

A group of four business professionals (three men and one woman) are seated at a long, dark wooden conference table. They are all looking towards the left side of the frame. On the table, in the foreground, is a small black sign with the words "HELP WANTED" in orange and white text. The background is a blurred office setting with wood paneling.

**HELP  
WANTED**

INVENTING EQUAL OPPORTUNITY

FRANK DOBBIN

# Inventing Equal Opportunity Author Frank Dobbin Jun 2009

**Richard L. Zweigenhaft, G. William  
Domhoff**



### **Inventing Equal Opportunity Author Frank Dobbin Jun 2009:**

The New CEOs Richard L. Zweigenhaft, G. William Domhoff, 2011-07-16 *The New CEOs* looks at the women and people of color leading Fortune 500 companies exploring the factors that have helped them achieve success and their impact on the business world and society more broadly. As recently as fifteen years ago there had only been three women CEOs of Fortune 500 companies and no African Americans. By now there have been more than 100 women African American Latino and Asian American CEOs of Fortune 500 companies. Richard L. Zweigenhaft and G. William Domhoff look at these new CEOs closely. Weaving compelling interview excerpts with new research, the book traces how these new CEOs came to power, questions whether they differ from white male Fortune 500 CEOs in meaningful ways, asks whether the companies that hired them differ from other companies, and discusses what we can learn about power in America from the emergence of these new CEOs. As Americans continue to debate corporate compensation, glass ceilings, and colorblind relationships, *The New CEOs* shares information critical to understanding our current situation and looks toward the future in our increasingly globalized world. The paperback edition of *The New CEOs* features a new Introduction and an updated comprehensive list of new CEOs to date.

**Making Good Neighbors** Abigail Perkiss, 2014-03-20 In the 1950s and 1960s, as the white residents' real estate agents and municipal officials of many American cities fought to keep African Americans out of traditionally white neighborhoods, Philadelphia's West Mount Airy became one of the first neighborhoods in the nation where residents came together around a community-wide mission toward intentional integration. As West Mount Airy experienced transition, homeowners fought economic and legal policies that encouraged white flight and threatened the quality of local schools, seeking to find an alternative to racial separation without knowing what they would create in its place. In *Making Good Neighbors*, Abigail Perkiss tells the remarkable story of West Mount Airy, drawing on archival research and her oral history interviews with residents to trace their efforts, which began in the years following World War II and continued through the turn of the twenty-first century. The organizing principles of neighborhood groups like the West Mount Airy Neighbors Association (WMAN) were fundamentally liberal and emphasized democracy, equality, and justice; the social, cultural, and economic values of these groups were also decidedly grounded in middle-class ideals and white-collar professionalism. As Perkiss shows, this liberal middle-class framework would ultimately become contested by more militant Black activists and from within WMAN itself as community leaders worked to adapt and respond to the changing racial landscape of the 1960s and 1970s. The West Mount Airy case stands apart from other experiments in integration because of the intentional, organized, and long-term commitment on the part of WMAN to biracial integration and, in time, multiracial and multiethnic diversity. The efforts of residents in the 1950s and 1960s helped to define the neighborhood as it exists today.

Undermining Racial Justice Matthew Johnson, 2020-04-15 Over the last sixty years, administrators on college campuses nationwide have responded to Black campus activists by making racial inclusion and inequality compatible. This bold argument is at the center

of Matthew Johnson's powerful and controversial book *Focusing on the University of Michigan* often a key talking point in national debates about racial justice thanks to the contentious *Gratz v Bollinger* 2003 Supreme Court case Johnson argues that UM leaders incorporated black student dissent selectively into the institution's policies practices and values This strategy was used to prevent activism from disrupting the institutional priorities that campus leaders deemed more important than racial justice Despite knowing that racial disparities would likely continue Johnson demonstrates that these administrators improbably saw themselves as champions of racial equity What Johnson contends in *Undermining Racial Justice* is not that good intentions resulted in unforeseen negative consequences but that the people who created and maintained racial inequities at premier institutions of higher education across the United States firmly believed they had good intentions in spite of all the evidence to the contrary The case of the University of Michigan fits into a broader pattern at elite colleges and universities and is a cautionary tale for all in higher education As Matthew Johnson illustrates inclusion has always been a secondary priority and as a result the policies of the late 1970s and 1980s ushered in a new and enduring era of racial retrenchment on campuses nationwide *Choice*, 2009 **Inventing Equal Opportunity** Frank Dobbin, 2013

*EQUALITY OF OPPORTUNITY* John E. ROEMER, 2000-10 John Roemer points out that there are two views of equality of opportunity that are widely held today The first which he calls the nondiscrimination principle states that in the competition for positions in society individuals should be judged only on attributes relevant to the performance of the duties of the position in question Attributes such as race or sex should not be taken into account The second states that society should do what it can to level the playing field among persons who compete for positions especially during their formative years so that all those who have the relevant potential attributes can be considered Common to both positions is that at some point the principle of equal opportunity holds individuals accountable for achievements of particular objectives whether they be education employment health or income Roemer argues that there is consequently a before and an after in the notion of equality of opportunity before the competition starts opportunities must be equalized by social intervention if need be but after it begins individuals are on their own The different views of equal opportunity should be judged according to where they place the starting gate which separates before from after Roemer works out in a precise way how to determine the location of the starting gate in the different views **The Equal Opportunity Board and You** Equal Opportunity Board, 1990

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