their race. Courts have made the decision that race and population are vital components for reaching a policy on affirmative action. Thus, it is vital to have a group that is conscious of the race before reaching a decision on any affirmative action. Yet, with a change in attitude, the number of opportunities given to blacks and women in the affirmative action plan has been reduced greatly. Instead, greater concentration is paid to those who have suffered economic problems. Thus a smaller group is now

considered for this plan.

Another aspect of reducing the rates of discrimination is by making the process of reduction in schools and other public institutes, open to scrutiny. Because hiring and pay are not open to the public which can lead to unintentional inequity. The affirmative action plan aims to keep policies of wage, employment, and promotions open to examination. But it also distributes opportunity, income, and status which can be considered harmful in its move to achieve equality.

Affirmative action poses to redistribute the wealth paid in by taxpayers to those who need it. This creates challenges by those who do not agree with this distribution of wealth. Thus, this policy needs to explain not only where the money goes but also where how the decisions of this distribution are made.

Personal details of the individual are observed to find employment. This means that an individual needs to interact with fellow members of society. These networks help ensure that the individual is given a balanced redistribution according to their needs. This aspect assists in discrimination according to race and gender being removed because of the communication between the different groups.

Class is seen as an essential component to better understand the affirmative action plan. It is seen as a tool to which the problems of race can be better understood.