

A group of business professionals, including a woman in a green top 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" and "WANTED" in red, stacked vertically. The background shows a dark wood-paneled wall.

HELP
WANTED

INVENTING EQUAL OPPORTUNITY

FRANK DOBBIN

**Inventing Equal Opportunity By Frank Dobbin 26 May
2009 Paperback**

Randolph Hohle



Inventing Equal Opportunity By Frank Dobbin 26 May 2009 Paperback:

The Anti-Civil Rights Movement Mike Steve Collins, 2024-10-16 In this deeply researched and powerfully written exposé Mike Steve Collins pulls back the curtain on the networks of power and influence that are pulling the strings to undo progress toward a more just and equitable society. The efforts of this anti-civil rights movement, as Collins calls it, most recently came to a head on June 23, 2023, when the US Supreme Court effectively ended affirmative action in higher education and opened the door to even more regressive policies, laws, and bans. The ruling was the fulfillment of a decades-long battle by right-wing activists and their networks to divide the country. As Collins sees it, American society is trapped in a style of thinking and decision making that makes bad choices seem rational. Called a prisoner's dilemma by game theorists and a hermeneutic trap by Collins, this way of thinking has led to policy choices that make everyone worse off in part by creating hostility between communities that could productively work together and form powerful coalitions. The work of the anti-civil rights movement, led by figures such as Edward Blum and Christopher Rufo, has repeatedly found ways to undermine the shared interests of the American people by splitting coalitions and pitting marginalized groups against each other, even while claiming and perhaps feeling the highest of motives. From racial segregation in the 1960s to the modern boogeyman of critical race theory, conservative elites have wielded cultural and political wedges to expand their power, to set the political, educational, and legal agenda. Affirmative action has long been a weapon of choice in conservatives' arsenal against social progress, and few have leveraged it as successfully and detrimentally as Edward Blum. In 2014, the year after he helped gut the affirmative action aspect of the Voting Rights Act in *Shelby County v Holder*, Blum created Students for Fair Admissions and brought a suit against Harvard University for discriminating against Asian Americans. A decade later, this latest effort in a long string of traps and dilemmas became the Supreme Court case that upended affirmative action. Collins's groundbreaking work is a field guide to the personalities, funds, and dilemmas that characterize the ongoing war between the civil rights movement and the anti-civil rights movement, between the forces represented by figures such as Thurgood Marshall, a hero of the civil rights movement, and his replacement on the Supreme Court, Clarence Thomas, a hero of the anti-civil rights movement. This book will help readers better understand the battles that have been fought in the past, where the next fight might take place, and what will be necessary in order to win.

Getting to Diversity Frank Dobbin, Alexandra Kalev, 2022-09-13 Management experts Frank Dobbin and Alexandra Kalev sift through decades of data to show why workplace diversity training fails and what works. Arguing that it's time to focus on changing systems rather than individuals, the authors make data-driven recommendations for diversifying management and creating workplaces where everyone can thrive.

The Rights Revolution Revisited Lynda G. Dodd, 2018-01-25 The rights revolution in the United States consisted of both sweeping changes in constitutional doctrines and landmark legislative reform, followed by decades of innovative implementation in every branch of the federal government: Congress, agencies, and the courts. In recent years, a growing

number of political scientists have sought to integrate studies of the rights revolution into accounts of the contemporary American state In *The Rights Revolution Revisited* a distinguished group of political scientists and legal scholars explore the institutional dynamics scope and durability of the rights revolution By offering an inter branch analysis of the development of civil rights laws and policies that features the role of private enforcement this volume enriches our understanding of the rise of the civil rights state and its fate in the current era "Are You Calling Me a Racist?" Sarita Srivastava,2024-03-19 Shows why diversity workshops fail and offers concrete solutions for a path forward Despite decades of anti racism workshops and diversity policies in corporations schools and nonprofit organizations racial conflict has only increased in recent years *Are You Calling Me a Racist* reveals why these efforts have failed to effectively challenge racism and offers a new way forward Drawing from her own experience as an educator and activist as well as extensive interviews and analyses of contemporary events Sarita Srivastava shows that racial encounters among well meaning people are ironically hindered by the emotional investment they have in being seen as good people Diversity workshops devote energy to defending recuperating educating and inwardly reflecting with limited results and these exercises often make things worse *These Feel Good* politics of race Srivastava explains train our focus on the therapeutic and educational rather than on concrete practices that could move us towards true racial equity In this type of approach to diversity training people are more concerned about being called a racist than they are about changing racist behavior *Are You Calling Me a Racist* is a much needed challenge to the status quo of diversity training and will serve as a valuable resource for anyone dedicated to dismantling racism in their communities educational institutions public or private organizations and social movements

Race and the Origins of American Neoliberalism Randolph Hohle,2015-06-12 Why did the United States forsake its support for public works projects public schools public spaces and high corporate taxes for the neoliberal project that uses the state to benefit businesses at the expense of citizens The short answer to this question is race This book argues that the white response to the black civil rights movement in the 1950s 60s and early 70s inadvertently created the conditions for emergence of American neoliberalism Neoliberalism is the result of an unlikely alliance of an elite liberal business class and local segregationists that sought to preserve white privilege in the civil rights era The white response drew from a language of neoliberalism as they turned inward to redefine what it meant to be a good white citizen The language of neoliberalism depoliticized class tensions by getting whites to identify as white first and as part of a social class second This book explores the four pillars of neoliberal policy austerity privatization deregulation and tax cuts and explains how race created the pretext for the activation of neoliberal policy Neoliberalism is not about free markets It is about controlling the state to protect elite white economic privileges

The Rise of Corporate Feminism Allison Elias,2022-12-06 From the 1960s through the 1990s the most common job for women in the United States was clerical work Even as college educated women obtained greater opportunities for career advancement occupational segregation by gender remained entrenched How did feminism in corporate America come

to represent the individual success of the executive woman and not the collective success of the secretary Allison Elias argues that feminist goals of advancing equal opportunity and promoting meritocracy unintentionally undercut the status and prospects of so called pink collar workers In the 1960s ideas about sex equality spurred some clerical workers to organize demanding raises and respect while others pushed for professionalization through credentialing This cross class alliance pushed a feminist agenda that included unionizing some clerical workers and advancing others who had college degrees into management But these efforts diverged in the 1980s when corporations adopted measures to move qualified women into their upper ranks By the 1990s corporate support for professional women resulted in an individualistic feminism that focused on the needs of those at the top Meanwhile as many white college educated women advanced up the corporate ladder clerical work became a job for lower socioeconomic status women of all races The Rise of Corporate Feminism considers changes in the workplace surrounding affirmative action human resource management automation and unionization by groups such as 9to5 At the intersection of history gender and management studies this book spotlights the secretaries clerks receptionists typists and bookkeepers whose career trajectories remained remarkably similar despite sweeping social and legal change

Framing and Managing Lean Organizations in the New Economy Darina Lepadatu, Thomas Janoski, 2020-02-18 This book examines the dominance and significance of lean organizing in the international economy Scholars from each discipline see lean production as positive or negative the book blends theory with practice by sorting out these different academic views and revealing how lean is implemented in different ways The first part synthesizes academic research from a range of disciplines including engineering sociology and management to present the reader with an integrated understanding of the benefits and drawbacks of lean management The second part links this theory to practice with a set of case studies from companies like Apple Google Nike Toyota and Walmart that demonstrate how lean is implemented in a variety of settings The book concludes with three models explaining how Toyotism Nikefication with offshoring and Waltonism provide full or less complete models of lean production It clearly presents the positive and negative aspects of lean and insights into the culture of lean organizations With its rich interdisciplinary approach Framing and Managing Lean Organizations in the New Economy will benefit researchers and students across a range of classes from management sociology and public policy to engineering

Taboo Eric Kaufmann, 2024-07-04 Stimulating and provocative The Times The once dominant philosophy of the West defined by free expression equal treatment of individuals national solidarity and scientific rationality is under threat Cultural socialism which advocates harsh restrictions on free speech due process and national symbols in order to reduce psychological harm and bolster the esteem of formerly marginalized groups is on the rise Rather than focusing on Marxist revolutionaries or equality law Eric Kaufmann concentrates on well meaning left liberals He argues that the genesis of woke cultural socialism emerged from liberal taboos around race that arose in the 1960s and came to be weaponised and extended to other areas such as gender Using extensive survey data he shows that this process is driven mainly by values not fear and

is only going to accelerate as culturally leftist generations enter the workforce and electorate Its rise suppresses the open debate that makes effective policy making possible harming the minorities cultural socialists purport to help Only if we shift from encouraging minority fragility to building minority resilience using state power to check institutional illiberalism can we resist cultural socialism and restore cultural flourishing This is the authoritative study of the radical shift in values that has turbo charged the culture wars of our time No one concerned with the cultural and political conflicts of our times can afford to miss it **The Third Awakening** Eric Kaufmann,2024-05-14 We in the West are in the third wave of cultural left

ideological enthusiasm Each Awakening has crested fallen a little consolidated then surged again to reach a higher level The cumulative result is an elite creed which has produced a crime wave a worsening education system chaos at the border and social division Fired by a cultural socialism that puts equal results and emotional protection for minorities at the center of their moral universe today s young people are twice as intolerant of conservative speech as older generations These young people will be the median voters and employees of tomorrow leading and controlling the country Woke cultural socialism is not the classical liberalism of the American Constitution but a modern majorities bad minorities good Left liberalism It is powered by a set of liberal emotional attachments rather than liberal principles These underpin a moral panic about whites and males combined with a starry eyed patronizing approach to minorities Today s woke extremism is not a repudiation of liberalism but a perverse extension of it Our only way out is to use elected constitutional government power to break the grip of wokeness in our institutions and schools steering them toward neutrality and classical liberalism To do so the conservative and moderate majority must place culture front and center and spare no effort to win the battle of ideas Nothing less than the future of our civilization depends on it **Inventing Equal Opportunity** Frank Dobbin,2013 **The Equal**

Opportunity Board and You Equal Opportunity Board,1990 **Equality of Opportunity** ,1992

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