



Nancy MacLean

FREEDOM IS NOT ENOUGH

The Opening of the
American Workplace

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Jennifer Alice Delton



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Freedom Is Not Enough Nancy MacLean, 2008-03-15 MacLean shows how African American and Mexican American civil rights activists and feminists concluded that freedom alone would not suffice access to jobs at all levels is a requisite of full citizenship This book chronicles the cultural and political advances that have irrevocably changed our nation over the past 50 years

A Companion to American Legal History Sally E. Hadden, Alfred L. Brophy, 2013-02-22 A Companion to American Legal History presents a compilation of the most recent writings from leading scholars on American legal history from the colonial era through the late twentieth century Presents up to date research describing the key debates in American legal history Reflects the current state of American legal history research and points readers in the direction of future research Represents an ideal companion for graduate and law students seeking an introduction to the field the key questions and future research ideas

Illusions of Progress Brent Cebul, 2023-03-14 Today the word neoliberal is used to describe an epochal shift toward market oriented governance begun in the 1970s Yet the roots of many of neoliberalism's policy tools can be traced to the ideas and practices of mid twentieth century liberalism In *Illusions of Progress* Brent Cebul chronicles the rise of what he terms supply side liberalism a powerful and enduring orientation toward politics and the economy race and poverty that united local chambers of commerce liberal policymakers and economists and urban and rural economic planners Beginning in the late 1930s New Dealers tied expansive aspirations for social and later racial progress to a variety of economic development initiatives In communities across the country otherwise conservative business elites administered liberal public works urban redevelopment and housing programs But by binding national visions of progress to the local interests of capital liberals often entrenched the very inequalities of power and opportunity they imagined their programs solving When President Lyndon Johnson launched the War on Poverty which prioritized direct partnerships with poor and racially marginalized citizens businesspeople Republicans and soon a rising generation of New Democrats sought to rein in its seeming excesses by reinventing and redeploying many of the policy tools and commitments pioneered on liberalism's supply side public private partnerships market oriented solutions fiscal realism and above all subsidies for business led growth now promised to blunt and perhaps ultimately replace programs for poor and marginalized Americans In this wide ranging book Brent Cebul illuminates the often overlooked structures of governance markets and public debt through which America's warring political ideologies have been expressed and transformed From Washington D C to the declining Rustbelt and emerging Sunbelt and back again *Illusions of Progress* reveals the centrality of public and private forms of profit that have defined the enduring boundaries of American politics opportunity and inequality in an era of liberal ascendance and an age of neoliberal retrenchment

Rethinking U.S. Labor History Donna T. Haverty-Stacke, Daniel J. Walkowitz, 2010-10-21 *Rethinking U S Labor History* provides a reassessment of the recent growth and new directions in U S labor history Labor History has recently undergone something of a renaissance that has yet to be documented The book chronicles this

rejuvenation with contributions from new scholars as well as established names Rethinking U S Labor History focuses particularly on those issues of pressing interest for today s labor historians the relationship of class and culture the link between worker s experience and the changing political economy the role that gender and race have played in America s labor history and finally the transnational turn

The Making of the American Creative Class Shannan Clark,2021 The Making of the American Creative Class narrates the history of workers in New York s publishing advertising design and broadcasting industries and their efforts to improve their working conditions set against the backdrop of the economic dislocations of twentieth century capitalism

Racial Integration in Corporate America, 1940-1990 Jennifer Alice Delton,2009-11-13 This is the first book to examine how corporations contributed to integrating racial minorities into the American workplace in the latter half of the twentieth century

Constructing Affirmative Action David Golland,2011-04-22 Between 1965 when President Lyndon B Johnson defined affirmative action as a legitimate federal goal and 1972 when President Richard M Nixon named one of affirmative action s chief antagonists the head of the Department of Labor government officials at all levels addressed racial economic inequality in earnest Providing members of historically disadvantaged groups an equal chance at obtaining limited and competitive positions affirmative action had the potential to alienate large numbers of white Americans even those who had viewed school desegregation and voting rights in a positive light Thus affirmative action was and continues to be controversial Novel in its approach and meticulously researched David Hamilton Golland s Constructing Affirmative Action The Struggle for Equal Employment Opportunity bridges a sizeable gap in the literature on the history of affirmative action Golland examines federal efforts to diversify the construction trades from the 1950s through the 1970s offering valuable insights into the origins of affirmative action related policy Constructing Affirmative Action analyzes how community activism pushed the federal government to address issues of racial exclusion and marginalization in the construction industry with programs in key American cities

You Can't Eat Freedom Greta de Jong,2016-08-30 Two revolutions roiled the rural South after the mid 1960s the political revolution wrought by the passage of civil rights legislation and the ongoing economic revolution brought about by increasing agricultural mechanization Political empowerment for black southerners coincided with the transformation of southern agriculture and the displacement of thousands of former sharecroppers from the land Focusing on the plantation regions of Alabama Louisiana and Mississippi Greta de Jong analyzes how social justice activists responded to mass unemployment by lobbying political leaders initiating antipoverty projects and forming cooperative enterprises that fostered economic and political autonomy efforts that encountered strong opposition from free market proponents who opposed government action to solve the crisis Making clear the relationship between the civil rights movement and the War on Poverty this history of rural organizing shows how responses to labor displacement in the South shaped the experiences of other Americans who were affected by mass layoffs in the late twentieth century shedding light on a debate that continues to reverberate today

Beyond Discrimination

Fredrick C. Harris, Robert C. Lieberman, 2013-06-30 Nearly a half century after the civil rights movement racial inequality remains a defining feature of American life Along a wide range of social and economic dimensions African Americans consistently lag behind whites This troubling divide has persisted even as many of the obvious barriers to equality such as state sanctioned segregation and overt racial hostility have markedly declined How then can we explain the stubborn persistence of racial inequality In *Beyond Discrimination Racial Inequality in a Post Racist Era* a diverse group of scholars provides a more precise understanding of when and how racial inequality can occur without its most common antecedents prejudice and discrimination *Beyond Discrimination* focuses on the often hidden political economic and historical mechanisms that now sustain the black white divide in America The first set of chapters examines the historical legacies that have shaped contemporary race relations Desmond King reviews the civil rights movement to pinpoint why racial inequality became an especially salient issue in American politics He argues that while the civil rights protests led the federal government to enforce certain political rights such as the right to vote addressing racial inequities in housing education and income never became a national priority The volume then considers the impact of racial attitudes in American society and institutions Phillip Goff outlines promising new collaborations between police departments and social scientists that will improve the measurement of racial bias in policing The book finally focuses on the structural processes that perpetuate racial inequality Devin Fergus discusses an obscure set of tax and insurance policies that without being overtly racially drawn penalizes residents of minority neighborhoods and imposes an economic handicap on poor blacks and Latinos Naa Oyo Kwate shows how apparently neutral and apolitical market forces concentrate fast food and alcohol advertising in minority urban neighborhoods to the detriment of the health of the community As it addresses the most pressing arenas of racial inequality from education and employment to criminal justice and health *Beyond Discrimination* exposes the unequal consequences of the ordinary workings of American society It offers promising pathways for future research on the growing complexity of race relations in the United States

White Party, White Government Joe R. Feagin, 2012-04-23 *White Party White Government* examines the centuries old impact of systemic racism on the U S political system The text assesses the development by elite and other whites of a racialized capitalistic system grounded early in slavery and land theft and its intertwining with a distinctive political system whose fundamentals were laid down in the founding decades From these years through the Civil War and Reconstruction to the 1920s the 1930s Roosevelt era the 1960s Johnson era through to the Ronald Reagan George H W Bush and Barack Obama presidencies Feagin exploring the effects of ongoing demographic changes on the present and future of the U S political system

Vulnerability and the Legal Organization of Work Martha Albertson Fineman, Jonathan W. Fineman, 2017-07-06 This book uses the concepts of vulnerability and resilience to analyze the situation of individuals and institutions in the context of the employment relationship It is based on the premise that both employer and employee are vulnerable to various social economic and political forces although differently so It demonstrates how in

responding to those complementary institutional relationships of employer and employee the state unequally and inequitably favors employers over employees Several chapters included in this collection also consider how the state shapes creates and maintains through law the social identities of employer and employee and how that legal regime operates as the allocation of power and privilege This unique and fundamental role of the state in defining the employment relationship profoundly affects the respective abilities and degree of resiliency of actual employers and employees Other chapters explore how attention to the respective vulnerability and resilience of those who do and those who direct work in assessing the employment relationship can raise fundamental questions of social justice and suggest new avenues for critical engagement with labor and employment law Collectively these pieces articulate a framework for imaging what would constitute an appropriately Responsive State in the employment context and how those interested in social justice might begin to use the concepts of vulnerability and resilience in their arguments *Noteworthy Books in Industrial Relations and Labor Economics*, 2004

Remaking Radicalism Dan Berger, Emily K. Hobson, 2020-10-01 This book brings together documents from multiple radical movements in the recent United States from 1973 through 2001 These years are typically viewed as an era of neoliberalism dominated by conservative retrenchment the intensified programs of privatization and incarceration dramatic cuts to social welfare and the undermining of labor antiracist and feminist advances Yet activists from the period proved tenacious in the face of upheaval resourceful in creating new tactics and dedicated to learning from one another Persistent and resolute activists did more than just keep radical legacies alive They remade radicalism bridging differences of identity and ideology often assumed to cleave movements grappling with the eradication of liberal promises and turning to movement cultures as the source of a just future *Remaking Radicalism* is the first anthology of U S radicalisms that reveals the depth diversity and staying power of social movements after the close of the long 1960s Editors Dan Berger and Emily Hobson track the history of popular struggles during a time that spans the presidencies of Richard Nixon and George W Bush and bring to readers the political upheavals that shaped the end of the century and that continue to define the present *The Fifth Freedom* Anthony S. Chen, 2009-05-26 Where did affirmative action in employment come from The conventional wisdom is that it was instituted during the Johnson and Nixon years through the backroom machinations of federal bureaucrats and judges *The Fifth Freedom* presents a new perspective tracing the roots of the policy to partisan conflicts over fair employment practices FEP legislation from the 1940s to the 1970s Drawing on untapped sources Anthony Chen chronicles the ironic forgotten role played by American conservatives in the development of affirmative action Decades before affirmative action began making headlines millions of Americans across the country debated whether government could and should regulate job discrimination On one side was an interfaith and interracial bloc of liberals who demanded FEP legislation that would establish a centralized system for enforcing equal treatment in the labor market On the other side was a bloc of business friendly small government conservatives who felt that it was unwise to legislate tolerance and who made

common cause with the conservative wing of the Republican party Conservatives ultimately prevailed but their obstruction of FEP legislation unintentionally facilitated the rise of affirmative action a policy their ideological heirs would find even more abhorrent Broadly interdisciplinary The Fifth Freedom sheds new light on the role of parties elites and institutions in the policymaking process the impact of racial politics on electoral realignment the history of civil rights the decline of New Deal liberalism and the rise of the New Right Some images inside the book are unavailable due to digital copyright restrictions

The President and American Capitalism since 1945 Mark H. Rose, Roger Biles, 2017-11-14 The book examines the development of the U S presidency since 1945 and describes the many ways some of which are unknown or greatly underappreciated in which the president's actions affect the daily lives of the American people

A Terrible Thing to Waste David Hamilton Golland, 2019-03-27 Arthur Fletcher 1924 2005 was the most important civil rights leader you've probably never heard of The first black player for the Baltimore Colts the father of affirmative action and adviser to four presidents he coined the United Negro College Fund's motto A Mind Is a Terrible Thing to Waste Modern readers might be surprised to learn that Fletcher was also a Republican Fletcher's story told in full for the first time in this book embodies the conundrum of the post World War II black Republican the civil rights leader who remained loyal to the party even as it abandoned the principles he espoused The upward arc of Fletcher's political narrative begins with his first youthful protest a boycott of his high school yearbook and culminates with his appointment as assistant secretary of Labor under Richard Nixon The Republican Party he embraced after returning from the war was the Party of Lincoln a big tent truly welcoming African Americans A Terrible Thing to Waste shows us those heady days from Brown v Board of Education to Fletcher's implementing of the Philadelphia Plan the first major national affirmative action initiative Though successes and accomplishments followed through successive Republican administrations as chair of the US Commission on Civil Rights under George H W Bush for example Fletcher's ability to promote civil rights policy eroded along with the GOP's engagement as New Movement Conservatism and Nixon's Southern Strategy steadily alienated black voters The book follows Fletcher to the bitter end his ideals and party in direct conflict and his signature achievement under threat In telling Fletcher's story A Terrible Thing to Waste brings to light a little known chapter in the history of the civil rights movement and with it insights especially timely for a nation so dramatically divided over issues of race and party

Protesting Affirmative Action

Dennis Deslippe, 2012-03 In the process of balancing ideals of race and gender equality with competing notions of colorblindness and meritocracy they even borrowed the language of the civil rights era to make far reaching claims about equality justice and citizenship in their anti affirmative action rhetoric Deslippe traces this conflict through compelling case studies of real people and real jobs He asks what the introduction of affirmative action meant to the careers and livelihoods of Seattle steelworkers New York asbestos handlers St Louis firemen Detroit policemen City University of New York academics and admissions councilors at the University of Washington Law School Through their experiences Deslippe

examines the diverse reactions to affirmative action concluding that workers had legitimate grievances against its hiring and promotion practices **Stayin' Alive** Jefferson Cowie, 2010-09-14 Winner of the 2011 Merle Curti award an epic account that recasts the 1970s as the key turning point in modern U S history from the renowned historian A wide ranging cultural and political history that will forever redefine a misunderstood decade Stayin Alive is prizewinning historian Jefferson Cowie s remarkable account of how working class America hit the rocks in the political and economic upheavals of the 1970s In this edgy and incisive book part political intrigue part labor history with large doses of American music film and television lore Cowie with an ear for the power and poetry of vernacular speech Cleveland Plain Dealer reveals America s fascinating path from rising incomes and optimism of the New Deal to the widening economic inequalities and dampened expectations of the present **Mobilizing New York** Tamar W. Carroll, 2015-04-20 Examining three interconnected case studies Tamar Carroll

powerfully demonstrates the ability of grassroots community activism to bridge racial and cultural differences and effect social change Drawing on a rich array of oral histories archival records newspapers films and photographs from post World War II New York City Carroll shows how poor people transformed the antipoverty organization Mobilization for Youth and shaped the subsequent War on Poverty Highlighting the little known National Congress of Neighborhood Women she reveals the significant participation of working class white ethnic women and women of color in New York City s feminist activism Finally Carroll traces the partnership between the AIDS Coalition to Unleash Power ACT UP and Women s Health Action Mobilization WHAM showing how gay men and feminists collaborated to create a supportive community for those affected by the AIDS epidemic to improve health care and to oppose homophobia and misogyny during the culture wars of the 1980s and 1990s Carroll contends that social policies that encourage the political mobilization of marginalized groups and foster coalitions across identity differences are the most effective means of solving social problems and realizing democracy

Building Power, Breaking Power Jesse Chanin, 2024-04-05 From 1965 to 2005 the United Teachers of New Orleans UTNO defied the South s conservative anti union efforts to become the largest local in Louisiana Jesse Chanin argues that UTNO accomplished and maintained its strength through strong community support addressing a Black middle class political agenda internal democracy and drawing on the legacy and tactics of the civil rights movement by combining struggles for racial and economic justice all under Black leadership and with a majority women and Black membership However the devastating effects of Hurricane Katrina provided the state government and local charter school advocates with the opportunity to remake the school system and dismantle the union Authorities fired 7 500 educators marking the largest dismissal of Black teaching staff since Brown v Board of Education Chanin highlights the significant staying power and political social and community impact of UTNO as well as the damaging effects of the charter school movement on educators

Enjoying the Song of Term: An Emotional Symphony within **Freedom Is Not Enough The Opening Of The American Workplace Russell Sage Foundation Books At Harv**

In a global used by screens and the ceaseless chatter of instantaneous connection, the melodic splendor and emotional symphony developed by the written term often fade into the backdrop, eclipsed by the persistent sound and distractions that permeate our lives. However, located within the pages of **Freedom Is Not Enough The Opening Of The American Workplace Russell Sage Foundation Books At Harv** an enchanting literary prize overflowing with fresh thoughts, lies an immersive symphony waiting to be embraced. Crafted by an elegant musician of language, that interesting masterpiece conducts readers on an emotional journey, skillfully unraveling the hidden melodies and profound impact resonating within each cautiously constructed phrase. Within the depths with this emotional analysis, we shall examine the book is main harmonies, analyze their enthralling publishing design, and surrender ourselves to the profound resonance that echoes in the depths of readers souls.

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