

## AFFIRMATIVE ACTION

### Quote #1

Affirmative Action is the policy of consciously setting racial, ethnic, religious, or other kinds of diversity as a goal within an organization. In order to meet this goal, an organization may purposely select people from certain groups that are underrepresented, or have historically been oppressed or denied equal opportunities. In that application of affirmative action, individuals of one or more of these minority backgrounds are preferred over those who do not have such characteristics; such a preferential scheme is sometimes effected through quotas, though this need not necessarily be so. (from Wikipedia)

### QUOTE #2:

You do not take a man who for years has been hobbled by chains, liberate him, bring him to the starting line of a race, saying "you are free to compete with all the others," and still justly believe you have been completely fair...We seek not just freedom but opportunity...not just equality as a right and a theory, but equality as a fact and as a result."

--President Lyndon Johnson, from a speech at Howard University in 1965 (cited in *Wherever There's a Fight: How Runaway Slaves, Suffragists, Immigrants, Strikers, and Poets Shaped Civil Liberties in California*)

### QUOTE #3:

...Started by missionaries in 1841, Punahou Academy had grown into a prestigious prep school, an incubator for island elites...It hadn't been easy to get me in, my grandparents told her (my mother); there was a long waiting list, and I was considered only because of the intervention of Gramps' boss, who was an alumnus (my first experience with affirmative action, it seems, had little to do with race).

---Barack Obama, *Dreams From My Father*