

'Absolutely incredible, honest, gut-wrenching!'
Angie Thomas,
 bestselling author of
The Hate U Give

Dear Martin

NIC STONE

'A powerful, wrenching, and compulsively readable story that lays bare the history, and the present, of racism in America.'
John Green,
 bestselling author of
Turtles All the Way Down

NIC
STONE

Review your notes, handouts, and homework for the first 15 minutes of class!





THERE'S A POEM FOR THAT

youtube.com/watch?v=OGoeHR_k0Xk

TEDEd

**ODE TO
THE ONLY
BLACK KID
IN THE CLASS**
CLINT SMITH



Two Types of Affirmative Action

"Imagine that four men came into a state employment office in order to apply for a job. One is black, one Hispanic, one Asian and one white. They take the standard test . . . All get a composite score of 300. None of them will measure up to the threshold argument. Instead, the numbers will be fed into a computer and the applicants' percentile ranking emerges. The scores are group-weighted. Blacks are measured against blacks, white against whites, Hispanics against Hispanics. Since blacks are a poorer, socially disadvantaged group, the effect is to favor blacks. For example, a score of 300 as an accountant will give the black a percentile of 87, an Hispanic a percentile of 74 and a white or Oriental a score of 47. The black will get the job as the accountant."

Stresses equal opportunity, not equal results. Treates goals and quotas as measures include:

- No segregation
- Reverse discrimination
- Hiring based on race or gender
- Race matching
- Blakes threshold argument
- Sometimes referred to as preferential treatment

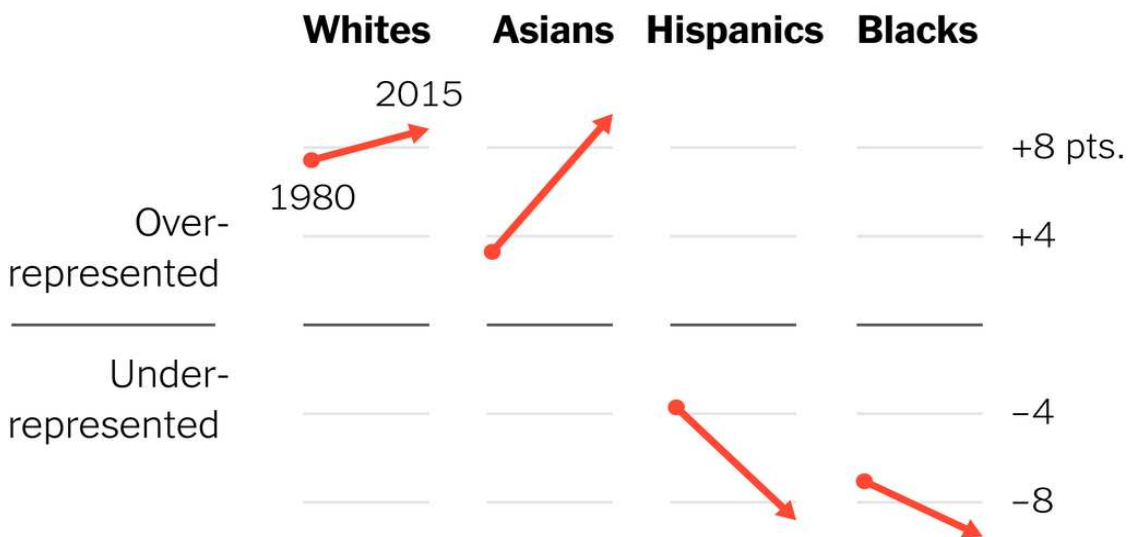
Using underrepresentation or history of past discrimination as a break-even treatment

candidates are relatively equal

Strong



How much more or less each group is represented at top colleges relative to the U.S. population



Study the graph above. What four groups are shown on the graph, and Does the graph raise any questions for you? If so, what?



“Affirmative Action: What It Is and How It Works”



Vox

“What to get wrong about affirmative action”