

After Civil Rights Racial Realism In The New American Workplace

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After Civil Rights: Racial Realism in the New American ...

After the conclusion of reading this book, After Civil Rights will spark conversations on labor economics, regarding how different companies choose to hire their employees. This study is important because this practice of racial realism is often under looked or unnoticed, and because of this, employers continue to partake in it, for their own personal benefits.

After Civil Rights: Racial Realism in the New American ...

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After Civil Rights: Racial Realism in the New American ...

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After Civil Rights: Racial Realism in the New American ...

In After Civil Rights, John D. Skrentny contends that after decades of mass immigration, many employers and advocates have adopted a new strategy to manage race and work. Skrentny argues that in today's workplace, employers routinely practice "racial realism," where they see racial diversity as a way to increase workplace dynamism.

Book Review: After Civil Rights: Racial Realism in the New ...

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After Civil Rights: Racial Realism in the New American ...

5.0 out of 5 stars Racial realism in the U.S. Reviewed in the United States on August 25, 2014 Skrentny's After Civil Rights argues that employers, political leaders, and advocates have adopted the strategy of racial realism - they define race as real and as a job qualification. This has unanticipated legal consequences.

After Civil Rights: Racial Realism In The New American ...

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After Civil Rights Racial Realism In The New American ...

Today, employers seek a more diverse workforce, with hopes of achieving organizational goals because of it. John Skrentny's After Civil Rights: Racial Realism in the New American Workplace, exemplifies how the workplace today contradicts the anticipations of the Civil Rights Act, when it was passed in 1964.

After Civil Rights: Racial Realism in the New American ...

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After Civil Rights: Racial Realism in the New American ...

What role should racial difference play in the American workplace? As a nation, we rely on civil rights law to address this question, and the monumental Civil Rights Act of 1964 seemingly answered it: race must not be a factor in workplace decisions. In After Civil Rights, John Skrentny contends that after decades of mass immigration, many employers, Democratic and Republican political leaders ...

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After Civil Rights: Racial Realism in the New American ...

NASHVILLE, Tenn. (AP) — Officials in Nashville, Tennessee, have renamed most of a street after Civil Rights icon John Lewis, who help desegregate the city's lunch counters before becoming a long ...

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Highlights how every significant social transformation in American history affected the advances of Blacks in the labor force

A practical look at the way racial bias plays out at every level of the legal system, from witness identification and jury selection to prosecutorial behaviour, defence decisions and the way expert witnesses are regarded. Using cutting-edge research from across the social sciences and, in particular, new understandings from psychology of the way prejudice functions in the brain, this new book includes many of the seminal writings to date along with newly commissioned pieces filling in gaps in the present literature.

The classic work on American racism and the struggle for racial justice In Faces at the Bottom of the Well, civil rights activist and legal scholar Derrick Bell uses allegory and historical example to argue that racism is an integral and permanent part of American society. African American struggles for equality are doomed to fail so long as the majority of whites do not see their own well-being threatened by the status quo. Bell calls on African Americans to face up to this unhappy truth and abandon a misplaced faith in inevitable progress. Only then will blacks, and those whites who join with them, be in a position to create viable strategies to alleviate the burdens of racism. "Freed of the stifling rigidity of relying unthinkingly on the slogan 'we shall overcome,'" he writes, "we are impelled both to live each day more fully and to examine critically the actual effectiveness of traditional civil rights remedies." Faces at the Bottom of the Well is urgent and essential reading on the problem of racism in America.

In Racial Realism, Lori Latrice Martin demonstrates how racial realism is a key concept for understanding why and how black people continue to live between a cycle of optimism and disappointment in the United States. The book includes historical topics as well as recent social movements and the pandemic.

Nobody's Burden: Lessons on Old Age from the Great Depression is the first book-length study of the experience of old-age during the Great Depression. Part history, part social critique, the contributors rely on archival research, social history, narrative study and theoretical analysis to argue that Americans today, as in the past, need to rethink old-age policy and accept their shared responsibility for elder care. The Great Depression serves as the cultural backdrop to this argument, illustrating that during times of social and economic crisis, society's ageism and the limitations in old-age care become all the more apparent. At the core of the book are vivid stories of specific men and women who applied for old-age pensions from a private foundation in Detroit, Michigan, between 1927 and 1933. Most applicants who received pensions became life-long clients, and their lives were documented in great detail by social workers employed by the foundation. These stories raise issues that elders and their families face today: the desire for independence and autonomy; the importance of having a place of one's own, despite financial and physical dependence; the fears of being and becoming a burden to one's self and others; and the combined effects of ageism, racism, sexism and classism over the life course of individuals and families. Contributors focus in particular on issues of gender and aging, as the majority of clients were women over 60, and all of the case workers -- among the first geriatric social workers in the country -- were women in their 20s and early 30s. Nobody's Burden is unique not only in content, but also in method and form. The contributors were members of an archival research group devoted to the study of these case files. Research was conducted collaboratively and involved scholars from the humanities (English, folklore) and the social sciences (anthropology, communications, gerontology, political science, social work, and sociology).

In the wake of the black civil rights movement, other disadvantaged groups of Americans began to make headway--Latinos, women, Asian Americans, and the disabled found themselves the beneficiaries of new laws and policies--and by the early 1970s a minority rights revolution was well underway. In the first book to take a broad perspective on this wide-ranging and far-reaching phenomenon, John D. Skrentny exposes the connections between the diverse actions and circumstances that contributed to this revolution--and that forever changed the face of American politics. Though protest and lobbying played a role in bringing about new laws and regulations--touching everything from wheelchair access to women's athletics to bilingual education--what Skrentny describes was not primarily a bottom-up story of radical confrontation. Rather, elites often led the way, and some of the most prominent advocates for expanding civil rights were the conservative Republicans who later emerged as these policies' most vociferous opponents. This book traces the minority rights revolution back to its roots not only in the black civil rights movement but in the aftermath of World War II, in which a world consensus on equal rights emerged from the Allies' triumph over the oppressive regimes of Nazi Germany and Imperial Japan, and then the Soviet Union. It also contrasts failed minority rights development for white ethnics and gays/lesbians with groups the government successfully categorized with African Americans. Investigating these links, Skrentny is able to present the world as America's leaders saw it: and so, to show how and why familiar figures--such as Lyndon Johnson, Richard Nixon, and, remarkably enough, conservatives like Senator Barry Goldwater and Robert Bork--created and advanced policies that have made the country more egalitarian but left it perhaps as divided as ever.

This book surveys ways in which social scientists have attempted to come to terms with issues of race, before developing an alternative approach based on recent work by realist authors.

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