

Paul D. Moreno

FROM DIRECT ACTION
TO AFFIRMATIVE ACTION

Fair Employment
Law and Policy
in America
1933–1972

From Direct Action To Affirmative Action Fair Employment Law And Policy In America 1933 197

Anthony S. Chen



From Direct Action To Affirmative Action Fair Employment Law And Policy In America 1933 197:

From Direct Action to Affirmative Action Paul D. Moreno, 1999-02-01 The nature of race based employment discrimination and its proper solution continue to be topics of much public debate Scarce however is the kind of dispassionate scholarly treatment that lends a helpful long range perspective on the matter In this welcome study Paul D Moreno retraces the legal and political responses to racial bias in America s workplaces From Direct Action to Affirmative Action makes clear that the demand for preferential employment practices originated decades before the Civil Rights Act of 1964 By casting the development of modern national policy in a broader historical context it brings depth and nuance to an understanding of this important area of civil rights *The Lost Promise of Civil Rights* Risa L. Goluboff, 2010-03-30 By uncovering the challenges workers and their lawyers launched against Jim Crow in the 1940s when civil rights were legally conceptually and constitutionally up for grabs Goluboff shows how *Brown v Board of Education* only partially fulfilled the lost promise of civil rights

African American Urban History since World War II Kenneth L. Kusmer, Joe W. Trotter, 2009-08-01 Historians have devoted surprisingly little attention to African American urban history of the postwar period especially compared with earlier decades Correcting this imbalance *African American Urban History since World War II* features an exciting mix of seasoned scholars and fresh new voices whose combined efforts provide the first comprehensive assessment of this important subject The first of this volume s five groundbreaking sections focuses on black migration and Latino immigration examining tensions and alliances that emerged between African Americans and other groups Exploring the challenges of residential segregation and deindustrialization later sections tackle such topics as the real estate industry s discriminatory practices the movement of middle class blacks to the suburbs and the influence of black urban activists on national employment and social welfare policies Another group of contributors examines these themes through the lens of gender chronicling deindustrialization s disproportionate impact on women and women s leading roles in movements for social change Concluding with a set of essays on black culture and consumption this volume fully realizes its goal of linking local transformations with the national and global processes that affect urban class and race relations

A History of Affirmative Action, 1619-2000 Philip F. Rubio, 2001 Publisher Fact Sheet Puts current debate in historical context

The Best American History Essays 2006 Organization of American Historians, 2016-09-23 Ten of the best articles in American history published in 2006 selected from over 300 learned and popular journals Topics range from the general to the specific and cover all aspects of American history from the early days of the republic through the nineteenth and twentieth centuries These are the questions that today s historians are asking

Black Americans and Organized Labor Paul D. Moreno, 2006-01-01 In *Black Americans and Organized Labor* Paul D Moreno offers a bold reinterpretation of the role of race and racial discrimination in the American labor movement Moreno applies insights of the law and economics movement to formulate a powerfully compelling labor race theorem of elegant simplicity White unionists found that race was a convenient

basis on which to do what unions do control the labor supply Not racism pure and simple but the economics of discrimination explains historic black absence and under representation in unions Moreno s sweeping reexamination stretches from the antebellum period to the present integrating principal figures such as Frederick Douglass and Samuel Gompers Isaac Myers and Booker T Washington and W E B Du Bois and A Philip Randolph He traces changing attitudes and practices during the simultaneous black migration to the North and consolidation of organized labor s power through the confusing and conflicted post World War II period during the course of the civil rights movement and into the era of affirmative action Maneuvering across a wide span of time and a broad array of issues Moreno brings remarkable clarity to the question of the importance of race in unions He impressively weaves together labor policy and African American history into a cogent persuasive revisionist study that cannot be ignored

From Direct Action to Affirmative Action Associate Professor of History Paul D Moreno, Paul D. Moreno, 1997 The nature of race based employment discrimination and the proper remedy for it continue to be a topic of much and often heated public debate Scarce however is the kind of dispassionate scholarly treatment that lends a helpful long range perspective on the matter Historian Paul Moreno here fills that need in the first analysis of affirmative action that goes back to its beginnings In a clear and methodical fashion he retraces the surprisingly long and sometimes circuitous route of legal and political responses to racial bias in America s workplaces *From Direct Action to Affirmative Action* makes clear that the push for preferential employment practices originated decades before 1964 By casting the development of modern national policy in a broader historical context it brings depth and nuance to an understanding of this important area of civil rights

From Enslavement to COVID-19 Joe William Trotter Jr., 2025-10-07 During the COVID 19 pandemic commentators opined that the high concentration of African Americans in dangerous and unsafe work and living environments exposed them to the virus at higher and deadlier rates than their Euro American counterparts In *From Enslavement to COVID 19* Joe William Trotter Jr delves into the historical context of this phenomenon Focusing on four historical periods enslavement emancipation the industrial era and the digital age Trotter argues that rather than being anomalous the fight for adequate health care and beneficial social service policies follows a similar trajectory as the movement of Black people from enslavement to freedom Trotter emphasizes how the labor requirements of work shaped the African American encounter with disease how white medical professionals developed stereotypes about the susceptibility of Black people to sickness and how those professionals denied essential medical care to the country s most vulnerable *From Enslavement to COVID 19* also highlights how people of African descent drew on their legacy of activism and community building to improve their physical and mental conditions by creating programs and strategies to combat inequality and discrimination in the nation s health care system

Moving Up, Moving Out Will Cooley, 2018-10-19 In *Moving Up Moving Out* Will Cooley discusses the damage racism and discrimination have exacted on black Chicagoans in the twentieth century while accentuating the resilience of upwardly mobile African Americans Cooley examines how class differences created

fissures in the black community and produced quandaries for black Chicagoans interested in racial welfare While black Chicagoans engaged in collective struggles they also used individualistic means to secure the American Dream Black Chicagoans demonstrated their talent and ambitions but they entered through the narrow gate and whites denied them equal opportunities in the educational institutions workplaces and neighborhoods that produced the middle class African Americans resisted these restrictions at nearly every turn by moving up into better careers and moving out into higher quality neighborhoods but their continued marginalization helped create a deeply dysfunctional city African Americans settled in Chicago for decades inspired by the gains their forerunners were making in the city Though faith in Chicago as a land of promise wavered the progress of the black middle class kept the city from completely falling apart In this important study Cooley shows how Chicago in all of its glory and faults was held together by black dreams of advancement Moving Up Moving Out will appeal to urban historians and sociologists scholars of African American studies and general readers interested in Chicago and urban history **Arts & Humanities Citation Index** ,1998 **Current Law Index** ,2001

The Legal Environment of Business Nancy Kubasek,Bartley A. Brennan,M. Neil Browne,2003 Covers introductory topics in business law emphasizing critical thinking and the consideration of the impact of values ethics on the outcome being considered *Who's who of American Women, 1991-1992* ,1991 **Fair Employment** Paul D. Moreno,1994 **Fair Employment** Paul D. Moreno,1994 *From Fair Employment to Equal Employment Opportunity and Beyond* Anthony S. Chen,2002 Equality Transformed Herman Belz, A quarter century after the enactment of the 1964 Civil Rights Act its legacy remains controversial The statutory language intended to ensure equal opportunity to all individuals is now interpreted as authorizing both public and private employers to adopt preferential policies that benefit designated groups based on race and gender Much the same transformation has occurred in federal contract programs President Kennedy s executive order that required equal employment opportunity is now understood as mandating minority hiring with numerical goals tantamount to quotas Herman Belz s *Equality Transformed A Quarter Century of Affirmative Action* traces this transformation of equality and how it was brought about by courts regulatory agencies and activists The early champions of civil rights sought to eradicate impediments to advancement for the downtrodden the ultimate aim was to create a truly colorblind society Over the years this goal while still professed became even more elusive Preferences goals and timetables temporary means for the attainment of a nondiscriminatory society seemed to undermine that noble quest *Equality Transformed* provides a textured history of affirmative action and its effects upon race relations and our democratic egalitarian ideals In recent years under the impetus of the Reagan Justice Department the Supreme Court has backed away however hesitantly from its earlier sympathy towards race conscious remedies and preferential treatment Belz s analysis of recent Supreme Court cases and their antecedents allows us to better understand both the tensions in our society and the fury that the Court has triggered with its recent civil rights pronouncements Belz makes a strong case for hewing to a

forward looking rather than a backward looking approach to eradicating discrimination Anyone interested in the history law theory or morality of affirmative action in employment will find Equality Transformed invaluable **1988 Affirmative Action Workbook** National Employment Law Institute (U.S.),1987* *Equal Employment Opportunity and Affirmative Action* Floyd D. Weatherspoon,2018-11-21 First published in 1985 In this remarkable book the author has compiled a large collection of resource material that will be of benefit to the student as well as the practitioner of equal employment and affirmative action EEO AA This book includes a broad scope of information on EEO AA from its infancy and progresses through its rapidly changing and developing stages Indeed this book will be an invaluable asset in easily acquiring and supplementing one s basic knowledge as well as providing a general overview of the subject area *Report on Affirmative Action and the Federal Enforcement of Equal Employment Opportunity Laws* ,1982

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