



# Contents

---

---

Introduction: To Look Like America NICOLAUS MILLS	1
--	---

## PART ONE

### OVERVIEWS

<b>1</b> A Negative Vote on Affirmative Action SHELBY STEELE	37
<b>2</b> Persuasion and Distrust: The Affirmative Action Debate RANDALL KENNEDY	48
<b>3</b> Feminism and Affirmative Action ALICE KESSLER-HARRIS	68

## PART TWO

### JOBS AND EQUITY

<b>4</b> Equality and Identity CORNEL WEST	83
---	----

x CONTENTS

- 5** Affirmative Action Goals and Timetables: Too Tough? Not Tough Enough!  
CLARENCE THOMAS 89
- 6** Opening the Work Door for Women  
ELLEN GOODMAN 100
- 7** Title VII of the Civil Rights Act of 1964: From Prohibiting to Requiring Racial Discrimination in Employment  
LINO A. GRAGLIA 104

**PART THREE**

**PERSONAL PERSPECTIVES**

- 8** The Death of the Profane  
PATRICIA J. WILLIAMS 117
- 9** The Civil Rights Act: White Men's Hope  
JULIAN BOND 126
- 10** If You Hadn't Been Mexican  
RUBEN NAVARRETTE, JR. 129
- 11** Beneath the Glass Ceiling  
JULIE HESSLER 135
- 12** The Candidate: Inside One Affirmative Action Search  
G. KINDROW 140
- 13** Racial Preferences? So What?  
STEPHEN L. CARTER 151

**PART FOUR**

**THE POLITICAL ARENA**

- 14** Race-Neutral Programs and the Democratic Coalition  
William Julius Wilson 159
- 15** Just Say Latino  
LINDA CHAVEZ 174
- 16** The Politics of Diversion: Blame It on the Blacks  
WILLIAM GREIDER 180
- 17** Affirmative Racism  
CHARLES MURRAY 191

**PART FIVE**

**IVORY TOWERS UNDER SIEGE**

- 18** The Great White Myth  
ANNA QUINDLEN 211
- 19** Education: Ethnicity and Achievement  
ANDREW HACKER 214
- 20** Sins of Admission  
DINESH D'SOUZA 230
- 21** Diversity and Excellence in Higher Education  
CHANG-LIN TIEN 237

<b>22</b>	<b>Who's the Real Affirmative Action Profiteer?</b> John Larew	<b>247</b>
-----------	---	------------

**PART SIX**

---

---

**THE FUTURE**

<b>23</b>	<b>Civil Rights at the Crossroads</b> DREW S. DAYS III	<b>261</b>
<b>24</b>	<b>Multiracial Affirmative Action</b> VIET D. DINH	<b>280</b>
<b>25</b>	<b>The Choice</b> THEDA SKOCPOL	<b>290</b>
<b>26</b>	<b>Affirmative Action and Immigration</b> MARK KRIKORIAN	<b>300</b>
<b>27</b>	<b>"Self-Help" Just Won't Do It All</b> BENJAMIN L. HOOKS	<b>304</b>
<b>28</b>	<b>Affirmative Action's Outer Limits</b> JIM SLEEPER	<b>309</b>