

After Civil Rights Racial Realism In The New American Workplace

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After Civil Rights Racial Realism

As a nation, we rely on civil rights law to address this question, and the monumental Civil Rights Act of 1964 seemingly answered it: race must not be a factor in workplace decisions. In *After Civil Rights*, John Skrentny contends that after decades of mass immigration, many employers, Democratic and Republican political leaders, and advocates have adopted a new strategy to manage race and work.

After Civil Rights: Racial Realism in the New American ...

Today, employers seek a more diverse workforce, with hopes of achieving organizational goals because of it. John Skrentny's *After Civil Rights: Racial Realism in the New American Workplace*, exemplifies how the workplace today contradicts the anticipations of the Civil Rights Act, when it was passed in 1964.

After Civil Rights: Racial Realism in the New American ...

Skrentny's *After Civil Rights* argues that employers, political leaders, and advocates have adopted the strategy of racial realism - they define race as real and as a job qualification. This has unanticipated legal consequences.

After Civil Rights: Racial Realism in The New American ...

A provocative new approach to race in the workplaceWhat role should racial difference play in the American workplace? As a nation, we rely on civil rights law to address this question, and the monumental Civil Rights Act of 1964 seemingly answered it: race must not be a factor in workplace decisions. In *After Civil Rights*, John Skrentny contends that after decades of mass immigration, many ...

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After Civil Rights examines this emerging strategy in a wide range of employment situations, including the low-skilled sector, professional and white-collar jobs, and entertainment and media. In this important book, Skrentny urges us to acknowledge the racial realism already occurring, and lays out a series of reforms that, if enacted, ...

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In *After Civil Rights*, John D. Skrentny contends that after decades of mass immigration, many employers and advocates have adopted a new strategy to manage race and work. Skrentny argues that i n today's workplace, employers routinely practice "racial realism," where they see racial diversity as a way to increase workplace dynamism.

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After Civil Rights: Racial Realism in the New American ...

After Civil Rights: Racial Realism in the New American Workplace (distributed by Princeton University Press) By John D. Skrentny Published 2013, 416 pages, hardcover –Winner of 2015 Western Social Science Association Distinguished Book Award –Winner of 2014 Richard A. Lester Award for the Outstanding Book in Labor Economics and Industrial Relations

After Civil Rights: Racial Realism in the New American ...

After Civil Rights makes a compelling case for the pervasiveness of race-conscious employment practices.—Glenn Altschuler, *Florida Courier* *After Civil Rights* not only contributes valuably to our understanding of how race figures into employment practices at the contemporary American workplace, it also succeeds in making the case for renewing the debate about where law and public policy ...

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After Civil Rights: Racial Realism in the New American Workplace. By John D. Skrentny. Princeton, N. J.: Princeton University Press, 2014. Pp. xvi+397. \$35.00.

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After Civil Rights: Racial Realism in the New American ...

John D. Skrentny, *After Civil Rights: Racial Realism in the New American Workplace* (Princeton: Princeton University Press 2014) The African American police officer on a city beat, the Latino on a politician's staff, the South Asian waiter at the local Indian restaurant: the racial or ethnic identity of the people in these jobs is rarely considered unusual or troubling.

John D. Skrentny, After Civil Rights: Racial Realism In ...

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