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BUS428
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June 27, 2023

Article summaries for Nagel & Reynolds:

After reading the article of Nagel Reynolds, we understand that “affirmative action” has evolved in meaning since its introduction. Originally, it referred to policies and practices aimed at addressing historical discrimination and ensuring equal opportunity for members of groups that had been marginalized or disadvantaged.

We summarize by saying that when the term “affirmative action” was first introduced, it often involved specific measures such as targeted recruitment, outreach programs, and preferential treatment in employment or education for individuals from underrepresented groups. The goal was to provide a level playing field and counteract the effects of past discrimination.

Over time, the interpretation and implementation of “affirmative action” have varied, leading to debates and legal challenges. As a result, some people argue that “affirmative action” should focus solely on addressing historical injustices, while others believe it should also encompass broader concepts of diversity and inclusion.

I think in modern-day debates, “affirmative action” may include a range of policies and strategies intended to promote equal opportunity, diversity, and inclusivity. These can include efforts to increase representation of underrepresented groups, promote diversity in educational institutions and workplaces, and address systemic barriers that hinder equal access and advancement.