

Racism Revised Courts Labor Law And The Institutional Construction Of Racial Animus

New York Times Bestseller • Notable Book of the Year • Editors' Choice Selection One of Bill Gates' "Amazing Books" of the Year One of Publishers Weekly's 10 Best Books of the Year Longlisted for the National Book Award for Nonfiction An NPR Best Book of the Year Winner of the Hillman Prize for Nonfiction Gold Winner • California Book Award (Nonfiction) Finalist • Los Angeles Times Book Prize (History) Finalist • Brooklyn Public Library Literary Prize This "powerful and disturbing history" exposes how American governments deliberately imposed racial segregation on metropolitan areas nationwide (New York Times Book Review). Widely heralded as a "masterful" (Washington Post) and "essential" (Slate) history of the modern American metropolis, Richard Rothstein's *The Color of Law* offers "the most forceful argument ever published on how federal, state, and local governments gave rise to and reinforced neighborhood segregation" (William Julius Wilson). Exploding the myth of de facto segregation arising from private prejudice or the unintended consequences of economic forces, Rothstein describes how the American government systematically imposed residential segregation: with undisguised racial zoning; public housing that purposefully segregated previously mixed communities; subsidies for builders to create whites-only suburbs; tax exemptions for institutions that enforced segregation; and support for violent resistance to African Americans in white neighborhoods. A groundbreaking, "virtually indispensable" study that has already transformed our understanding of twentieth-century urban history (Chicago Daily Observer), *The Color of Law* forces us to face the obligation to remedy our unconstitutional past.

In 1966, thirteen black employees of the Duke Power Company's Dan River Plant in Draper, North Carolina, filed a lawsuit against the company challenging its requirement of a high school diploma or a passing grade on an intelligence test for internal transfer or promotion. In the groundbreaking decision *Griggs v. Duke Power* (1971), the United States Supreme Court ruled in favor of the plaintiffs, finding such employment practices violated Title 7 of the Civil Rights Act of 1964 when they disparately affected minorities. In doing so, the court delivered a significant anti-employment discrimination verdict. Legal scholars rank *Griggs v. Duke Power* on par with *Brown v. Board of Education* (1954) in terms of its impact on eradicating race

discrimination from American institutions. In *Race, Labor, and Civil Rights*, Robert Samuel Smith offers the first full-length historical examination of this important case and its connection to civil rights activism during the second half of the 1960s. Smith explores all aspects of Griggs, highlighting the sustained energy of the grassroots civil rights community and the critical importance of courtroom activism. Smith shows that after years of nonviolent, direct action protests, African Americans remained vigilant in the 1960s, heading back to the courts to reinvigorate the civil rights acts in an effort to remove the lingering institutional bias left from decades of overt racism. He asserts that alongside the more boisterous expressions of black radicalism of the late sixties, foot soldiers and local leaders of the civil rights community -- many of whom were working-class black southerners -- mustered ongoing legal efforts to mold Title 7 into meaningful law. Smith also highlights the persistent judicial activism of the NAACP-Legal Defense and Education Fund and the ascension of the second generation of civil rights attorneys. By exploring the virtually untold story of *Griggs v. Duke Power*, Smith's enlightening study connects the case and the campaign for equal employment opportunity to the broader civil rights movement and reveals the civil rights community's continued spirit of legal activism well into the 1970s.

The essential, authoritative guide to microaggressions, revised and updated The revised and updated second edition of *Microaggressions in Everyday Life* presents an introduction to the concept of microaggressions, classifies the various types of microaggressions, and offers solutions for ending microaggressions at the individual, group, and community levels. The authors—*noted experts on the topic*—explore the psychological effect of microaggressions on both perpetrator and the target person. Subtle racism, sexism, and heterosexism remain relatively invisible and potentially harmful to the wellbeing, self-esteem, and standard of living of many marginalized groups in society. The book examines the manifestations of racial, gender, and sexual orientation microaggressions and explores their impact. The text covers: researching microaggressions, exploring microaggressions in education, identifying best practices teaching about microaggressions, understanding microaggressions in the counseling setting, as well as guidelines for combating microaggressions. Each chapter contains with a section called "The Way Forward" that provides guidelines, strategies, and interventions designed to help make our society free of microaggressions. This important book: Offers an updated edition of the seminal work on microaggressions Includes new information on social media as a key site where

microaggressions occur Presents updated qualitative findings Contains new coverage throughout the text with fresh examples and new research findings from a wide range of studies Written for students, faculty, and practitioners of psychology, education, social work, and related disciplines, the revised edition of *Microaggressions in Everyday Life* illustrates the impact microaggressions have on both those targeted and perpetrators and offers suggestions to eradicate microaggressions.

"Stony the Road presents a bracing alternative to Trump-era white nationalism. . . . In our current politics we recognize African-American history—the spot under our country's rug where the terrorism and injustices of white supremacy are habitually swept. *Stony the Road* lifts the rug." —Nell Irvin Painter, *New York Times Book Review* A profound new rendering of the struggle by African-Americans for equality after the Civil War and the violent counter-revolution that resubjugated them, by the bestselling author of *The Black Church*. The abolition of slavery in the aftermath of the Civil War is a familiar story, as is the civil rights revolution that transformed the nation after World War II. But the century in between remains a mystery: if emancipation sparked "a new birth of freedom" in Lincoln's America, why was it necessary to march in Martin Luther King, Jr.'s America? In this new book, Henry Louis Gates, Jr., one of our leading chroniclers of the African-American experience, seeks to answer that question in a history that moves from the Reconstruction Era to the "nadir" of the African-American experience under Jim Crow, through to World War I and the Harlem Renaissance. Through his close reading of the visual culture of this tragic era, Gates reveals the many faces of Jim Crow and how, together, they reinforced a stark color line between white and black Americans. Bringing a lifetime of wisdom to bear as a scholar, filmmaker, and public intellectual, Gates uncovers the roots of structural racism in our own time, while showing how African Americans after slavery combatted it by articulating a vision of a "New Negro" to force the nation to recognize their humanity and unique contributions to America as it hurtled toward the modern age. The story Gates tells begins with great hope, with the Emancipation Proclamation, Union victory, and the liberation of nearly 4 million enslaved African-Americans. Until 1877, the federal government, goaded by the activism of Frederick Douglass and many others, tried at various turns to sustain their new rights. But the terror unleashed by white paramilitary groups in the former Confederacy, combined with deteriorating economic conditions and a loss of Northern will, restored "home rule" to the South. The retreat from Reconstruction was followed by one of the

most violent periods in our history, with thousands of black people murdered or lynched and many more afflicted by the degrading impositions of Jim Crow segregation. An essential tour through one of America's fundamental historical tragedies, *Stony the Road* is also a story of heroic resistance, as figures such as W. E. B. Du Bois and Ida B. Wells fought to create a counter-narrative, and culture, inside the lion's mouth. As sobering as this tale is, it also has within it the inspiration that comes with encountering the hopes our ancestors advanced against the longest odds.

Unequal under Law

Black and Blue

The New Negro

Confronting Racism

An Interpretation

Racism and Injustice in America's Largest Criminal Court

Mass Incarceration in the Age of Colorblindness

NAACP Image Award Nominee for an Outstanding Literary Work from a debut author. Winner of the 2017 Prose Award for Excellence in Social Sciences and the 2017 Prose Category Award for Law and Legal Studies, sponsored by the Professional and Scholarly Publishing Division, Association of American Publishers. Silver Medal from the Independent Publisher Book Awards (Current Events/Social Issues category). Americans are slowly waking up to the dire effects of racial profiling, police brutality, and mass incarceration, especially in disadvantaged neighborhoods and communities of color. The criminal courts are the crucial gateway between police action on the street and the processing of primarily black and Latino defendants into jails and prisons. And yet the courts, often portrayed as sacred, impartial institutions, have remained shrouded in secrecy, with the majority of Americans kept in the dark about how they function internally. Crook County bursts open the courthouse doors and enters the hallways, courtrooms, judges' chambers, and attorneys' offices to reveal a world of punishment determined by race, not offense. Nicole Gonzalez Van Cleve spent ten years working in and investigating the largest criminal courthouse in the country, Chicago-Cook County, and based on over 1,000 hours of observation, she takes readers inside our so-called halls of justice to witness the types of everyday racial abuses that fester within the courts, often in plain sight. We watch white courtroom professionals classify and deliberate on the fates of mostly black and Latino defendants while racial abuse and due process violations are encouraged and even seen as justified. Judges fall asleep on the bench. Prosecutors hang out like frat boys in the judges' chambers while the fates of defendants hang in the balance. Public defenders make choices about which defendants they will try to "save" and which they will sacrifice. Sheriff's

officers cruelly mock and abuse defendants' family members. Crook County's powerful and at times devastating narratives reveal startling truths about a legal culture steeped in racial abuse. Defendants find themselves thrust into a pernicious legal world where courtroom actors live and breathe racism while simultaneously committing themselves to a colorblind ideal. Gonzalez Van Cleve urges all citizens to take a closer look at the way we do justice in America and to hold our arbiters of justice accountable to the highest standards of equality.

Every white southerner understood what keeping African Americans down meant and what it did not mean. It did not mean going to court; it did not mean relying on the law. It meant vigilante violence and lynching. Looking at Vicksburg, Mississippi, Roots of Disorder traces the origins of these terrible attitudes to the day-to-day operations of local courts. In Vicksburg, white exploitation of black labor through slavery evolved into efforts to use the law to define blacks' place in society, setting the stage for widespread tolerance of brutal vigilantism. Fed by racism and economics, whites' extralegal violence grew in a hothouse of more general hostility toward law and courts. Roots of Disorder shows how the criminal justice system itself plays a role in shaping the attitudes that encourage vigilantism.

From the larger field of women and employment law, Maschke has carved out a study that focuses exclusively on the impact Title VII of the 1964 Civil Rights Act has had on women workers. . . . Maschke focus[es] on the history of women workers from the days of protective laws, through the difficult birth of the Equal Employment Opportunity Commission, to present-day struggles involving pregnant workers, sexual harassment, and comparable worth. Although legalistically oriented, the book is also attuned to the political in noting diverse strategies among women's organizations and the varying congressional and presidential commitments to the promotion of the equality of women's workers. . . . Concise and readable with a select bibliography and index. Choice A major contribution to the literature on the legal rights of women workers, this volume combines empirical investigation and case law analysis to provide a thorough study of sex discrimination litigation under Title VII of the Civil Rights Act of 1964. As the author notes at the outset, Title VII, although not a panacea for sex discrimination, is the most important federal statute guaranteeing equality in the workplace for women workers. Her study examines how women have fared in Title VII litigation and how the Equal Employment Opportunity Commission (EEOC), as the government's enforcement agency, played a role in Title VII litigation and in the development of legal policy in this area. Divided into three major sections, the volume begins by exploring the protective labor laws that restricted women's job opportunities at the turn of the century. Maschke goes on to trace the origins of Title VII and to examine the political controversy surrounding the use of litigation to enforce Title VII. The second section analyzes the development of law resulting from cases involving pregnancy discrimination, sexual harassment, wage discrimination, and protective policies. In addition to case law analysis, these chapters examine the EEOC's response to the issues and demonstrate that the agency has often been inconsistent in developing sex discrimination policies. In the

final section, Maschke addresses group and EEOC litigation activities in sex discrimination cases, focusing on aspects of decision making in the federal courts. The concluding chapter considers how courts and the litigation process played a role in expanding the rights of women workers.

The second edition of Historical Dictionary of the Civil Rights Movement is a guide to the history of the African-American struggle for equal rights in the United States. This dictionary has over 500 cross-referenced entries on important personalities, significant legal cases, local struggles, forgotten heroes, and prominent women in the Movement.

Unions and Labor Laws

A Resource Guide on Racial Profiling Data Collection Systems

The Journey to Separate But Equal

Integrating Mental Health Research into Legal Strategies and Reforms

Race & Color Discrimination

Race and Criminal Justice in the American South, 1817-80

Race, Labor, and Civil Rights

The Sixth Edition of this innovative text written by Derrick Bell continues to provide students with insight into the issues surrounding race in America and an understanding of how the law interprets those issues as well as the factors that directly indirectly influence the law. The first casebook published specifically for teaching race related law courses, Race, Racism, and American Law is engaging, offering hard-hitting enlightenment, and is an unparalleled teaching tool. Among the features that made this text a success with both students and instructors through five editions over 35 years: Clear and readable text along with a participatory approach that encourages discussion of unresolved and perhaps unresolvable racial issues. Interdisciplinary excerpts from historical, sociological, and psychological publications that provide comprehensive coverage of all aspects of the subject and in this edition pose the question of the law's limitations in remedying current racial barriers. Creative hypothetical exercises for possible briefing and argument to the class by student advocates. The presentations promote a learning by teaching experience that enables students to realize the complex nature and consequences of racism in the United States. Commentary on the Supreme Court's conception of a "color-blind" society and its adverse effects on school desegregation, voting, employment, and affirmative action. Alternatives to integration in achieving the goal of equal educational opportunity. The absence or inadequacy of remedies for racial barriers facing Latino, Asian and Native American citizens. Discussion of Professor Lani Guinier's advocacy of proportional representation over majority-minority districts. The uses of nooses as racial intimidation symbols replacing flaming crosses. Racial priorities in Hurricane Katrina's rescue and recovery policies. The legal ramifications of the disproportionately high percentage of blacks and Hispanics in American prisons. Legal and social barriers to blacks and Latinos seeking to challenge employment discrimination under Title VII of the Civil Rights Act of 1964, as amended. The growing acceptance and continued hostility to interracial sex and marriage. The vulnerability of black and Latino buyers to consumer

schemes and sub-prime mortgages. The limited value of racial protests during a time of war and national crisis. Fully updated, Sixth Edition includes: Increased citation to and discussion of law review articles that offer new and perhaps controversial perspectives, which Professor Bell utilizes to provide divergent views and thus better provoke class discussion and independent student thought Summaries of new Supreme Court cases A new hypothetical problem that deals with using non-racial criteria to create school diversity New sections on the adverse impact of immigration on black employment and the impact of unemployment on prison rates Race, Racism, and American Law, Sixth Edition, compiled and published initially in 1973 by Derrick Bell, in this latest addition continues its position as an essential tool to any course addressing the reasons why race remains a key to America's economic, political and social functioning. If you aren't already using this text, request an examination copy today. The Oxford Handbooks of Political Science are the essential guide to the state of political science today. With engaging contributions from major international scholars, The Oxford Handbook of Law and Politics provides the key point of reference for anyone working on the intersection between law and political science.

This volume examines existing research documenting racial disproportionality and disparities in child welfare systems, the underlying factors that contribute to these phenomena and the harms that result at both the individual and community levels. It reviews multiple forms of interventions designed to prevent and reduce disproportionality, particularly in states and jurisdictions that have seen meaningful change. With contributions from authorities and leaders in the field, this volume serves as the authoritative volume on the complex issue of child maltreatment and child welfare. It offers a central source of information for students and practitioners who are seeking understanding on how structural and institutional racism can be addressed in public child welfare systems.

In this timely volume, the authors provide a penetrating analysis of the institutional mechanisms perpetuating the related problems of minorities' disenfranchisement and their underrepresentation on juries.

United States Code

Promising Practices and Lessons Learned

Race, Racism, and American Law

Justice Deferred

Race and the Supreme Court

Basic Guide to the National Labor Relations Act

Employment Discrimination Prohibited by Title VII of the Civil Rights Act of 1964, as Amended

Many racial and ethnic groups in the United States, including blacks, Hispanics, Asians, American Indians, and others, have historically faced severe discrimination—pervasive and open denial of civil, social, political, educational, and economic opportunities.

Today, large differences among racial and ethnic groups continue to exist in employment,

income and wealth, housing, education, criminal justice, health, and other areas. While many factors may contribute to such differences, their size and extent suggest that various forms of discriminatory treatment persist in U.S. society and serve to undercut the achievement of equal opportunity. *Measuring Racial Discrimination* considers the definition of race and racial discrimination, reviews the existing techniques used to measure racial discrimination, and identifies new tools and areas for future research. The book conducts a thorough evaluation of current methodologies for a wide range of circumstances in which racial discrimination may occur, and makes recommendations on how to better assess the presence and effects of discrimination.

Named one of the most important nonfiction books of the 21st century by *Entertainment Weekly*, *Slate*, *Chronicle of Higher Education*, *Literary Hub*, *Book Riot*, and *Zora* A tenth-anniversary edition of the iconic bestseller—"one of the most influential books of the past 20 years," according to the *Chronicle of Higher Education*—with a new preface by the author "It is in no small part thanks to Alexander's account that civil rights organizations such as Black Lives Matter have focused so much of their energy on the criminal justice system." —Adam Shatz, *London Review of Books* Seldom does a book have the impact of Michelle Alexander's *The New Jim Crow*. Since it was first published in 2010, it has been cited in judicial decisions and has been adopted in campus-wide and community-wide reads; it helped inspire the creation of the Marshall Project and the new \$100 million Art for Justice Fund; it has been the winner of numerous prizes, including the prestigious NAACP Image Award; and it has spent nearly 250 weeks on the *New York Times* bestseller list. Most important of all, it has spawned a whole generation of criminal justice reform activists and organizations motivated by Michelle Alexander's unforgettable argument that "we have not ended racial caste in America; we have merely redesigned it." As the *Birmingham News* proclaimed, it is "undoubtedly the most important book published in this century about the U.S." Now, ten years after it was first published, The New Press is proud to issue a tenth-anniversary edition with a new preface by Michelle Alexander that discusses the impact the book has had and the state of the criminal justice reform movement today.

Race is clearly a factor in government efforts to control dangerous drugs, but the precise ways that race affects drug laws remain difficult to pinpoint. Illuminating this elusive relationship, *Unequal under Law* lays out how decades of both manifest and latent racism helped shape a punitive U.S. drug policy whose onerous impact on racial minorities has been willfully ignored by Congress and the courts. Doris Marie Provine's engaging analysis traces the history of race in anti-drug efforts from the temperance movement of the early 1900s to the crack scare of the late twentieth century, showing how campaigns to criminalize drug use have always conjured images of feared minorities. Explaining how alarm over a threatening black drug trade fueled support in the 1980s for a mandatory minimum sentencing scheme of unprecedented severity, Provine contends that while our drug laws may no longer be racist by design, they remain racist in design. Moreover, their racial origins have long been ignored by every branch of government. This dangerous denial threatens our constitutional guarantee of equal protection of law and mutes a much-needed national discussion about institutionalized racism—a discussion that *Unequal under Law* promises to initiate.

NEW YORK TIMES BESTSELLER • LONGLISTED FOR THE NATIONAL BOOK AWARD • One of today's most insightful and influential thinkers offers a powerful exploration of inequality and the lesson that generations of Americans have failed to learn: Racism has a cost for everyone—not just for people of color. WINNER OF THE PORCHLIGHT BUSINESS BOOK AWARD • ONE OF THE BEST BOOKS OF THE YEAR: *Time*, *The Washington Post*, *St. Louis Post-Dispatch*, *Ms.* magazine, *BookRiot*, *Library Journal* • LONGLISTED FOR THE ANDREW CARNEGIE MEDAL • "This is the book I've been waiting for."—Ibram X. Kendi, #1 New York Times bestselling author of *How to Be an Antiracist* Heather McGhee's specialty is the American economy—and the mystery of why it so often fails the American public. From the financial crisis of 2008 to rising student debt to collapsing public infrastructure, she found a root problem: racism in our politics and policymaking. But not just in the most obvious indignities for people of color. Racism has costs for white people, too. It is the common denominator of our most vexing public problems, the core dysfunction of our democracy and constitutive of the spiritual and moral crises that grip us all. But how did this happen? And is there

a way out? McGhee embarks on a deeply personal journey across the country from Maine to Mississippi to California, tallying what we lose when we buy into the zero-sum paradigm—the idea that progress for some of us must come at the expense of others. Along the way, she meets white people who confide in her about losing their homes, their dreams, and their shot at better jobs to the toxic mix of American racism and greed. This is the story of how public goods in this country—from parks and pools to functioning schools—have become private luxuries; of how unions collapsed, wages stagnated, and inequality increased; and of how this country, unique among the world’s advanced economies, has thwarted universal healthcare. But in unlikely places of worship and work, McGhee finds proof of what she calls the Solidarity Dividend: the benefits we gain when people come together across race to accomplish what we simply can’t do on our own. *The Sum of Us* is not only a brilliant analysis of how we arrived here but also a heartfelt message, delivered with startling empathy, from a black woman to a multiracial America. It leaves us with a new vision for a future in which we finally realize that life can be more than a zero-sum game.

Germany, Italy, and the United States

What Racism Costs Everyone and How We Can Prosper Together

Critical Race Theory in Education

Legal Victories, Continuing Attacks and New Research

The Perils of Federalism

Measuring Racial Discrimination

Historical Dictionary of the Civil Rights Movement

The question of how the American state defines its power not what it is” but what it does has become central to a range of historical discourses, from the founding of the Republic and the role of the educational system, to the functions of agencies and America’s place in the world. Here, James Sparrow, William J. Novak, and Stephen Sawyer assemble some definitional work in this area, showing that the state is an integral actor in physical, spatial, and economic exercises of power. They further imply that traditional conceptions of the state cannot grasp the subtleties of power and its articulation. Contributors include C.J. Álvarez, Elisabeth Clemens, Richard John, Robert Lieberman, Omar McRoberts, Gautham Rao, Gabriel Rosenberg, Jason Scott Smith, Tracy Steffes,

and the editors.

In order for the United States to maintain the global leadership and competitiveness in science and technology that are critical to achieving national goals, we must invest in research, encourage innovation, and grow a strong and talented science and technology workforce. **Expanding Underrepresented Minority Participation** explores the role of diversity in the science, technology, engineering and mathematics (STEM) workforce and its value in keeping America innovative and competitive. According to the book, the U.S. labor market is projected to grow faster in science and engineering than in any other sector in the coming years, making minority participation in STEM education at all levels a national priority. **Expanding Underrepresented Minority Participation** analyzes the rate of change and the challenges the nation currently faces in developing a strong and diverse workforce. Although minorities are the fastest growing segment of the population, they are underrepresented in the fields of science and engineering. Historically, there has been a strong connection between increasing educational attainment in the United States and the growth in and global leadership of the economy. **Expanding Underrepresented Minority Participation** suggests that the federal government, industry, and post-secondary institutions work collaboratively with K-12 schools and school systems to increase minority access to and demand for post-secondary STEM education and technical training. The book also identifies best practices and offers a comprehensive road map for increasing involvement of underrepresented minorities and improving the quality of their education. It offers recommendations that focus on academic and social support, institutional roles, teacher preparation, affordability and program development.

Much of the existing research on race and crime focuses on the manipulation of crime by political elites or the racially biased nature of crime policy. In contrast, Lisa L. Miller here specifically focuses on political and socio-legal institutions and actors that drive these developments and their relationship to the politics of race and poverty; in particular, the degree to which citizens at most risk of victimization--primarily racial minorities and the poor--play a role in the development of political responses to crime and violence. Miller begins her study by providing a detailed analysis of the narrow and often parochial nature of national and state crime politics, drawing a sharp contrast to the active and intense local political mobilization on crime by racial minorities and the urban poor. In doing so, **The Perils of Federalism** illustrates the ways in which the structure of U.S. federalism has contributed to the absence of black and poor victims of violence from national policy responses to crime and how highly organized but narrowly focused interest groups, such as the National Rifle Association, have a disproportionate influence in crime politics. Moreover, it illustrates how the absence of

these groups from the policy process at other levels promotes policy frames that are highly skewed in favor of police, prosecutors, and narrow citizen interests, whose policy preferences often converge on increasing punishments for offenders. Ultimately, *The Perils of Federalism* challenges the conventional wisdom about the advantages of federalization and explains the key disadvantages that local communities face in trying to change policy.

This resource guide (November 2000) is organized into four main sections: Chapter 1: Introduction Chapter 2: An introduction to the nature of the problem of racial profiling. Chapter 3: A general description of data collection and its limitations. Chapter 4: Study-site descriptions and analysis. Chapter 5: Recommendations and future goals. Chapter 6: Conclusions and Recommendations The "selected site" approach of this resource guide is intended to encourage and guide police and communities as they begin to take action to evaluate allegations of racial profiling and to help police and communities learn from one another's experiences and successes. To facilitate this exchange of ideas, contact information is provided for each site described in this guide. To promote the continued exchange of facts, forms, and new data collection systems, one recommendation of this guide is to create a Web site for sharing information about racial profiling and data collection. (NCJ 184768)

The Racial Logic of Politics

EEOC Compliance Manual

Daniels V. Essex Group, Inc

Reconstruction, White Supremacy, and the Rise of Jim Crow

Race in the War on Drugs

Roots of Disorder

Racial Disenfranchisement and the Search for Justice

Studying the barriers that Asian Americans face in the electoral and legislative processes, this work shows how racism is embedded in America's two-party political system. It examines the institutional barriers that Asian Americans face in the electoral and legislative processes.

It is no secret that since the 1980s, American workers have lost power vis-à-vis employers through the well-chronicled steep decline in private sector unionization. American workers have also lost power in other ways. Those alleging employment discrimination have fared increasingly poorly in the courts. In recent years, judges have dismissed scores of cases in which workers presented evidence that supervisors referred to them using

racial or gender slurs. In one federal district court, judges dismissed more than 80 percent of the race discrimination cases filed over a year. And when juries return verdicts in favor of employees, judges often second guess those verdicts, finding ways to nullify the jury's verdict and rule in favor of the employer. Most Americans assume that that an employee alleging workplace discrimination faces the same legal system as other litigants. After all, we do not usually think that legal rules vary depending upon the type of claim brought. The employment law scholars Sandra A. Sperino and Suja A. Thomas show in Unequal that our assumptions are wrong. Over the course of the last half century, employment discrimination claims have come to operate in a fundamentally different legal system than other claims. It is in many respects a parallel universe, one in which the legal system systematically favors employers over employees. A host of procedural, evidentiary, and substantive mechanisms serve as barriers for employees, making it extremely difficult for them to access the courts. Moreover, these mechanisms make it fairly easy for judges to dismiss a case prior to trial. Americans are unaware of how the system operates partly because they think that race and gender discrimination are in the process of fading away. But such discrimination still happens in the workplace, and workers now have little recourse to fight it legally. By tracing the modern history of employment discrimination, Sperino and Thomas provide an authoritative account of how our legal system evolved into an institution that is inherently biased against workers making rights claims. In the first comprehensive accounting of the U.S. Supreme Court's race-related jurisprudence, a distinguished historian and renowned civil rights lawyer scrutinize a legacy too often blighted by racial injustice. The Supreme Court is usually seen as protector of our liberties: it ended segregation, was a guarantor of fair trials, and safeguarded free speech and the vote. But this narrative derives mostly from a short period, from the 1930s to the early 1970s. Before then, the Court spent a century largely ignoring or suppressing basic rights, while the fifty years since 1970 have witnessed a mostly accelerating retreat from racial justice. From the Cherokee Trail of Tears to Brown v. Board of Education to the dismantling of the Voting Rights Act, historian Orville Vernon Burton and civil rights lawyer Armand Derfner shine a powerful light on the Court's race record—a legacy at times uplifting, but more often distressing and sometimes disgraceful. For nearly a century, the Court ensured that the nineteenth-century Reconstruction amendments would not truly free and enfranchise African Americans. And the twenty-first century has seen a steady erosion of commitments to enforcing hard-won rights. Justice Deferred is the first book that comprehensively charts the Court's race jurisprudence. Addressing nearly two hundred cases involving America's racial minorities, the authors probe the parties involved, the justices' reasoning, and the impact of individual rulings. We learn of heroes such as Thurgood Marshall; villains, including Roger Taney; and enigmas like Oliver Wendell Holmes and Hugo Black. Much of the fragility of civil rights in America is due to the Supreme Court, but as this sweeping history also reminds us, the justices still have the power to make good on

the country's promise of equal rights for all.

This book proposes a comprehensive approach to confronting racism through a foundational framework as well as practical strategies to correct and reverse the course of the past and catalyze the stalled efforts of the present. It will do so by focusing on those specific aspects of law and legal theory that intersect with psychological research and practice. In Part I, the historical and current underpinnings of racial injustice and the obstacles to combating racism are introduced. Part II examines the documented psychological and emotional effects of racism, including race-based traumatic stress. In Part III, the authors analyze the application of forensic mental health assessment in addressing race-related experiences and present a legal and policy framework for reforming institutional and organizational policies. Finally, in part IV the authors advocate for a close, collaborative approach among legal and mental health professionals and their clients to seek redress for racial discrimination. Confronting Racism provides a framework for legal, mental health, and other related social science professionals and leaders to acknowledge and act on the harmful aspects of our societal systems.

Asian Americans and Party Competition

Microaggressions in Everyday Life

Feminist Judgments: Rewritten Tax Opinions

Mobilizing on the Extreme Right

Race and the Jury

Stony the Road

This book explores the case of Hall v. Decuir, in which the Supreme Court rejected Madame Josephine Decuir's claim of race discrimination on a riverboat traveling from New Orleans in 1872. The case was a precursor to the Court's endorsement of separate but equal, and the book examines the record in the case and the social background of the participants, as well as its legal importance to the entrenchment of Jim Crow in the law of the United States.

"Whiteness pays. As White by Law shows, immigrants recognized the value of whiteness and sometimes petitioned the courts to be recognized as white. Haney Lopez argues for the centrality of law in constructing race."--Voice Literary Supplement"White by Law's thoughtful analysis of the prerequisite cases offers support for the fundamental critical race theory tenet that race is a social construct reinforced by law. Haney Lopez has

blazed a trail for those exploring the legal and social constructions of race in the United States."--Berkeley Women's Law JournalLily white. White knights. The white dove of peace. White lie, white list, white magic. Our language and our culture are suffused, often subconsciously, with positive images of whiteness. Whiteness is so inextricably linked with the status quo that few whites, when asked, even identify themselves as such. And yet when asked what they would have to be paid to live as a black person, whites give figures running into the millions of dollars per year, suggesting just how valuable whiteness is in American society.Exploring the social, and specifically legal origins, of white racial identity, Ian F. Haney Lopez here examines cases in America's past that have been instrumental in forming contemporary conceptions of race, law, and whiteness. In 1790, Congress limited naturalization to white persons. This racial prerequisite for citizenship remained in force for over a century and a half, enduring until 1952. In a series of important cases, including two heard by the United States Supreme Court, judges around the country decided and defined who was white enough to become American.White by Law traces the reasoning employed by the courts intheir efforts to justify the whiteness of some and the non- whiteness of others. Did light skin make a Feminist scholars rewrite major tax decisions in order to illustrate the key role of viewpoint in statutory interpretation.

In the 1930s, fewer than one in one hundred U.S. labor union members were African American. By 1980, the figure was more than one in five. Black and Blue explores the politics and history that led to this dramatic integration of organized labor. In the process, the book tells a broader story about how the Democratic Party unintentionally sowed the seeds of labor's decline. The labor and civil rights movements are the cornerstones of the Democratic Party, but for much of the twentieth century these movements worked independently of one another. Paul Frymer argues that as Democrats passed separate legislation to promote labor rights and racial equality they split the issues of class and race into two sets of institutions, neither of which had enough authority to integrate the labor movement. From this division, the courts became the leading enforcers of workplace civil rights, threatening unions with bankruptcy if they

resisted integration. The courts' previously unappreciated power, however, was also a problem: in diversifying unions, judges and lawyers enfeebled them financially, thus democratizing through destruction. Sharply delineating the double-edged sword of state and legal power, Black and Blue chronicles an achievement that was as problematic as it was remarkable, and that demonstrates the deficiencies of race- and class-based understandings of labor, equality, and power in America.

The Legal Construction of Race

Charting the Future of College Affirmative Action

America's Science and Technology Talent at the Crossroads

The Sum of Us

White by Law

The Color of Law: A Forgotten History of How Our Government Segregated America

Crook County

Promotes a global socio-legal perspective that engages with multiple laws and societies and diverse socio-legal systems based on different historical and cultural traditions.

This volume compares the extreme right in Italy, Germany, and the United States using concepts and methods developed in social movement studies, paying particular attention to the discourses actions, and organisational structures of each movement.

Though most workplaces in the United States are nonunion, the work of unions in previous generations helped to create benefits we often take for granted today. Are union leaders and members heroes or villains? Are employers who oppose unions merely selfish? This title examines these complex issues from a variety of viewpoints.

The Color of Law: A Forgotten History of How Our Government Segregated AmericaLiveright Publishing

Boundaries of the State in US History

Litigation, Courts, and Women Workers

Racial Disproportionality and Disparities in the Child Welfare System

Race, Poverty, and the Politics of Crime Control

Expanding Underrepresented Minority Participation

Madame Decuir's Quest for Racial Justice in the Reconstruction Era

African Americans, the Labor Movement, and the Decline of the Democratic Party

Critical Race Theory (CRT) is an international movement of scholars working across multiple

disciplines; some of the most dynamic and challenging CRT takes place in Education. This collection brings together some of the most exciting and influential CRT in Education. CRT scholars examine the race-specific patterns of privilege and exclusion that go largely unremarked in mainstream debates. The contributions in this book cover the roots of the movement, the early battles that shaped CRT, and key ideas and controversies, such as: the problem of color-blindness, racial microaggressions, the necessity for activism, how particular cultures are rejected in the mainstream, and how racism shapes the day-to-day routines of schooling and politics. Of interest to academics, students and policymakers, this collection shows how racism operates in numerous hidden ways and demonstrates how CRT challenges the taken-for-granted assumptions that shape educational policy and practice. The chapters in this book were originally published in the following journals: International Journal of Qualitative Studies in Education; Race Ethnicity and Education; Discourse: Studies in the Cultural Politics of Education; Critical Studies in Education.

The Oxford Handbook of Law and Politics

The New Jim Crow

Unequal

Griggs Versus Duke Power and the Struggle for Equal Employment Opportunity

Contemporary Approaches

Laws and Societies in Global Contexts

How America's Courts Undermine Discrimination Law