primary beneficiaries of affirmative action] to take advantage of group preference policies, that they tend to benefit primarily the most fortunate among the preferred group (e.g., upper and middle class blacks), often to the detriment of the least fortunate among the non-preferred groups (e.g., poor white or Asian), that they reduce the incentives of both the preferred and non-preferred to perform at their best &mdash, the former because doing so is unnecessary and the latter because it can prove futile &mdash, thereby resulting in net losses for society as a whole, and that they engender animosity toward preferred groups as well [REF].;1