**Module 4 - Background**

**Discrimination and Affirmative Action**

[Introduction](http://cdad.tuiu.edu/CourseHomeModule.aspx?course=67&term=88&module=4&page=home)[Background Information](http://cdad.tuiu.edu/CourseHomeModule.aspx?course=67&term=88&module=4&page=bkg)[Case assignment](http://cdad.tuiu.edu/CourseHomeModule.aspx?course=67&term=88&module=4&page=case)[Session Long Project](http://cdad.tuiu.edu/CourseHomeModule.aspx?course=67&term=88&module=4&page=slp)[Objectives](http://cdad.tuiu.edu/CourseHomeModule.aspx?course=67&term=88&module=4&page=objectives)

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| [CLICK HERE](http://cdad.tuiu.edu/Presentation.aspx?course=67&term=88&presentation=4163) for a video on Discrimination  For Dr. Gold's written explanation of the utilitarian and deontological perspectives on Affirmative Action, [Click Here](http://cdad.tuiu.edu/CourseHomeModule.aspx?course=67&term=88&module=4&page=custom1).  **Required Reading**  From Proquest in the CyberLibrary: Please Read:  Allen, R. (2003).  Examining the implementation of affirmative action in law enforcement.  *Public Personnel Management*, *32*(3), 411. <http://proquest.umi.com/pqdweb?index=0&did=423651811&SrchMode=1&sid=13&Fmt=4&VInst=PROD&VType=PQD&RQT=309&VName=PQD&TS=1236293883&clientId=29440>  Ball, C., & Haque, A. (2003).  Diversity in religious practice: Implications of Islamic values in the public workplace.  *Public Personnel Management*, *32*(3), 315.  <http://proquest.umi.com/pqdweb?index=0&did=423652061&SrchMode=1&sid=14&Fmt=4&VInst=PROD&VType=PQD&RQT=309&VName=PQD&TS=1236294017&clientId=29440>  *Affirmative action requirements* Charles J Muhl. Monthly Labor Review. Washington: Jan 1999. Vol. 122, Iss. 1; p. 48 (2 pages)  <http://proquest.umi.com/pqdweb?index=9&did=40292833&SrchMode=2&sid=6&Fmt=3&VInst=PROD&VType=PQD&RQT=309&VName=PQD&TS=1236292443&clientId=29440>  Gilbert, J.A., Stead, B.A., & Ivancevich, J.M. (1999). Diversity management: A new organizational paradigm. *Journal of Business Ethics, 21*(1), 61-76.  <http://proquest.umi.com/pqdweb?index=14&did=43694097&SrchMode=1&sid=13&Fmt=4&VInst=PROD&VType=PQD&RQT=309&VName=PQD&TS=1241023634&clientId=29440>    **Optional Material**    The following is a listing of sites with detailed information on Affirmative Action.  Some sites provide information on the moral issues involved.  Others present the legal and historical perspective.  Some will link you to corporate and institutional policies.  But be careful, there is a LOT of material here and I don't want you to drown in it.  **Be judicious and find what you need in order to help you explain you answer to the case and SLP.**  You are only required to visit the first link.  At the AAD Project you will find more than enough information.  Use the remainder of the links to help direct your research when you need. Click here: The Affirmative Action and Diversity Project: A Web Page for Research (2007). Retrieved on August 29, 2007 from <http://aad.english.ucsb.edu/>  The AAD Project represents a variety of viewpoints.  They wisely shy away from the simple minded for and against kind of thinking to expose the various facets of this complicated issue.  (and I am not just saying this since it is my alma mater!)  Use this page to delve deeper into, definitions, the current state of Affirmative Action, legal rulings, and issues like merit, quotas, and culture.  *Go here and search the site for information pertaining to the case.  There is a LOT there.*  [The American Association for Affirmative Action](http://www.affirmativeaction.org/) is the association of professionals managing affirmative action, equal opportunity, diversity and other human resource programs. Click here:  **The American Association for Affirmative Action** (2007). Retrieved 2009 from[**http://www.affirmativeaction.org/**](http://www.affirmativeaction.org/)    Click here: HR Guide to the Internet (2007). Retrieved 2009 <http://www.hr-guide.com/data/074.htm>   Policies from other Institutions Links to policy programs for different businesses institutions.  **Government Agencies**  [BLS](http://www.bls.gov)   Bureau of Labor Statistics  [DOL](http://www.dol.gov)   Department of Labor  [EEOC](http://www.eeoc.gov) Equal Employment Opportunity Commission  [OFCCP](http://www.dol.gov/esa/ofccp/index.htm) Office of Federal Contract Compliance Programs  U.S. Census Bureau (2007). Retrieved 2009 <http://www.census.gov>  **Regulations and Executive Orders**  Civil Rights Act of 1964 (2007). Retrieved 2009 <http://www.dol.gov/oasam/regs/statutes/2000e-16.htm>   Executive Order 11246  (2007). Retrieved 2009 <http://www.dol.gov/esa/regs/statutes/ofccp/eo11246.htm>   Executive Order 11246 Fact Sheet (2007). Retrieved 2009 <http://www.dol.gov/esa/regs/compliance/ofccp/aa.htm>    Important Cases  [University of California Regents v. Bakke](http://www.findlaw.com/cgi-bin/getcase.pl?court=US&vol=438&invol=265) "Reverse discrimination" (1978)  (2007). Retrieved 2009 <http://www.findlaw.com/cgi-bin/getcase.pl?court=US&vol=438&invol=265>   [Steelworkers v. Weber](http://www.findlaw.com/cgi-bin/getcase.pl?court=US&vol=443&invol=193) Affirmative action in employment (1979)  (2007). Retrieved on August 2009 [http://www.findlaw.com/cgibin/getcase.pl?court=US&vol=443&invol=193](http://www.findlaw.com/cgi-bin/getcase.pl?court=US&vol=443&invol=193)   [Richmond v. J. A. Croson Co.](http://www.findlaw.com/cgi-bin/getcase.pl?court=US&vol=488&invol=469) Issues regarding Government Contracting 'set asides'. Click here: Richmond v. J. A. Croson Co. (2007). Retrieved 2009 <http://www.findlaw.com/cgi-bin/getcase.pl?court=US&vol=488&invol=469>   [Adarand Constructors, Inc. v.](http://www.findlaw.com/cgi-bin/getcase.pl?court=US&vol=000&invol=U10252) Pe?a Changing standards for affirmative action (1995) Click here: Adarand Constructors, Inc. v. (2007). Retrieved 2009 <http://www.findlaw.com/cgi-bin/getcase.pl?court=US&vol=000&invol=U10252> |