

A group of business professionals, including a woman in a green shirt and several men in suits, 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, bold, capital letters. The background shows a dark wood-paneled wall.

**HELP
WANTED**

INVENTING EQUAL OPPORTUNITY

FRANK DOBBIN

Inventing Equal Opportunity Author Frank Dobbin Jun 2011

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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 **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 **Inventing Equal Opportunity** Frank Dobbin, 2013 *Equal Opportunity Program, National Science Foundation* National Science Foundation (U.S.). Office of Equal Opportunity, 1991

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 **Equal Opportunity Theory** Dennis E. Mithaug, 1996-05-29 *Equal Opportunity Theory* is a clear and comprehensive examination of the idea of self determination both the right to self determination as well as its expression in our society Author Dennis E Mithaug examines society's collective responsibility for assuring fair prospects of self determination for all people This inclusive volume also describes how social policies derived from the theory of equal opportunity actually impact those with the least likely prospects for self determination throughout their lives the poor the disabled and people of color Author Dennis E Mithaug first presents the logical philosophical and

psychological basis for equal opportunity theory and then presents its social and judicial background From this foundation he shows how the optimal prospects principle derived from the theory decreases the discrepancy between the right and the experience of self determination for children and adults with significant physical mental social and economic disadvantages Although the main thrust is theoretical evidence in support of the theory is based upon a combination of empirical historical and logical sources Addressing one of the hottest current topics in American society and public policy today Equal Opportunity Theory s timeliness will make it of great interest to students and professionals in the fields of sociology psychology and political science In Equal Opportunity Theory Dennis E Mithaug writes about the discrepancy between the right to self determination and the expression of that right a problem that is salient to most Americans with disabilities and others who are less well situated in our society This discrepancy manifests itself in what may be the most handicapping aspect of having a disability being poor or being a member of a minority group that experiences frequent discrimination the lack of control over one s life Equal Opportunity Theory provides a thoughtful interdisciplinary treatment of the complex issues related to this problem The book provides an important differentiation of the impact of individual capacity and opportunity theory as a means to resolve the discrepancy between the right to and experience of self determination for individuals whose personal social and economic circumstances are beyond their control It also provides a valuable contribution to the debate concerning how best to empower and enable all individuals to live self determined lives Michael L Wehmeyer The Arc National Headquarters *Equal Opportunity* National Science Foundation (U.S.). Office of Equal Opportunity Programs,1992 **The Equal Opportunity Board and You** Equal Opportunity Board,1990 The Equal Opportunity Employer ,

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