

Equality Of Opportunity Vs Outcome

Akito Okada

Equality and Opportunity Shlomi Segall, 2013-11 Egalitarians have traditionally been suspicious of equality of opportunity, but recently there has been a sea-change in egalitarian thinking about that concept. Shlomi Segall brings together these developments in egalitarian theory and offers a comprehensive account of 'radical equality of opportunity'.

The Political Theory of Conservative Economists Conrad P. Waligorski, 2021-10-08 It's difficult to overstate the impact of conservative economics on American life. The conservative thought of economists like Milton Friedman, James Buchanan, and Friedrich Hayek has provided the conceptual framework that undergirds nearly every aspect of current U.S. social-economic policy. Although a great deal has been written about the economic theories of these Nobel Prize-winning economists, this study is the first to examine the political theory that underlies conservative economics and its implications for public policy. Long associated with the "Chicago" and "public choice" schools of thought, Friedman, Buchanan, Hayek, and others have consistently repudiated Keynesian principles. They have steadfastly opposed social welfare policies and regulation of private enterprise, championing instead the free market as a mechanism for ordering society. In this book Conrad Waligorski analyzes the political content of the conservative economists' arguments. In so doing, he illuminates the political, economic, and philosophical ideas behind and justification for the laissez-faire policy—the reduced regulation, intervention, and welfare favored by conservative governments in the United States, Canada, and Britain.

Handbook of Equality of Opportunity , 2024-07-12 This Handbook provides an authoritative exposition of equality of opportunity. It presents the different concepts most commonly associated with equality of opportunity, and discusses the many problems dominating the controversies on equality of opportunity at the theoretical, policy or practical level. The chapters give a concise exposition of the different conceptions and basic concepts of equal opportunities. They clarify variables that are part of the 'algorithm of equal opportunities', e.g. opportunity, equality, non-discrimination, fairness, responsibility, chance and choice, excellence, qualifications, effort, talent, merit, desert, inequality, and risk. The idea of equality of opportunity has traditionally been associated with a set of largely unquestioned ideals, and over the last 50 years, it has been at the very centre of the major progressive social changes and firmly entrenched in political rhetoric. Yet, the idea of equality of opportunity is far from unquestionable or unproblematic as the only solid assumption different conceptions have in common is their rejection of fixed social relations but not hierarchy itself. Disagreements over the fundamental

principles, criticism over the inefficiency of policies aiming to ensure equal opportunities, and objections to their unfairness, all pose questions that current conceptions answer in different ways. This Handbook examines a wide variety of questions about issues of motivation, procedures, genealogy, taxonomy, and compensation.

Gender Equality in the Professional Workplace Karen Vollum-Dix,2025-04-08 Gender Equality in the Professional Workplace: Pioneering Radical Action for Women's Empowerment delves into the ongoing gender equality struggle by examining women's challenges in powerful roles, addressing issues like workplace harassment, institutional misogyny, and executive role disparities.

“Equality” William N. Spencer,2015-04-22 Equality is the state or quality of being the same in quality or degree, evenly proportioned, uniform in operation or effect. In America today, there are many people who pursue their dream of having each and every one of us equal in every way. How naive, how misguided, how dreadfully misinformed and uneducated physiologically, psychologically, and anatomically! Yet this is the prevailing culture in many of our political circles today. Far too many laws and regulations are now written or being interpreted as some select groups of people being more equal or less equal than other non-select groups of American citizens. Perhaps our constitution and bill of rights need to be amended to satisfy this new meaning of equality.

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.

Human Services and the Afrocentric Paradigm Jerome Schiele,Jerome H Schiele,2013-09-13 Discover how human services professionals can help to eliminate cultural oppression!Human Services and the Afrocentric Paradigm presents a new way of understanding human behavior, attacking social problems, and exploring social issues. This excellent guide shows that understanding the simultaneous forces of oppression and spiritual alienation in American society serves as a foundation for understanding the societal problems here. The first book to offer a comprehensive exposition of how the Afrocentric paradigm can be used by human service professionals and community advocates, Human Services and the Afrocentric Paradigm discusses why and how human service work is hampered by Eurocentric cultural values and will help you to offer fair and effective services to your clients. Human Services and the Afrocentric Paradigm provides you with a concrete discription of how the Afrocentric model can be applied in human services to help people of all races and ethnicities. You will expand and diversify your knowledge base in human services by understanding the cultural values, traditions, and experiences of people of African ancestry.Some of the issues and concepts in the Afrocentric paradigm that you will explore are: defining the Afrocentric worldview, complete with a discussion of its philosophical assumptions and its

shortcomings understanding traditional helping assumptions and methods of West African societies and how these have influenced the helping strategies of African-Americans exploring the strengths and weaknesses of some early African-American human service scholars, with special concern placed on their rejection of traditional African methods in favor of Eurocentric ideas resolving youth violence and helping people with substance abuse problems examining Afrocentric assumptions about resource distribution, morality, and societal relationships identifying organizational and conceptual differences in Eurocentric and Afrocentric paradigms creating organizational empowerment and an enhanced work environment via the Afrocentric paradigm Human Services and the Afrocentric Paradigm will help you understand, solve, and prevent problems that are confronted by several races, especially individuals of African descent. This timely and relevant worldview is thoroughly explained to assist you in better serving people of color. The Afrocentric paradigm will help human services practitioners, administrators, policy advocates, analysts, educators, and black studies professors and students achieve educational and treatment objectives by showing you the importance of various cultural values and how to integrate them to make a difference!

A Pluralist Theory of Age Discrimination Stuart Goosey, 2021-01-28 This book provides a comprehensive theory of age discrimination that can guide the direct and indirect age discrimination provisions of the Equality Act 2010. The Act holds that unequal treatment on the grounds of age and measures that are on their face age-neutral but have the effect of disadvantaging particular age groups are lawful only if the treatment can be shown either to be a 'proportionate means of achieving a legitimate aim' or if the treatment fits into a specifically prescribed exception. In this way, the proportionality test distinguishes justified and unjustified age-differential treatment with only the former legally permissible. This book outlines and defends a pluralist theory of age discrimination that assists in making the distinction between justified and unjustified age-differential treatment. The theory identifies the principles that explain when and why age-differential treatment wrongs people and the principles that can justify this treatment. It is a pluralist theory because it recognises that age-differential treatment can wrong people for a number of different, overlapping reasons, and these different reasons should inform how we apply age discrimination law. The pluralist approach to age discrimination theory can improve legal reasoning in age discrimination cases by articulating the relevant principles and competing interests that are at stake in age discrimination claims. In constructing the theory, the book adopts the reflective equilibrium method. This requires that we examine our initial moral beliefs about age discrimination by seeking coherence with beliefs we have about similar moral and philosophical issues and revising the initial beliefs as a result of challenges to them. In applying this method, the book identifies the following five principles to form a pluralist theory of age discrimination: equality of opportunity, social equality, respect, autonomy and efficiency.

Philosophy of Education: Society and education Hirst, Paul Heywood Hirst, Patricia White, 1998

Equality of Opportunity John E. Roemer, 2009-07-01 John Roemer points out that there are two views of equality of opportunity that are widely held today. The first, which he calls the nondiscrimination principle, states that in the competition for positions in society, individuals should be judged only on attributes relevant to the performance of the duties of the position in question. Attributes such as race or sex should not be taken into account. The second states that society should do what it can to level the playing field among persons who compete for positions, especially during their formative years, so that all those who have the relevant potential attributes can be considered. Common to both positions is that at some point the principle of equal opportunity holds individuals accountable for achievements of particular objectives, whether they be education, employment, health, or income. Roemer argues that there is consequently a before and an after in the notion of equality of opportunity: before the competition starts, opportunities must be equalized, by social intervention if need be; but after it begins, individuals are on their own. The different views of equal opportunity should be judged according to where they place the starting gate which separates before from after. Roemer works out in a precise way how to determine the location of the starting gate in the different views.

Philosophy and the Problems of Work Kory P. Schaff, 2002-05-30 Philosophy and the Problems of Work brings together for the first time important philosophical perspectives on the subjects of labor and work, spanning analytical and Continental traditions. This comprehensive collection engages contemporary debates in political theory and the philosophy of economics, including the perspectives of classical and welfare liberals, anarchists, and feminists, about the nature and meaning of work in modern technological society, the issues of meaningful work and exploitation, justice and equality, the welfare state and democratic rights, and whether market socialism is a competitive alternative to traditional capitalism. An introduction by the editor charts the historical development of these issues in philosophical and political discussions and examines the central importance of the organization and structures of work for both individual self-realization and human societies generally. Philosophy and the Problems of Work brings together for the first time important philosophical perspectives on the subjects of labor and work, spanning analytical and Continental traditions. This comprehensive collection engages contemporary debates in political theory and the philosophy of economics, including the perspectives of classical and welfare liberals, anarchists, and feminists, about the nature and meaning of work in modern technological society, the issues of meaningful work and exploitation, justice and equality, the welfare state and democratic rights, and whether market socialism is a competitive alternative to traditional capitalism. An introduction by the editor charts the historical development of these issues in philosophical and political discussions and examines the central importance of the organization and structures of work for both individual self-realization and human societies generally.

Key Ideas in Politics Moyra Grant, 2003 Designed for AS and A2 students, Key Ideas in Politics focuses on both historical and contemporary political themes and ideas providing the reader with the background to analyse important

political questions. It provides quick and easy-to-read summaries of key ideas and key thinkers enabling students to attain and assimilate knowledge quickly. Features track the history of each idea, the idea in action today, the debate that surrounds it and its practical application.

Pursuing Equal Opportunities Lesley A. Jacobs, 2004 This book offers original and innovative contributions to the debate about equality of opportunity. The first part sets out a theory of equality of opportunity that presents equal opportunities as a normative device for the regulation of competition for scarce resources. The second part shifts the focus to the consideration of the practical application by courts or legislatures or public policy makers of policies for addressing racial, class or gender injustices. The author examines standardized tests, affirmative action, workfare, universal health-care, comparable worth, and the economic consequences of divorce.

Thinking Points George Lakoff, 2006-10-03 Two years ago George Lakoff published the bestselling *Don't Think of an Elephant!* Its account of the conservative monopoly on effective framing touched off a national discussion about political language. It also gave rise to a chorus of pleas for more: * What is the progressive vision of America; * Why progressive values are America's values; * How frames are necessary to serve the truth; * Why sloganeering alone doesn't work; * How progressives trap themselves and how they can escape those traps; and * How political arguments and narratives can be put together to counter the Right. *Thinking Points* satisfies that call with a bold, concise, and systematic explanation of how conservatives think and use language—and how progressives can fight back. Lakoff and the Rockridge Institute offer a new understanding of the so-called political center and explain why the most effective way to appeal to those who identify themselves as moderates or conservatives is to remain true to progressive values. This book is essential reading for anyone who wants to participate in shaping an America that serves the common good.

Education Policy and Equal Opportunity in Japan Akito Okada, 2011-12-01 In many societies today, educational aims or goals are commonly characterized in terms of “equality,” “equal opportunity,” “equal access” or “equal rights,” the underlying assumption being that “equality” in some form is an intelligible and sensible educational ideal. Yet, there are different views and lively debates about what sort of equality should be pursued; in particular, the issue of equality of educational opportunity has served as justification for much of the postwar restructuring of educational systems around the world. The author explores different interpretations of the concept of equality of educational opportunity in Japan, especially as applied to post-World War II educational policies. By focusing on the positions taken by key actors such as the major political parties, central administrative bodies, teachers’ unions, and scholars, he describes how their concepts have developed over time and in what way they relate to the making of educational policy, especially in light of Japan’s falling birthrate and aging society.

The Un Convention on the Elimination of All Forms of Discrimination Against Women and Its Optional Protocol Patricia

Schulz,Ruth Halperin-Kaddari,Beate Rudolf,Marsha A. Freeman,2023-01-27 This volume is the fully revised and updated version of the first comprehensive commentary on the Convention on the Elimination of All Forms of Discrimination against Women and its Optional Protocol. It reflects the developments during the decade following the publication of the first edition in 2012, which has also seen a notable rise in individual complaints (more than 85), ten new General Recommendations, and six new inquiry procedures as well as numerous statements, partly in conjunction with other UN human rights bodies. The Convention is a key international human rights instrument and the only one exclusively addressed to women. It has been described as the United Nations' 'landmark treaty in the struggle for women's rights'. At a time when the backlash against women's human rights and the concept of gender-based discrimination is increasingly challenged by governments and powerful societal actors, the Commentary is an important instrument to hold all state powers to account on their international obligations under the Convention. The Commentary analyses the interpretation of the Convention through the work of its monitoring body, the Committee on the Elimination of Discrimination against Women. It comprises detailed analyses of the Preamble and each article of the Convention and of the Optional Protocol, including a separate chapter on the cross-cutting substantive issue of violence against women. The sources relied on are the treaty language and the general recommendations, concluding observations, and case law under the Optional Protocol (individual complaints and inquiries), through which the Committee has interpreted and applied the Convention. Each chapter is self-contained, but the Commentary is conceived of as an integral whole. The book also includes an introduction which provides an overview of the Convention and its embedding in the international law of human rights as well as the most recent challenges to women's human rights worldwide.

Norwegian Equality Focus Mason Ross,AI,2025-02-21 Norwegian Equality Focus examines Norway's pursuit of educational equity and its subsequent societal effects. This academic exploration reveals intriguing facts about resource allocation and pedagogical practices within the Norwegian education system. The book highlights that Norway's commitment to equality, fueled by its social democratic traditions and petroleum wealth, has led to significant strides in reducing educational disparities, yet it also acknowledges potential trade-offs, particularly concerning individual liberty and academic excellence. The book takes a comprehensive approach to the topic, first introducing core concepts and theoretical frameworks before delving into the specifics of the Norwegian model through three key lenses: resource distribution, pedagogical practices, and social mobility. It uses extensive social outcome studies, statistical analyses, and comparative analysis to provide a data-driven assessment. Ultimately, the study challenges the uncritical acceptance of equality as an unqualified good, urging a nuanced evaluation of its impact on students' long-term educational and professional outcomes.

Is Equal Opportunity Enough Christine Sypnowich,2023-06-01 Equal opportunity is a widely shared ideal. As Joe Biden put it in his first executive order as president, "equal opportunity is the bedrock of American democracy." But is equal

opportunity enough? Does it truly capture the meaning of equality? In a neoliberal age that prizes personal responsibility and individual merit, the ideal has been increasingly called into question. Taking equality seriously, critics argue, means aiming to ensure that we all live equally flourishing lives—not merely that we have equal shots at upward mobility. That means rethinking a range of social institutions, from education and land ownership to finance and neighborhood development. Featuring work by philosophers and economists, historians and sociologists, this issue explores the importance of outcomes, not just opportunities.

Do All Persons Have Equal Moral Worth? Uwe Steinhoff, 2015 In present-day political and moral philosophy the idea that all persons are in some way moral equals is an almost universal premise, with its defenders often claiming that philosophical positions that reject the principle of equal respect and concern do not deserve to be taken seriously. This has led to relatively few attempts to clarify, or indeed justify, 'basic equality' and the principle of equal respect and concern. Such clarification and justification, however, would be direly needed. After all, the ideas, for instance, that Adolf Hitler and Nelson Mandela have equal moral worth, or that a rape victim owes equal respect and concern to both her rapist and to her own caring brother, seem to be utterly implausible. Thus, if someone insists on the truth of such ideas, he or she owes his or her audience an explanation. The authors in this volume—which breaks new ground by engaging egalitarians and anti-egalitarians in a genuine dialogue—attempt to shed light into the dark. They try to clarify the concepts of basic equality, equal moral worth, equal respect and concern, dignity, etc; and they try to (partially) justify—or to refute—the resulting clarified doctrines. The volume thus demonstrates that the claim that all persons have equal moral worth, are owed equal concern and respect, or have the same rights is anything but obvious. This finding has not only significant philosophical but also political implications.

Equal Shares John E. Roemer, 1996 “Nice idea, but it doesn’t work in practice.” How often have socialists had this claim thrown back at them? And now, after the events of 1989, many of the Left are openly wondering what a defensible idea of socialism would be. This work addresses this question, taking as its point of departure John Roemer’s model of “coupon socialism”. Roemer’s model aims to combine the market with a commitment to equality through a simple, yet starkly radical, proposal: all citizens would receive an equal number of coupons with which to buy ownership rights (voting, dividends) in companies. These coupons would constitute a second, separate form of currency, but could not be exchanged for ordinary money, nor transferred to other people. Not all the contributors to this collection endorse Roemer’s working model of market socialism, but they are all stimulated by his foray into a “real utopia”.

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