



Affirmative Action is Dead; Long Live Affirmative Action

Faye J. Crosby

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Americans still argue over the merits of affirmative action. This important book explains why. Affirmative action is a much-debated policy, in employment as well as in education, in the Supreme Court as well as on the street. Yet as this book shows, affirmative action is both sensible and effective, differing little from many other government programmes that evoke no controversy. Why don't Americans wholeheartedly support affirmative action? In this timely and accessible book, Faye J. Crosby analyses several different explanations offered by social scientists to answer this important question. Some explanations suggest that opposition stems from a belief that affirmative action functions as a governmentally sanctioned form of reverse racism or sexism, or that it is ineffective or socially disruptive. Other explanations locate the problem in the ignorance or prejudice of the people who oppose the policy. Crosby concludes by offering a different explanation, proposing that the American failure to endorse wholeheartedly what is a fair and effective policy arises, ironically, from Americans' infatuation with justice. Smitten with the concept of merit, says Crosby, we are perturbed by a policy that invites us to recognise the complications of social justice.

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