

Affirmative Action in the Workplace

Refer to paragraph two (first long paragraph) of the Forward to answer the following questions:

What was the Kaiser Company's affirmative action plan designed to eliminate?

What percentage of craftwork job training programs were set aside for black employees?

Prior to 1974, what was the percentage of black craftwork employees at the plant?

Prior to 1974, what was the total percentage of the local black workforce?

Selection for the craftwork training program was based on _____.

In the Kaiser plant's craftwork training program, did all of the black trainees have higher seniority than the white applicants not accepted for training?



Refer to section 1(a) (Held:) to answer the following questions:

Title VII does not condemn what type of affirmative action plans?

Title VII of the Civil Rights Act of 1964 makes it unlawful to "discriminate ...because of race" in hiring and selection of apprentices for training programs. This was determined by both the District and Appeals Courts to include white workers. What did the Supreme Court determine about the claim that Title VII was discriminatory against white workers?

Refer to section 1(b) to answer the following question:

What did the Court rule was Congress' primary concern in Title VII?

Refer to section 1(c) to answer the following question:

According to the Court, what would Congress have written into Title VII, had it meant to prohibit all race-conscious affirmative action plans?

