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BUS428: Business Ethics

June 23, 2023

Affirmative Action

The definition of "affirmative action" has changed throughout time. Initially, it was used to describe initiatives that promote equitable opportunity for groups that have historically been underrepresented through actions including hiring, training programs, and fair selection procedures. Now, however, it also means giving certain groups preferential access to opportunities, occasionally choosing less qualified applicants over more qualified ones. It's critical to distinguish between "weak" and "strong" affirmative action as the latter category is more controversial. Strong affirmative action presents significant concerns, while light affirmative action is usually seen as a constructive move to fight discrimination. Critics claim that it can be ineffective since it may reduce overall performance by favoring those with inferior qualifications. Additionally, they claim it is unjust because it evaluates people according on their membership in a group rather than their individual qualifications. It's crucial to remember that reliable affirmative action, which attempts to boost the social and economic power of historically marginalized groups without excluding others, is not morally unacceptable like discrimination.

Self-esteem is a different defense. Affirmative action recipients can question their own accomplishments when strong affirmative action policies are in place because they may wonder whether they genuinely earned their positions. Strong affirmative action must be a transitory solution that stops when its objectives are met because this harm to self-esteem cannot be prevented.

A major social objective must be significantly promoted by affirmative action for it to be justified. Strong affirmative action is justified in the case of black people in the United States due to their particular historical and social background. Even after slavery was abolished, the nation's firmly established class structure endured. Strong affirmative action was thought essential to rectify this injustice because legislative improvements alone were unable to destroy the division system, which slowed down development. Strong affirmative action has made significant progress in moving black people into the middle class, but more aggressive economic policies are needed to help the most vulnerable. It is essential to understand that the case for significant affirmative action is weaker for women and other racial and ethnic groups. Their circumstances are different, and they are unlikely to hold positions that are self-perpetuating like those occupied by people of color. Under circumstances of complete equality of opportunity, women in particular are anticipated to achieve fast improvement.

Affirmative action should not be considered as a goal of its own, but rather as a way to address social inequality. Not achieving equal representation in all institutions should be the goal, instead of reducing racial inequality. Equal results are an impossible target that goes against justice and individual uniqueness.

Affirmative action is a complicated and controversial topic, to sum up. Although there are valid objections to substantial affirmative action, it is justified by the extraordinary efforts required to end the persistent racial class system and its consequences. Once its objectives have been met, affirmative action should be discontinued. Given that people diversity in terms of desire and aptitude, the emphasis should be on equal opportunity rather than equal outcomes.