

Kyria Cameron
BUS 428
Summary
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In Thomas Nagel's article A Defense of Affirmative Action Nagel states the difference between the two forms of affirmative action. They are “Weak” affirmative action which refers to “special efforts to ensure equal opportunity for members of groups that had been subject to discrimination.” This can include public advertisement of positions to be filled, active recruitment of qualified applicants from the formerly excluded groups, and special training programs to help them meet the standards for admission or appointment. And the other is “Strong” affirmative action which refers to “some degree of definite preference for members of these groups in determining access to positions from which they were formerly excluded.”

Nagel speaks on justifying affirmative action regarding the white and black race and the rigid racial case system we have had in the country. He also states that affirmative action has not done much to improve the position of the poor and unskilled blacks and calls this a serious part of the problem.

In William Bradford Reynolds's article, he describes affirmative action as vital to our society. He states that this country's character is determined by how we treat each other and that we treat one another fairly or unfairly. He says affirmative action in the country is also based on whether we give equal opportunity to all individuals or guarantee equal results to a selective group of people. He breaks down the difference between affirmative action as a measure to ensure equality of opportunity and affirmative action being used as a tool for achieving equality of results. He also talks about his convictions that the promise of equal outcomes is false, which I agree with. Unfortunately, we are not all equal in this country. And, as Bradford Reynolds says, we cannot be sure of similar results in a world where individuals differ significantly in motivation and ability. Affirmative action was created during the civil rights era. And it was made so that employed applicants are treated equally without regard for their race, color or national origin. He references the Supreme Court decision in the firefighter's local union vs. Stotts (1984), where the decision was made that federal courts are prohibited from ordering racially preferential layoffs to keep a racial percentage. This case was given as a way to explain affirmative action.