

# The Moral Case Against Equity Language



## **The Moral Case Against Equity Language**

Are you tired of hearing the term "equity" thrown around without a clear understanding of its implications? Do you sense a disconnect between the stated goals of equity initiatives and the potential unintended consequences? This post delves into the moral arguments against the prevalent use of "equity" language, particularly in discussions of social justice and resource allocation. We'll explore the potential for misinterpretation, the inherent complexities of defining fairness, and the ethical considerations of prioritizing certain groups over others. This isn't an argument against fairness or social justice; rather, it's a critical examination of the language we use to achieve them, and why a different approach might be more effective and morally sound.

## **H2: The Semantic Shift: From Equality to Equity - A Problematic Transition**

The term "equity," while seemingly synonymous with fairness, has undergone a significant semantic shift. Initially implying equal opportunity, its current usage often implies unequal treatment to achieve equal outcomes. This shift is the crux of the moral argument. While aiming for equal outcomes is laudable, the methods employed to achieve them under the banner of "equity" often raise serious ethical concerns.

### #### H3: The Problem of Outcome-Based Justice

The focus on achieving equal outcomes, irrespective of individual merit or effort, can lead to a form of reverse discrimination. This creates a moral dilemma: is it ethically justifiable to disadvantage individuals or groups perceived to be "over-represented" in order to uplift others? This approach undermines the principle of individual responsibility and meritocracy, which are foundational to many moral systems.

### #### H3: The Unintended Consequences of Equity Initiatives

The pursuit of equity often leads to unforeseen and negative consequences. For example, affirmative action policies, intended to promote equity, can inadvertently stigmatize beneficiaries, creating a sense of undeserved privilege and resentment among those who were not selected. Similarly, resource allocation based solely on group identity, rather than individual need, can be inefficient and ultimately detrimental to overall societal well-being.

## **H2: The Conceptual Challenges of Defining "Fairness"**

The very definition of "fairness" is subjective and context-dependent. What constitutes equitable treatment for one group may be perceived as unfair by another. Equity language often sidesteps this inherent complexity, presenting a simplistic and potentially misleading narrative of fairness. This lack of nuanced understanding can exacerbate existing societal divisions rather than bridging them.

### #### H3: The Difficulty of Measuring and Defining "Disadvantage"

Determining who is truly "disadvantaged" and requires "equity" is a monumental task. Socioeconomic disparities are complex, interwoven with numerous factors beyond simple group identity. Using broad strokes to define disadvantage risks overlooking the unique circumstances of individuals within those groups, potentially leading to misallocation of resources and further injustice.

### #### H3: The Erosion of Meritocracy and Individual Responsibility

Focusing solely on group outcomes undermines the principle of meritocracy, where success is based on individual talent, effort, and achievement. This can demoralize individuals who strive for success through legitimate means, fostering resentment and societal instability. Furthermore, it can disincentivize personal responsibility and self-improvement, leading to a culture of entitlement.

## **H2: A More Ethical Approach: Focusing on Equality of Opportunity**

Instead of pursuing equity through potentially discriminatory measures, a more ethically sound approach centers on ensuring equality of opportunity. This means creating a level playing field

where everyone has the same chances to succeed, regardless of their background or group affiliation. This approach respects individual merit, promotes personal responsibility, and fosters a more inclusive and just society. This requires addressing systemic barriers that prevent equal access to education, healthcare, and economic opportunities, but without resorting to preferential treatment based solely on group identity.

## **H2: Promoting Social Justice Through Inclusive Language**

Ultimately, the moral case against equity language lies not in rejecting the pursuit of social justice but in advocating for a more precise and ethically sound approach. Replacing the ambiguous term "equity" with clearer language that emphasizes equality of opportunity, fairness of process, and individual responsibility can lead to more effective and ethically justifiable solutions to societal challenges. This requires a conscious effort to move away from divisive rhetoric and towards a more inclusive and collaborative dialogue.

### **Conclusion:**

The term "equity," while intending to address inequalities, often utilizes problematic methods. By focusing on equality of opportunity and using precise language, we can better achieve a truly just and equitable society, one that values both individual merit and collective well-being without sacrificing ethical principles. The pursuit of social justice should always prioritize fairness and respect for all individuals, regardless of their background or group identity.

### **FAQs:**

1. Isn't equity necessary to address historical injustices? Addressing historical injustices requires acknowledging past wrongs and implementing policies that promote fairness and opportunity for all. However, this doesn't necessitate prioritizing certain groups over others based solely on their group identity. A focus on equal opportunity can better address the root causes of inequality.
2. Doesn't equality ignore systemic disadvantages? Equality of opportunity aims to remove systemic barriers, ensuring everyone has a fair chance. This acknowledges the impact of systemic disadvantages without resorting to discriminatory practices.
3. What's a better alternative to the term "equity"? Terms like "fairness," "equal opportunity," "inclusive practices," or "social justice" offer more accurate and less divisive alternatives.
4. Isn't this argument against affirmative action? This argument isn't necessarily against all forms of affirmative action, but questions the ethical implications of policies that prioritize group identity over individual merit.
5. How can we move beyond equity language in public discourse? By actively promoting inclusive language that focuses on universal principles of fairness and equal opportunity and by fostering open dialogue about the limitations and potential harm of equity-focused policies, we can facilitate a more productive and just conversation.

**the moral case against equity language:** *Learning to Be Fair* Charles McNamara, 2024-11-12  
Learning to Be Fair excavates the ancient origins of equity in classical Greek and Roman thought and traces their influence on lawyers, philosophers, America's Founding Fathers, and contemporary culture. He connects current debates about equity to long-standing questions about civil disobedience and the possibility of teaching people to be good.

**the moral case against equity language: Rethinking Ageism** Augie Fleras, 2024-09-12  
Older adults may be the world's fastest growing demographic. Yet they remain vulnerable to biases and barriers that would be intolerable if directed at others. Such an indictment puts the onus on deconstructing the idea of ageism in terms of what it means (a riddle), how it works (a mystery), why it persists (an enigma), and what can be done about it (a puzzle). Reference to ageism must go beyond the idea of a "bug" in the system. Rather, ageism is the system, the default reality of an ageist society designed by, for, and about the young and able-bodied. Ageism also intersects with other forms of identity and inequality such as gender and race to amplify the downside of getting older and being old. Initiatives for advancing a rights-based, age-inclusive society must focus on calling out ageism as a precondition for calling in a national reset.

**the moral case against equity language: What Works** Iris Bohnet, 2016-03-08 Shortlisted for the Financial Times and McKinsey Business Book of the Year Award A Financial Times Best Business Book of the Year A Times Higher Education Book of the Week Best Business Book of the Year, 800-CEO-READ Gender equality is a moral and a business imperative. But unconscious bias holds us back, and de-biasing people's minds has proven to be difficult and expensive. By de-biasing organizations instead of individuals, we can make smart changes that have big impacts. Presenting research-based solutions, Iris Bohnet hands us the tools we need to move the needle in classrooms and boardrooms, in hiring and promotion, benefiting businesses, governments, and the lives of millions. "Bohnet assembles an impressive assortment of studies that demonstrate how organizations can achieve gender equity in practice...What Works is stuffed with good ideas, many equally simple to implement." —Carol Tavis, Wall Street Journal "A practical guide for any employer seeking to offset the unconscious bias holding back women in organizations, from orchestras to internet companies." —Andrew Hill, Financial Times

**the moral case against equity language: Communities in Action** National Academies of Sciences, Engineering, and Medicine, Health and Medicine Division, Board on Population Health and Public Health Practice, Committee on Community-Based Solutions to Promote Health Equity in the United States, 2017-04-27 In the United States, some populations suffer from far greater disparities in health than others. Those disparities are caused not only by fundamental differences in health status across segments of the population, but also because of inequities in factors that impact health status, so-called determinants of health. Only part of an individual's health status depends on his or her behavior and choice; community-wide problems like poverty, unemployment, poor education, inadequate housing, poor public transportation, interpersonal violence, and decaying neighborhoods also contribute to health inequities, as well as the historic and ongoing interplay of structures, policies, and norms that shape lives. When these factors are not optimal in a community, it does not mean they are intractable: such inequities can be mitigated by social policies that can shape health in powerful ways. Communities in Action: Pathways to Health Equity seeks to delineate the causes of and the solutions to health inequities in the United States. This report focuses on what communities can do to promote health equity, what actions are needed by the many and varied stakeholders that are part of communities or support them, as well as the root causes and structural barriers that need to be overcome.

**the moral case against equity language: Model Rules of Professional Conduct** American Bar Association. House of Delegates, Center for Professional Responsibility (American Bar Association), 2007 The Model Rules of Professional Conduct provides an up-to-date resource for information on legal ethics. Federal, state and local courts in all jurisdictions look to the Rules for guidance in solving lawyer malpractice cases, disciplinary actions, disqualification issues, sanctions questions and much more. In this volume, black-letter Rules of Professional Conduct are followed by numbered

Comments that explain each Rule's purpose and provide suggestions for its practical application. The Rules will help you identify proper conduct in a variety of given situations, review those instances where discretionary action is possible, and define the nature of the relationship between you and your clients, colleagues and the courts.

**the moral case against equity language: Encyclopedia of Equality, Equity, Diversity and Inclusion** Alain Klarsfeld, Stella Nkomo, Lucy Taksa, Anne-Françoise Bender, Gaëlle Cachat-Rosset, 2024-05-02 Providing comprehensive coverage of the field of diversity, equality, equity and inclusion (DEI), this timely Encyclopedia addresses significant developments in diversity management. Entries adopt both theoretical and critical approaches to construct a complete picture of this crucial approach to business practice.

**the moral case against equity language: The Conversation** Robert Livingston, 2021-02-02 A FINANCIAL TIMES BEST BOOK OF THE YEAR • An essential tool for individuals, organizations, and communities of all sizes to jump-start dialogue on racism and bias and to transform well-intentioned statements on diversity into concrete actions—from a leading Harvard social psychologist. FINALIST FOR THE FINANCIAL TIMES AND MCKINSEY BUSINESS BOOK OF THE YEAR AWARD • LONGLISTED FOR THE PORCHLIGHT BUSINESS BOOK AWARD “Livingston has made the important and challenging task of addressing systemic racism within an organization approachable and achievable.”—Alex Timm, co-founder and CEO, Root Insurance Company How can I become part of the solution? In the wake of the social unrest of 2020 and growing calls for racial justice, many business leaders and ordinary citizens are asking that very question. This book provides a compass for all those seeking to begin the work of anti-racism. In *The Conversation*, Robert Livingston addresses three simple but profound questions: What is racism? Why should everyone be more concerned about it? What can we do to eradicate it? For some, the existence of systemic racism against Black people is hard to accept because it violates the notion that the world is fair and just. But the rigid racial hierarchy created by slavery did not collapse after it was abolished, nor did it end with the civil rights era. Whether it's the composition of a company's leadership team or the composition of one's neighborhood, these racial divides and disparities continue to show up in every facet of society. For Livingston, the difference between a solvable problem and a solved problem is knowledge, investment, and determination. And the goal of making organizations more diverse, equitable, and inclusive is within our capability. Livingston's lifework is showing people how to turn difficult conversations about race into productive instances of real change. For decades he has translated science into practice for numerous organizations, including Airbnb, Deloitte, Microsoft, Under Armour, L'Oreal, and JPMorgan Chase. In *The Conversation*, Livingston distills this knowledge and experience into an eye-opening immersion in the science of racism and bias. Drawing on examples from pop culture and his own life experience, Livingston, with clarity and wit, explores the root causes of racism, the factors that explain why some people care about it and others do not, and the most promising paths toward profound and sustainable progress, all while inviting readers to challenge their assumptions. Social change requires social exchange. Founded on principles of psychology, sociology, management, and behavioral economics, *The Conversation* is a road map for uprooting entrenched biases and sharing candid, fact-based perspectives on race that will lead to increased awareness, empathy, and action.

**the moral case against equity language: The Freedom to Read** American Library Association, 1953

**the moral case against equity language: Critical Pedagogies for Modern Languages Education** Derek Hird, 2023-07-13 In the context of Black Lives Matter, decolonizing initiatives, #MeToo, climate emergency protests and other movements for social and environmental justice, this volume posits a simple question: how can modern languages be taught so that they challenge rather than reinforce social inequalities? Informed by interdisciplinary theories, *Critical Pedagogies for Modern Language Education* focuses on practical discussions of case studies in areas directly relevant to the classroom contexts of modern languages educators. The volume transforms modern language educators and the modern language profession by putting the politics of language teaching

at the centre of its analysis. With case studies covering 11 languages (Modern Standard Arabic, Dutch, English, French, German, Levantine, Mandarin, Portuguese, Spanish, Swedish, Tamazight) across 13 countries and regions (Austria, Brazil, China, France, Italy, the Levant, Morocco, the Netherlands, Palestine, Spain, Sweden, the UK, and the USA), the contributors cover a wide range of theories, including critical discourse analysis, activist pedagogies, culturally sustaining pedagogy, linguistic justice and translanguaging. With student-teacher collaboration at its heart, critical modern languages pedagogy unmasks the ideologies and hegemonies that lie behind mainstream language use and affirms the value of minority linguistic and cultural practices. The volume thus provides transformative approaches to modern languages teaching and learning that respond to the key social concerns of the 21st century.

**the moral case against equity language:** *Beyond Biden* Newt Gingrich, 2021-11-02

Bestselling author Newt Gingrich exposes the anti-American forces that have grown so large and so aggressive in their quest for power. The struggle between the defenders of America as an exceptional nation and the forces of anti-Americanism is reaching a fever pitch. These forces have grown so large, so well-financed, so entrenched and aggressive that they must be studied closely and understood completely if America is to survive this imminent civil war. In *Beyond Biden*, bestselling author Newt Gingrich brings together the various strands of the movement seeking to destroy true, historic American values and replace this country with one that's imposed on us by the combined power of government and social acceptance. Now a National Bestseller!

**the moral case against equity language:** *Bias Was a Genius* Tim Hardy-Lenik, 2024-05-31 So you get the Why? of diversity, equity and inclusion - you have even started to do the How? - but change isn't sticking, and your business is a fair-weather supporter of the work. *Bias Was a Genius* is a handbook for building sustainable, commercially relevant DEI theory to incorporate into your own DEI strategy and, as practitioners, to make change through self-reflection. Divided into three sections, *Bias Was a Genius* represents the three key Greek Delphic tenets written by Bias of Priene: Know Thyself, Certainty Brings Trouble, and Nothing to Excess. Section one, Know Thyself, explores the reasons, motivations and challenges to diversity, equity and inclusion, and tells part of the author's own story. Section two, Certainty Brings Trouble, explores the DEI theory and strategy alignment, encompassing elements from business-skill maturity and tokenism to how profit and ethics can align effectively. Section three, Nothing to Excess, explores rebalancing those DEI programmes and strategy-delivery mechanisms that aren't as impactful as they could be, and aims to make sustainable business practices the norm. Written by an industry leader translating academic research and understanding into a conversational style guide, peppered with their own experiences and bits of humour, *Bias Was a Genius* is a call to action toward impactful change in the profession.

**the moral case against equity language:** *Handbook of Urban Educational Leadership*

Muhammad Khalifa, Noelle Witherspoon Arnold, Azadeh F. Osanloo, Cosette M. Grant, 2015-06-01 This authoritative handbook examines the community, district, and teacher leadership roles that affect urban schools. It will serve as a foundation for pedagogical and educational leadership practices that foster social justice, equity, and advocacy for those who have been traditionally and historically underserved in education. The handbook's ten sections cover topics as diverse as curriculum, instruction, and educational outcomes; gender, race, and class; higher education; and leadership preparation and support. Its twenty-nine chapters offer both American and international perspectives.

**the moral case against equity language:** *A History of ALA Policy on Intellectual Freedom* Office for Intellectual Freedom (OIF), 2015-07-01 Collecting several key documents and policy statements, this supplement to the ninth edition of the *Intellectual Freedom Manual* traces a history of ALA's commitment to fighting censorship. An introductory essay by Judith Krug and Candace Morgan, updated by OIF Director Barbara Jones, sketches out an overview of ALA policy on intellectual freedom. An important resource, this volume includes documents which discuss such foundational issues as The Library Bill of Rights Protecting the freedom to read ALA's Code of Ethics How to respond to challenges and concerns about library resources Minors and internet

activityMeeting rooms, bulletin boards, and exhibitsCopyrightPrivacy, including the retention of library usage records

**the moral case against equity language:** *The Case Against Consequentialism Reconsidered* Nikil Mukerji, 2016-08-30 This book argues that critics of consequentialism have not been able to make a successful and comprehensive case against all versions of consequentialism because they have been using the wrong methodology. This methodology relies on the crucial assumption that consequentialist theories share a defining characteristic. This text interprets consequentialism, instead, as a family resemblance term. On that basis, it argues quite an ambitious claim, viz. that all versions of consequentialism should be rejected, including those that have been created in response to conventional criticisms. The book covers a number of classic themes in normative ethics, metaethics and, particularly, ethical methodology and also touches upon certain aspects of experimental moral philosophy. It is written in clear language and is analytic in its argumentative style. As such, the book should appeal to students, graduate students as well as professional academics with an interest in analytic moral philosophy.

**the moral case against equity language: Reports of Cases at Law and in Equity, Argued and Determined in the Supreme Court of the State of Iowa, Taken from the Original Opinions and Records, and Embracing All the Cases Decided During the Period Covered by the First Volumes of Iowa Reports, by Clarke, with Copious Notes** Iowa. Supreme Court, 1874

**the moral case against equity language:** *The Sum of Us* Heather McGhee, 2022-02-08 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 “This is the book I’ve been waiting for.”—Ibram X. Kendi, #1 New York Times bestselling author of *How to Be an Antiracist* Look for the author’s podcast, *The Sum of Us*, based on this book! 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. LONGLISTED FOR THE ANDREW CARNEGIE MEDAL

**the moral case against equity language: The Hollow Hope** Gerald N. Rosenberg, 2008-09-15 In follow-up studies, dozens of reviews, and even a book of essays evaluating his conclusions, Gerald Rosenberg’s critics—not to mention his supporters—have spent nearly two decades debating the arguments he first put forward in *The Hollow Hope*. With this substantially expanded second edition of his landmark work, Rosenberg himself steps back into the fray,

responding to criticism and adding chapters on the same-sex marriage battle that ask anew whether courts can spur political and social reform. Finding that the answer is still a resounding no, Rosenberg reaffirms his powerful contention that it's nearly impossible to generate significant reforms through litigation. The reason? American courts are ineffective and relatively weak—far from the uniquely powerful sources for change they're often portrayed as. Rosenberg supports this claim by documenting the direct and secondary effects of key court decisions—particularly *Brown v. Board of Education* and *Roe v. Wade*. He reveals, for example, that Congress, the White House, and a determined civil rights movement did far more than *Brown* to advance desegregation, while pro-choice activists invested too much in *Roe* at the expense of political mobilization. Further illuminating these cases, as well as the ongoing fight for same-sex marriage rights, Rosenberg also marshals impressive evidence to overturn the common assumption that even unsuccessful litigation can advance a cause by raising its profile. Directly addressing its critics in a new conclusion, *The Hollow Hope, Second Edition* promises to reignite for a new generation the national debate it sparked seventeen years ago.

**the moral case against equity language:** *Abortion Politics* Ziad Munson, 2018-05-21 Abortion has remained one of the most volatile and polarizing issues in the United States for over four decades. Americans are more divided today than ever over abortion, and this debate colors the political, economic, and social dynamics of the country. This book provides a balanced, clear-eyed overview of the abortion debate, including the perspectives of both the pro-life and pro-choice movements. It covers the history of the debate from colonial times to the present, the mobilization of mass movements around the issue, the ways it is understood by ordinary Americans, the impact it has had on US political development, and the differences between the abortion conflict in the US and the rest of the world. Throughout these discussions, Ziad Munson demonstrates how the meaning of abortion has shifted to reflect the changing anxieties and cultural divides which it has come to represent. *Abortion Politics* is an invaluable companion for exploring the abortion issue and what it has to say about American society, as well as the dramatic changes in public understanding of women's rights, medicine, religion, and partisanship.

**the moral case against equity language: Reports of Cases at Law and in Equity Determined by the Supreme Court of the State of Iowa** Iowa. Supreme Court, 1874

**the moral case against equity language:** *So You Want to Talk About Race* Ijeoma Oluo, 2019-09-24 In this #1 New York Times bestseller, Ijeoma Oluo offers a revelatory examination of race in America. Protests against racial injustice and white supremacy have galvanized millions around the world. The stakes for transformative conversations about race could not be higher. Still, the task ahead seems daunting, and it's hard to know where to start. How do you tell your boss her jokes are racist? Why did your sister-in-law hang up on you when you had questions about police reform? How do you explain white privilege to your white, privileged friend? In *So You Want to Talk About Race*, Ijeoma Oluo guides readers of all races through subjects ranging from police brutality and cultural appropriation to the model minority myth in an attempt to make the seemingly impossible possible: honest conversations about race, and about how racism infects every aspect of American life. Simply put: Ijeoma Oluo is a necessary voice and intellectual for these times, and any time, truth be told. —Phoebe Robinson, New York Times bestselling author of *You Can't Touch My Hair*

**the moral case against equity language: Cases on Equitable Relief Against Torts** Zechariah Chafee, 1924

**the moral case against equity language: Confronting Equity Issues on Campus** Estela Mara Bensimon, Lindsey Malcom, 2023-07-03 How can it be that 50 years after the passage of the Civil Rights Act, our institutions of higher education have still not found ways of reducing the higher education gaps for racial and ethnic groups? That is the question that informs and animates the Equity Scorecard model of organizational change. It shifts institutions' focus from what students do (or fail to do) to what institutions can do—through their practices and structures, as well as the actions of their leaders and faculty—to produce equity in outcomes for racially marginalized



populations. Drawing on the theory of action research, it creates a structure for practitioners to become investigators of their own institutional culture, to become aware of racial disparities, confront their own practices and learn how things are done on their own turf to ask: In what ways am I contributing to equity/inequity? The Equity Scorecard model differs significantly from traditional approaches to effecting change by creating institutional teams to examine and discuss internal data about student outcomes, disaggregated by race and ethnicity. The premise of the project is that institutional data acts as a powerful trigger for group learning about inequities in educational outcomes, and that the likelihood of improving those outcomes increases if the focus is on those things within the immediate control of the participating leaders and practitioners. Numerous institutions have successfully used The Equity Scorecard's data tools and processes of self-reflection to uncover and document the behaviors and structures that lead to failure to retain and graduate students from diverse racial and ethnic backgrounds with a history of unequal opportunity; and to create the climate for faculty and staff to take ownership of the issues and develop sustainable practices to eliminate racial disparities in academic performance. The Scorecard can be used at a small-scale to analyze individual courses or programs, as well as broader institutional issues. This book presents the underlying concept of funds of knowledge for race-conscious expertise that informs this process, describes its underlying theories; defines the attributes needed to achieve equity-minded practice; demonstrates, through examples of implementation, what different institutions have learned, and what they have achieved; and provides a blueprint for action for higher education as a whole. For college leaders, instructors and support staff who feel the pressure—moral or otherwise—to close the racial equity gap that their institutions produce year after year, this book provides the structure, knowledge and tools to do so. It is also of value to scholars and students of higher education who have an interest in the study of organizational change.

**the moral case against equity language: Time and Social Theory** Barbara Adam, 2013-03-01 Time is at the forefront of contemporary scholarly inquiry across the natural sciences and the humanities. Yet the social sciences have remained substantially isolated from time-related concerns. This book argues that time should be a key part of social theory and focuses concern upon issues which have emerged as central to an understanding of today's social world. Through her analysis of time Barbara Adam shows that our contemporary social theories are firmly embedded in Newtonian science and classical dualistic philosophy. She exposes these classical frameworks of thought as inadequate to the task of conceptualizing our contemporary world of standardized time, computers, nuclear power and global telecommunications.

**the moral case against equity language: Reports of Cases at Law and in Equity, Argued and Determined in the Supreme Court of the State of Iowa** Iowa. Supreme Court, 1892

**the moral case against equity language: No Matter What-- They'll Call this Book Racist** Harry Stein, 2012 Stein attacks the rigid prohibitions that have long governed the conversation about race, not to offend or shock but to provoke the serious thinking that liberal enforcers have until now rendered impossible. Stein examines the ways in which the regime of racial preferences has sown division, corruption, and resentment in this country.

**the moral case against equity language: The Battle for Yellowstone** Justin Farrell, 2017-02-28 Yellowstone holds a special place in America's heart. As the world's first national park, it is globally recognized as the crown jewel of modern environmental preservation. But the park and its surrounding regions have recently become a lightning rod for environmental conflict, plagued by intense and intractable political struggles among the federal government, National Park Service, environmentalists, industry, local residents, and elected officials. The Battle for Yellowstone asks why it is that, with the flood of expert scientific, economic, and legal efforts to resolve disagreements over Yellowstone, there is no improvement? Why do even seemingly minor issues erupt into impassioned disputes? What can Yellowstone teach us about the worsening environmental conflicts worldwide? Justin Farrell argues that the battle for Yellowstone has deep moral, cultural, and spiritual roots that until now have been obscured by the supposedly rational and technical

nature of the conflict. Tracing in unprecedented detail the moral causes and consequences of large-scale social change in the American West, he describes how a new-west social order has emerged that has devalued traditional American beliefs about manifest destiny and rugged individualism, and how morality and spirituality have influenced the most polarizing and techno-centric conflicts in Yellowstone's history. This groundbreaking book shows how the unprecedented conflict over Yellowstone is not all about science, law, or economic interests, but more surprisingly, is about cultural upheaval and the construction of new moral and spiritual boundaries in the American West.

**the moral case against equity language:** *Reports of Cases in Law and Equity, Argued and Determined in the Supreme Court of the State of Georgia* Georgia. Supreme Court, 1898

**the moral case against equity language:** *Between the World and Me* Ta-Nehisi Coates, 2015-07-14 #1 NEW YORK TIMES BESTSELLER • NATIONAL BOOK AWARD WINNER • NAMED ONE OF TIME'S TEN BEST NONFICTION BOOKS OF THE DECADE • PULITZER PRIZE FINALIST • NATIONAL BOOK CRITICS CIRCLE AWARD FINALIST • ONE OF OPRAH'S "BOOKS THAT HELP ME THROUGH" • NOW AN HBO ORIGINAL SPECIAL EVENT Hailed by Toni Morrison as "required reading," a bold and personal literary exploration of America's racial history by "the most important essayist in a generation and a writer who changed the national political conversation about race" (Rolling Stone) NAMED ONE OF THE MOST INFLUENTIAL BOOKS OF THE DECADE BY CNN • NAMED ONE OF PASTE'S BEST MEMOIRS OF THE DECADE • NAMED ONE OF THE TEN BEST BOOKS OF THE YEAR BY The New York Times Book Review • O: The Oprah Magazine • The Washington Post • People • Entertainment Weekly • Vogue • Los Angeles Times • San Francisco Chronicle • Chicago Tribune • New York • Newsday • Library Journal • Publishers Weekly In a profound work that pivots from the biggest questions about American history and ideals to the most intimate concerns of a father for his son, Ta-Nehisi Coates offers a powerful new framework for understanding our nation's history and current crisis. Americans have built an empire on the idea of "race," a falsehood that damages us all but falls most heavily on the bodies of black women and men—bodies exploited through slavery and segregation, and, today, threatened, locked up, and murdered out of all proportion. What is it like to inhabit a black body and find a way to live within it? And how can we all honestly reckon with this fraught history and free ourselves from its burden? *Between the World and Me* is Ta-Nehisi Coates's attempt to answer these questions in a letter to his adolescent son. Coates shares with his son—and readers—the story of his awakening to the truth about his place in the world through a series of revelatory experiences, from Howard University to Civil War battlefields, from the South Side of Chicago to Paris, from his childhood home to the living rooms of mothers whose children's lives were taken as American plunder. Beautifully woven from personal narrative, reimagined history, and fresh, emotionally charged reportage, *Between the World and Me* clearly illuminates the past, bracingly confronts our present, and offers a transcendent vision for a way forward.

**the moral case against equity language:** *Reports of Cases in Law and Equity, Determined in the Supreme Court of the State of Iowa* Iowa. Supreme Court, 1857

**the moral case against equity language:** *Stamped from the Beginning* Ibram X. Kendi, 2016-04-12 The National Book Award winning history of how racist ideas were created, spread, and deeply rooted in American society. Some Americans insist that we're living in a post-racial society. But racist thought is not just alive and well in America -- it is more sophisticated and more insidious than ever. And as award-winning historian Ibram X. Kendi argues, racist ideas have a long and lingering history, one in which nearly every great American thinker is complicit. In this deeply researched and fast-moving narrative, Kendi chronicles the entire story of anti-black racist ideas and their staggering power over the course of American history. He uses the life stories of five major American intellectuals to drive this history: Puritan minister Cotton Mather, Thomas Jefferson, abolitionist William Lloyd Garrison, W.E.B. Du Bois, and legendary activist Angela Davis. As Kendi shows, racist ideas did not arise from ignorance or hatred. They were created to justify and rationalize deeply entrenched discriminatory policies and the nation's racial inequities. In shedding

light on this history, *Stamped from the Beginning* offers us the tools we need to expose racist thinking. In the process, he gives us reason to hope.

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in morally appropriate ways. Her proposed moral criteria for language are discussed on a theoretical level, where she applies her moral analysis to the major competing theories on the relation of gender and language, and on a practical level, when she examines circumstances where such moral criteria have been applied. Annotation c. by Book News, Inc., Portland, Or.

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**the moral case against equity language:** *More Courageous Conversations About Race* Glenn E. Singleton, 2013 Since the highly acclaimed *Courageous Conversations About Race* offered educators a frame work and tools for promoting racial equity, many schools have implemented the *Courageous Conversations Protocol*. Now ... in a book that's rich with anecdote, Singleton celebrates the successes, outlines the difficulties, and provides specific strategies for moving *Courageous Conversations* from racial equity theory to practice at every level, from the classroom to the school superintendent's office--Back cover.

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