

The Meritocracy Trap How America's Foundational M

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Burdens of Freedom Lawrence M. Mead 2019-04-23 Burdens of Freedom presents a new and radical interpretation of America and its challenges. The United States is an individualist society where most people seek to realize personal goals and values out in the world. This unusual, inner-driven culture was the chief reason why first Europe, then Britain, and finally America came to lead the world. But today, our deepest problems derive from groups and nations that reflect the more passive, deferential temperament of the non-West. The long-term poor and many immigrants have difficulties assimilating in America mainly because they are less inner-driven than the norm. Abroad, the United States faces challenges from Asia, which is collective-minded, and also from many poorly-governed countries in the developing world. The chief threat to American leadership is no longer foreign rivals like China but the decay of individualism within our own society. The great divide is between the individualist West, for which life is a project, and the rest of the world, in which most people seek to survive rather than achieve. This difference, although clear in research on world cultures, has been ignored in virtually all previous scholarship on American power and public policy, both at home and abroad. Burdens of Freedom is the first book to recognize that difference. It casts new light on America's greatest struggles. It re-evaluates the entire Western tradition, which took individualism for granted. How to respond to cultural difference is the greatest test of our times.

Meritocracy and Economic Inequality Kenneth Arrow 2018-06-26 Most Americans strongly favor equality of opportunity if not outcome, but many are weary of poverty's seeming immunity to public policy. This helps to explain the recent attention paid to cultural and genetic explanations of persistent poverty, including claims that economic inequality is a function of intellectual ability, as well as more subtle depictions of the United States as a meritocracy where barriers to achievement are personal--either voluntary or

inherited--rather than systemic. This volume of original essays by luminaries in the economic, social, and biological sciences, however, confirms mounting evidence that the connection between intelligence and inequality is surprisingly weak and demonstrates that targeted educational and economic reforms can reduce the income gap and improve the country's aggregate productivity and economic well-being. It also offers a novel agenda of equal access to valuable associations. Amartya Sen, John Roemer, Robert M. Hauser, Glenn Loury, Orley Ashenfelter, and others sift and analyze the latest arguments and quantitative findings on equality in order to explain how merit is and should be defined, how economic rewards are distributed, and how patterns of economic success persist across generations. Moving well beyond exploration, they draw specific conclusions that are bold yet empirically grounded, finding that schooling improves occupational success in ways unrelated to cognitive ability, that IQ is not a strong independent predictor of economic success, and that people's associations--their neighborhoods, working groups, and other social ties--significantly explain many of the poverty traps we observe. The optimistic message of this beautifully edited book is that important violations of equality of opportunity do exist but can be attenuated by policies that will serve the general economy. Policy makers will read with interest concrete suggestions for crafting economically beneficial anti-discrimination measures, enhancing educational and associational opportunity, and centering economic reforms in community-based institutions. Here is an example of some of our most brilliant social thinkers using the most advanced techniques that their disciplines have to offer to tackle an issue of great social importance.

The Gig Academy Adrianna Kezar 2019-10-29 Ultimately, The Gig Academy is a call to arms, one that encourages non-tenure-track faculty, staff, postdocs, graduate students, and administrative and tenure-track allies to unite in a common struggle against the neoliberal Gig Academy.

Dream Hoarders Richard V. Reeves 2018-05-08 Dream Hoarders sparked a national conversation on the dangerous separation between the upper middle class and everyone else. Now in paperback and newly updated for the age of Trump, Brookings Institution senior fellow Richard Reeves is continuing to challenge the class system in America. In America, everyone knows that the top 1 percent are the villains. The rest of us, the 99 percent--we are the good guys. Not so, argues Reeves. The real class divide is not between the upper class and the upper middle class: it is between the upper middle class and everyone else. The separation of the upper middle class from everyone else is both economic and social, and the practice of "opportunity hoarding"--gaining exclusive access to scarce resources--is especially prevalent among parents who want to perpetuate privilege to the benefit of their children. While many families believe this is just good parenting, it is actually hurting others by reducing their chances of securing these opportunities. There is a glass floor created for each affluent child helped by his or her wealthy, stable family. That glass floor is a glass ceiling for another child. Throughout Dream Hoarders, Reeves explores the creation and perpetuation of opportunity hoarding, and what should be done to

stop it, including controversial solutions such as ending legacy admissions to school. He offers specific steps toward reducing inequality and asks the upper middle class to pay for it. Convinced of their merit, members of the upper middle class believes they are entitled to those tax breaks and hoarded opportunities. After all, they aren't the 1 percent. The national obsession with the super rich allows the upper middle class to convince themselves that they are just like the rest of America. In *Dream Hoarders*, Reeves argues that in many ways, they are worse, and that changes in policy and social conscience are the only way to fix the broken system.

The Old is Dying and the New Cannot Be Born Nancy Fraser 2019-04-30
Neoliberalism is fracturing, but what will emerge in its wake? The global political, ecological, economic, and social breakdown—symbolized by Trump's election—has destroyed faith that neoliberal capitalism is beneficial to the majority. Nancy Fraser explores how this faith was built through the late twentieth century by balancing two central tenets: recognition (who deserves rights) and distribution (who deserves income). When these begin to fray, new forms of outsider populist politics emerge on the left and the right. These, Fraser argues, are symptoms of the larger crisis of hegemony for neoliberalism, a moment when, as Gramsci had it, “the old is dying and the new cannot be born.” In an accompanying interview with Jacobin publisher Bhaskar Sunkara, Fraser argues that we now have the opportunity to build progressive populism into an emancipatory social force.

Goliath Matt Stoller 2020-10-06 “Every thinking American must read” (The Washington Book Review) this startling and “insightful” (The New York Times) look at how concentrated financial power and consumerism has transformed American politics, and business. Going back to our country's founding, Americans once had a coherent and clear understanding of political tyranny, one crafted by Thomas Jefferson and updated for the industrial age by Louis Brandeis. A concentration of power—whether by government or banks—was understood as autocratic and dangerous to individual liberty and democracy. In the 1930s, people observed that the Great Depression was caused by financial concentration in the hands of a few whose misuse of their power induced a financial collapse. They drew on this tradition to craft the New Deal. In *Goliath*, Matt Stoller explains how authoritarianism and populism have returned to American politics for the first time in eighty years, as the outcome of the 2016 election shook our faith in democratic institutions. It has brought to the fore dangerous forces that many modern Americans never even knew existed. Today's bitter recriminations and panic represent more than just fear of the future, they reflect a basic confusion about what is happening and the historical backstory that brought us to this moment. The true effects of populism, a shrinking middle class, and concentrated financial wealth are only just beginning to manifest themselves under the current administrations. The lessons of Stoller's study will only grow more relevant as time passes. “An engaging call to arms,” (Kirkus Reviews) Stoller illustrates here in rich detail how we arrived at this tenuous moment, and the steps we must take to create a new democracy.

The Cult of Smart Fredrik deBoer 2020-08-04 Named one of Vulture's Top 10 Best Books of 2020! Leftist firebrand Fredrik deBoer exposes the lie at the heart of our educational system and demands top-to-bottom reform. Everyone agrees that education is the key to creating a more just and equal world, and that our schools are broken and failing. Proposed reforms variously target incompetent teachers, corrupt union practices, or outdated curricula, but no one acknowledges a scientifically-proven fact that we all understand intuitively: Academic potential varies between individuals, and cannot be dramatically improved. In *The Cult of Smart*, educator and outspoken leftist Fredrik deBoer exposes this omission as the central flaw of our entire society, which has created and perpetuated an unjust class structure based on intellectual ability. Since cognitive talent varies from person to person, our education system can never create equal opportunity for all. Instead, it teaches our children that hierarchy and competition are natural, and that human value should be based on intelligence. These ideas are counter to everything that the left believes, but until they acknowledge the existence of individual cognitive differences, progressives remain complicit in keeping the status quo in place. This passionate, voice-driven manifesto demands that we embrace a new goal for education: equality of outcomes. We must create a world that has a place for everyone, not just the academically talented. But we'll never achieve this dream until the Cult of Smart is destroyed.

The Aristocracy of Talent Adrian Wooldridge 2021-07-13 Meritocracy: the idea that people should be advanced according to their talents rather than their birth. While this initially seemed like a novel concept, by the end of the twentieth century it had become the world's ruling ideology. How did this happen, and why is meritocracy now under attack from both right and left? In *The Aristocracy of Talent*, esteemed journalist and historian Adrian Wooldridge traces the history of meritocracy forged by the politicians and officials who introduced the revolutionary principle of open competition, the psychologists who devised methods for measuring natural mental abilities, and the educationalists who built ladders of educational opportunity. He looks outside western cultures and shows what transformative effects it has had everywhere it has been adopted, especially once women were brought into the meritocratic system. Wooldridge also shows how meritocracy has now become corrupted and argues that the recent stalling of social mobility is the result of failure to complete the meritocratic revolution. Rather than abandoning meritocracy, he says, we should call for its renewal.

An Inconvenient Minority Kenny Xu 2021-07-13 From a journalist on the frontlines of the Students for Fair Admission (SFFA) v. Harvard case comes a probing examination of affirmative action, the false narrative of American meritocracy, and the attack on Asian American excellence with its far-reaching implications—from seedy test-prep centers to gleaming gifted-and-talented magnet schools, to top colleges and elite business, media, and political positions across America. Even in the midst of a nationwide surge of bias and incidents against them, Asians from coast to coast have quietly assumed mastery of the nation's technical and intellectual machinery and become essential

American workers. Yet, they've been forced to do so in the face of policy proposals—written in the name of diversity—excluding them from the upper ranks of the elite. In *An Inconvenient Minority*, journalist Kenny Xu traces elite America's longstanding unease about a minority potentially upending them. Leftist agendas, such as eliminating standardized testing, doling out racial advantages to "preferred" minorities, and lumping Asians into "privileged" categories despite their deprived historical experiences have spurred Asian Americans to act. Going beyond the *Students for Fair Admission (SFFA) v. Harvard* case, Xu unearths the skewed logic rippling countrywide, from Mayor Bill de Blasio's attempted makeover of New York City's Specialized School programs to the battle over "diversity" quotas in Google's and Facebook's progressive epicenters, to the rise of Asian American activism in response to unfair perceptions and admission practices. Asian Americans' time is now, as they increase their direct action and amplify their voices in the face of mounting anti-Asian attacks. *An Inconvenient Minority* chronicles the political and economic repression and renaissance of a long ignored racial identity group—and how they are central to reversing America's cultural decline and preserving the dynamism of the free world.

The 9.9 Percent Matthew Stewart 2021-10-12 A "brilliant" (The Washington Post), "clear-eyed and incisive" (The New Republic) analysis of how the wealthiest group in American society is making life miserable for everyone—including themselves. In 21st-century America, the top 0.1% of the wealth distribution have walked away with the big prizes even while the bottom 90% have lost ground. What's left of the American Dream has taken refuge in the 9.9% that lies just below the tip of extreme wealth. Collectively, the members of this group control more than half of the wealth in the country—and they are doing whatever it takes to hang on to their piece of the action in an increasingly unjust system. They log insane hours at the office and then turn their leisure time into an excuse for more career-building, even as they rely on an underpaid servant class to power their economic success and satisfy their personal needs. They have segregated themselves into zip codes designed to exclude as many people as possible. They have made fitness a national obsession even as swaths of the population lose healthcare and grow sicker. They have created an unprecedented demand for admission to elite schools and helped to fuel the dramatic cost of higher education. They channel their political energy into symbolic conflicts over identity in order to avoid acknowledging the economic roots of their privilege. And they have created an ethos of "merit" to justify their advantages. They are all around us. In fact, they are us—or what we are supposed to want to be. In this "captivating account" (Robert D. Putnam, author of *Bowling Alone*), Matthew Stewart argues that a new aristocracy is emerging in American society and it is repeating the mistakes of history. It is entrenching inequality, warping our culture, eroding democracy, and transforming an abundant economy into a source of misery. He calls for a regrounding of American culture and politics on a foundation closer to the original promise of America.

The Meritocracy Trap Daniel Markovits 2019-09-10 A revolutionary new argument

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from eminent Yale Law professor Daniel Markovits attacking the false promise of meritocracy It is an axiom of American life that advantage should be earned through ability and effort. Even as the country divides itself at every turn, the meritocratic ideal – that social and economic rewards should follow achievement rather than breeding – reigns supreme. Both Democrats and Republicans insistently repeat meritocratic notions. Meritocracy cuts to the heart of who we are. It sustains the American dream. But what if, both up and down the social ladder, meritocracy is a sham? Today, meritocracy has become exactly what it was conceived to resist: a mechanism for the concentration and dynastic transmission of wealth and privilege across generations. Upward mobility has become a fantasy, and the embattled middle classes are now more likely to sink into the working poor than to rise into the professional elite. At the same time, meritocracy now ensnares even those who manage to claw their way to the top, requiring rich adults to work with crushing intensity, exploiting their expensive educations in order to extract a return. All this is not the result of deviations or retreats from meritocracy but rather stems directly from meritocracy's successes. This is the radical argument that Daniel Markovits prosecutes with rare force. Markovits is well placed to expose the sham of meritocracy. Having spent his life at elite universities, he knows from the inside the corrosive system we are trapped within. Markovits also knows that, if we understand that meritocratic inequality produces near-universal harm, we can cure it. When The Meritocracy Trap reveals the inner workings of the meritocratic machine, it also illuminates the first steps outward, towards a new world that might once again afford dignity and prosperity to the American people.

Contracts Daniel Markovits 2018-06-16 Contracts: Cases and Theory has two principal ambitions: first, to present the basic doctrine of contracts in a comprehensive and coherent fashion; and second, to encourage a rigorous and interdisciplinary approach to thinking about the values and principles that inspire the law. The book provides a systematic survey of contract law while weaving in perspectives from economics, philosophy, sociology, and legal theory, to show how these disciplines can be used to both illuminate and criticize the law as it stands. The book's treatments of "law and" ideas are designed to be free-standing, making the book an excellent introduction to interdisciplinary legal thought for students without prior training in other fields.

Virtue Hoarders Catherine Liu 2021-01-26 A denunciation of the credentialed elite class that serves capitalism while insisting on its own progressive heroism Professional Managerial Class (PMC) elite workers labor in a world of performative identity and virtue signaling, publicizing an ability to do ordinary things in fundamentally superior ways. Author Catherine Liu shows how the PMC stands in the way of social justice and economic redistribution by promoting meritocracy, philanthropy, and other self-serving operations to abet an individualist path to a better world. Virtue Hoarders is an unapologetically polemical call to reject making a virtue out of taste and consumption habits. Forerunners: Ideas First is a thought-in-process series of breakthrough digital

publications. Written between fresh ideas and finished books, Forerunners draws on scholarly work initiated in notable blogs, social media, conference plenaries, journal articles, and the synergy of academic exchange. This is gray literature publishing: where intense thinking, change, and speculation take place in scholarship.

The Years That Matter Most Paul Tough 2019 The bestselling author of How Children Succeed returns with a devastatingly powerful, mind-changing inquiry into higher education in the U.S.

Equality of Opportunity John E. Roemer 2009-06-30 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.

Primal Screams Mary Eberstadt 2019-08-05 Who am I? The question today haunts every society in the Western world. Legions of people—especially the young—have become unmoored from a firm sense of self. To compensate, they join the ranks of ideological tribes spawned by identity politics and react with frenzy against any perceived threat to their group. As identitarians track and expose the ideologically impure, other citizens face the consequences of their rancor: a litany of “isms” run amok across all levels of cultural life; the free marketplace of ideas muted by agendas shouted through megaphones; and a spirit of general goodwill warped into a state of perpetual outrage. How did we get here? Why have we divided against one another so bitterly? In *Primal Screams*, acclaimed cultural critic Mary Eberstadt presents the most provocative and original theory to come along in recent years. The rise of identity politics, she argues, is a direct result of the fallout of the sexual revolution, especially the collapse and shrinkage of the family. As Eberstadt illustrates, humans from time immemorial have forged their identities within the structure of kinship. The extended family, in a real sense, is the first tribe and first teacher. But with its unprecedented decline across a variety of measures, generations of people have been set adrift and can no longer answer the

question Who am I? with reference to primordial ties. Desperate for solidarity and connection, they claim membership in politicized groups whose displays of frantic irrationalism amount to primal screams for familial and communal loss. Written in her impeccable style and with empathy rarely encountered in today's divisive discourse, Eberstadt's theory holds immense explanatory power that no serious citizen can afford to ignore. The book concludes with three incisive essays by Rod Dreher, Mark Lilla, and Peter Thiel, each sharing their perspective on the author's formidable argument.

A Modern Legal Ethics Daniel Markovits 2011-01-17 A Modern Legal Ethics proposes a wholesale renovation of legal ethics, one that contributes to ethical thought generally. Daniel Markovits reinterprets the positive law governing lawyers to identify fidelity as its organizing ideal. Unlike ordinary loyalty, fidelity requires lawyers to repress their personal judgments concerning the truth and justice of their clients' claims. Next, the book asks what it is like--not psychologically but ethically--to practice law subject to the self-effacement that fidelity demands. Fidelity requires lawyers to lie and to cheat on behalf of their clients. However, an ethically profound interest in integrity gives lawyers reason to resist this characterization of their conduct. Any legal ethics adequate to the complexity of lawyers' lived experience must address the moral dilemmas immanent in this tension. The dominant approaches to legal ethics cannot. Finally, A Modern Legal Ethics reintegrates legal ethics into political philosophy in a fashion commensurate to lawyers' central place in political practice. Lawyerly fidelity supports the authority of adjudication and thus the broader project of political legitimacy. Throughout, the book rejects the casuistry that dominates contemporary applied ethics in favor of an interpretive method that may be mimicked in other areas. Moreover, because lawyers practice at the hinge of modern morals and politics, the book's interpretive insights identify--in an unusually pure and intense form--the moral and political conditions of all modernity.

Crises of Democracy Adam Przeworski 2019-09-26 Examines the economic, social, cultural, as well as purely political threats to democracy in the light of current knowledge.

Higher Education, Meritocracy and Inequality in China Ye Liu 2016-10-08 This book investigates the changing opportunities in higher education for different social groups during China's transition from the socialist regime to a market economy. The first part of the book provides a historical and comparative analysis of the development of the idea of meritocracy, since its early origins in China, and in more recent western thought. The second part then explores higher education reforms in China, the part played by supposedly meritocratic forms of selection, and the implications of these for social mobility. Based on original empirical data, Ye Liu sheds light on the socio-economic, gender and geographical inequalities behind the meritocratic façade of the Gaokao (高考). Liu argues that the Chinese philosophical belief in education-based meritocracy had a modern makeover in the Gaokao, and that this ideology induces working-class and rural students to believe in upward social mobility through higher

education. When the Gaokao broke the promise of status improvement for rural students, they turned to the Chinese Communist Party and sought political connections by actively applying for its membership. This book reveals a bleak picture of visible and invisible inequality in terms of access to and participation in higher education in contemporary China. Written in an accessible style, it offers a valuable resource for researchers and non-specialist readers alike.

Why Women Are Poorer Than Men and What We Can Do about It Annabelle Williams

2022-02-17 Feel empowered with finances and discover the route to economic equality in this astonishing dissection of the gender wealth gap by pre-ordering now 'EVERY WOMAN MUST READ THIS BOOK' 5***** Reader Review 'THIS BOOK WILL OPEN YOUR EYES' 5***** Reader Review 'SHOCKING AND BRILLIANT' 5***** Reader Review _____ FINANCE IS A FEMINIST ISSUE. It's 2021. The modern world is still rigged unfairly in men's favour. Exploring injustices from pensions to boardroom bullying, Annabelle Williams, former financial journalist for The Times, shows how society conspires to limit women's wealth. Awareness is the first step to making change, which is why we all need to understand why women are poorer than men and what exactly we can do about it. The time to act is now. Become confident in saving, investing and building economic stability in this essential, eye-opening and game-changing exposé of the gender wealth gap. _____ Did you know . . . · The NHS spends more on Viagra than helping single mother families eat healthily · Female entrepreneurs only receive 1p in every £1 of funding given to start-up businesses · Women are the majority of the elderly poor · There are more men called Dave running the UK's top 100 companies than there are women altogether · Women do 60% more unpaid work than men Economies thrive when women do well, and only by understanding why women are poorer than men can we finally end this unfair disparity between the sexes. Why Women Are Poorer Than Men reveals how we got here and what all of us can do to fix it. _____ 'It is refreshing to see Williams challenge well-worn sexist myths' i 'Annabelle Williams uncovers the realities of money in the modern world, and what exactly we can do about the fact that women are poorer than men' Stylist 'Goes beyond talks of glass ceilings and gender pay gaps to a more nuanced look at the institutional oppression faced by women on a daily basis' Dazed

The Tyranny of Merit Michael J. Sandel 2020-09-15 A Times Literary Supplement's Book of the Year 2020 A New Statesman's Best Book of 2020 A Bloomberg's Best Book of 2020 A Guardian Best Book About Ideas of 2020 The world-renowned philosopher and author of the bestselling Justice explores the central question of our time: What has become of the common good? These are dangerous times for democracy. We live in an age of winners and losers, where the odds are stacked in favor of the already fortunate. Stalled social mobility and entrenched inequality give the lie to the American credo that "you can make it if you try". The consequence is a brew of anger and frustration that has fueled populist protest and extreme polarization, and led to deep distrust of both government and our fellow citizens--leaving us morally unprepared to face the profound challenges of our time. World-renowned philosopher Michael J. Sandel

argues that to overcome the crises that are upending our world, we must rethink the attitudes toward success and failure that have accompanied globalization and rising inequality. Sandel shows the hubris a meritocracy generates among the winners and the harsh judgement it imposes on those left behind, and traces the dire consequences across a wide swath of American life. He offers an alternative way of thinking about success--more attentive to the role of luck in human affairs, more conducive to an ethic of humility and solidarity, and more affirming of the dignity of work. *The Tyranny of Merit* points us toward a hopeful vision of a new politics of the common good.

For Discrimination Randall Kennedy 2013-09-03 In the wake of the Supreme Court's recent decision regarding *Fisher v. University of Texas*, *For Discrimination* is at once the definitive reckoning with one of America's most explosively contentious and divisive issues and a principled work of advocacy for clearly defined justice. What precisely is affirmative action, and why is it fiercely championed by some and just as fiercely denounced by others? Does it signify a boon or a stigma? Or is it simply reverse discrimination? What are its benefits and costs to American society? What are the exact indicia determining who should or should not be accorded affirmative action? When should affirmative action end, if it must? Randall Kennedy, Harvard Law School professor and author of such critically acclaimed and provocative books as *Race, Crime, and the Law* and the national best-seller *Nigger: The Strange Career of a Troublesome Word*, gives us a concise, gimlet-eyed, and deeply personal conspectus of the policy, refusing to shy away from the myriad complexities of an issue that continues to bedevil American race relations. With pellucid reasoning, Kennedy accounts for the slipperiness of the term "affirmative action" as it has been appropriated by ideologues of every stripe; delves into the complex and surprising legal history of the policy; coolly analyzes key arguments pro and con advanced by the left and right, including the so-called color-blind, race-neutral challenge; critiques the impact of Supreme Court decisions on higher education; and ponders the future of affirmative action.

The Crisis of the Middle-Class Constitution Ganesh Sitaraman 2017 "Argues that America's strong and sizable middle class is actually embedded in the framework of the nation's government and its founding document and discusses the necessity of taking equality-establishing measures, "--NoveList.

The Caste of Merit Ajantha Subramanian 2019-12-03 Just as Americans least disadvantaged by racism are most likely to call their country post-racial, Indians who have benefited from upper-caste affiliation rush to declare their country a post-caste meritocracy. Ajantha Subramanian challenges this belief, showing how the ideal of meritocracy serves the reproduction of inequality in Indian education.

The Tyranny of the Meritocracy Lani Guinier 2016-01-12 A fresh and bold argument for revamping our standards of "merit" and a clear blueprint for creating collaborative education models that strengthen our democracy rather

than privileging individual elites Standing on the foundations of America's promise of equal opportunity, our universities purport to serve as engines of social mobility and practitioners of democracy. But as acclaimed scholar and pioneering civil rights advocate Lani Guinier argues, the merit systems that dictate the admissions practices of these institutions are functioning to select and privilege elite individuals rather than create learning communities geared to advance democratic societies. Having studied and taught at schools such as Harvard University, Yale Law School, and the University of Pennsylvania Law School, Guinier has spent years examining the experiences of ethnic minorities and of women at the nation's top institutions of higher education, and here she lays bare the practices that impede the stated missions of these schools. Goaded on by a contemporary culture that establishes value through ranking and sorting, universities assess applicants using the vocabulary of private, highly individualized merit. As a result of private merit standards and ever-increasing tuitions, our colleges and universities increasingly are failing in their mission to provide educational opportunity and to prepare students for productive and engaged citizenship. To reclaim higher education as a cornerstone of democracy, Guinier argues that institutions of higher learning must focus on admitting and educating a class of students who will be critical thinkers, active citizens, and publicly spirited leaders. Guinier presents a plan for considering "democratic merit," a system that measures the success of higher education not by the personal qualities of the students who enter but by the work and service performed by the graduates who leave. Guinier goes on to offer vivid examples of communities that have developed effective learning strategies based not on an individual's "merit" but on the collaborative strength of a group, learning and working together, supporting members, and evolving into powerful collectives. Examples are taken from across the country and include a wide range of approaches, each innovative and effective. Guinier argues for reformation, not only of the very premises of admissions practices but of the shape of higher education itself.

Children Draw Marilyn JS Goodman 2020-09-17 Children Draw is a concise, richly illustrated book, aimed at parents, teachers, and caretakers, that explores why children draw and the meaning and value of drawing for youngsters—from toddlers aged two to pre-adolescents aged twelve. Informed by psychology and practical teaching with children, it guides readers through the progressive stages and characteristics of drawing development as children grow and change mentally, physically, socially, emotionally, and creatively. It offers parents tips about encouraging children to express their ideas visually, age-appropriate art materials, workspaces, and different media, as well as suggestions for making an art museum visit more meaningful—not to mention more fun—for both parents and kids. Packed with many delightful examples of children's art, Children Draw is an essential book for parents interested in their child's art activities.

The Meritocracy Myth Stephen J. McNamee 2013-07-18 This book challenges the widely held American belief in meritocracy—that people get out of the system what they put into it based on individual merit. Examining talent, attitude, work ethic, and character as elements of merit, the book also evaluates the

effect of non-merit factors such as social status, race, heritage, and wealth on meritocracy. The third edition features a new section on "The Great Recession."

The Meritocracy Trap Daniel Markovits 2020-09-08 A revolutionary new argument from eminent Yale Law professor Daniel Markovits attacking the false promise of meritocracy It is an axiom of American life that advantage should be earned through ability and effort. Even as the country divides itself at every turn, the meritocratic ideal – that social and economic rewards should follow achievement rather than breeding – reigns supreme. Both Democrats and Republicans insistently repeat meritocratic notions. Meritocracy cuts to the heart of who we are. It sustains the American dream. But what if, both up and down the social ladder, meritocracy is a sham? Today, meritocracy has become exactly what it was conceived to resist: a mechanism for the concentration and dynastic transmission of wealth and privilege across generations. Upward mobility has become a fantasy, and the embattled middle classes are now more likely to sink into the working poor than to rise into the professional elite. At the same time, meritocracy now ensnares even those who manage to claw their way to the top, requiring rich adults to work with crushing intensity, exploiting their expensive educations in order to extract a return. All this is not the result of deviations or retreats from meritocracy but rather stems directly from meritocracy's successes. This is the radical argument that Daniel Markovits prosecutes with rare force. Markovits is well placed to expose the sham of meritocracy. Having spent his life at elite universities, he knows from the inside the corrosive system we are trapped within. Markovits also knows that, if we understand that meritocratic inequality produces near-universal harm, we can cure it. When *The Meritocracy Trap* reveals the inner workings of the meritocratic machine, it also illuminates the first steps outward, towards a new world that might once again afford dignity and prosperity to the American people.

Your Dieting Daughter Carolyn Costin 2013-03-05 *Your Dieting Daughter* is a must read for anyone wanting to help contribute to a young woman's development of a healthy self and body esteem, whether she is 13 or 30. Costin has updated the first edition of this book to reflect her 15 additional years of expertise on dealing with the tricky issues of body image, food, and weight in a culture that places an unhealthy emphasis on being thin. From aiding a young girl to lose weight for health reasons; to encouraging a young woman to accept her natural body size; to helping detect, prevent, and understand eating disorders, this second edition is full of practical and invaluable information. Chapters guide parents in the Do's and Don'ts that will help a daughter to accept, respect, and care for her body. Readers will learn the importance of setting a good example and the critical need to take the focus from numbers and measurements - such as scale weight, clothing size, miles run, or sit-ups accomplished - to important goals like health, body acceptance, and finding physical activity to enjoy. Whether you are interested in being a good role model for you daughter, helping girls and women who are currently suffering from an eating disorder or body image issues, or raising the next generation of

girls to value the size of their heart over their body size, this is a book not to be missed.

The New Class War Michael Lind 2020-01-21 In both Europe and North America, populist movements have shattered existing party systems and thrown governments into turmoil. The embattled establishment claims that these populist insurgencies seek to overthrow liberal democracy. The truth is no less alarming but is more complex: Western democracies are being torn apart by a new class war. In this controversial and groundbreaking new analysis, Michael Lind, one of America's leading thinkers, debunks the idea that the insurgencies are primarily the result of bigotry, traces how the breakdown of mid-century class compromises between business and labor led to the conflict, and reveals the real battle lines. On one side is the managerial overclass—the university-credentialed elite that clusters in high-income hubs and dominates government, the economy and the culture. On the other side is the working class of the low-density heartlands—mostly, but not exclusively, native and white. The two classes clash over immigration, trade, the environment, and social values, and the managerial class has had the upper hand. As a result of the half-century decline of the institutions that once empowered the working class, power has shifted to the institutions the overclass controls: corporations, executive and judicial branches, universities, and the media. The class war can resolve in one of three ways: • The triumph of the overclass, resulting in a high-tech caste system. • The empowerment of populist, resulting in no constructive reforms • A class compromise that provides the working class with real power Lind argues that Western democracies must incorporate working-class majorities of all races, ethnicities, and creeds into decision making in politics, the economy, and culture. Only this class compromise can avert a never-ending cycle of clashes between oligarchs and populists and save democracy.

The Velvet Rope Economy Nelson D. Schwartz 2021-02-09 "In nearly every realm of daily life--from health care to education, highways and home security--there is an invisible velvet rope, for a price, red tape is cut, lines are jumped, appointments are secured, and doors are opened. On the other side, middle- and working-class Americans fight to find an empty seat on the plane, a place in line with their kids at the amusement park, a college acceptance letter, or a hospital bed. We are all aware of the gap between the rich and everyone else, but when we weren't looking, business innovators stepped in to exploit it, shifting services away from the masses and finding new ways to profit by serving the privileged. Nelson Schwartz's must-read book brings us on a behind-the-scenes tour of this new reality and shows the toll the velvet rope divide takes on society."--provided by publisher.

The Forgotten Americans Isabel Sawhill 2018-01-01 A sobering account of a disenfranchised American working class and important policy solutions to the nation's economic inequalities One of the country's leading scholars on economics and social policy, Isabel Sawhill addresses the enormous divisions in American society--economic, cultural, and political--and what might be done to bridge them. Widening inequality and the loss of jobs to trade and technology

has left a significant portion of the American workforce disenfranchised and skeptical of governments and corporations alike. And yet both have a role to play in improving the country for all. Sawhill argues for a policy agenda based on mainstream values, such as family, education, and work. Although many have lost faith in government programs designed to help them, there are still trusted institutions on both the local and the federal level that can deliver better job opportunities and higher wages to those who have been left behind. At the same time, the private sector needs to reexamine how it trains and rewards employees. This book provides a clear-headed and middle-way path to a better-functioning society in which personal responsibility is honored and inclusive capitalism and more broadly shared growth are once more the norm.

Broke and Patriotic Francesco Duina 2018-10-16 Why are poor Americans so patriotic? They have significantly worse social benefits compared to other Western nations, and studies show that the American Dream of upward mobility is, for them, largely a myth. So why do these people love their country? Why have they not risen up to demand more from a system that is failing them? In *Broke and Patriotic*, Francesco Duina contends that the best way to answer these questions is to speak directly to America's most impoverished. Spending time in bus stations, Laundromats, senior citizen centers, homeless shelters, public libraries, and fast food restaurants, Duina conducted over sixty revealing interviews in which his participants explain how they view themselves and their country. He masterfully weaves their words into three narratives. First, America's poor still see their country as the "last hope" for themselves and the world: America offers its people a sense of dignity, closeness to God, and answers to most of humanity's problems. Second, America is still the "land of milk and honey:" a very rich and generous country where those who work hard can succeed. Third, America is the freest country on earth where self-determination is still possible. This book offers a stirring portrait of the people left behind by their country and left out of the national conversation. By giving them a voice, Duina sheds new light on a sector of American society that we are only beginning to recognize as a powerful force in shaping the country's future.

Success and Luck Robert H. Frank 2017-09-26 From New York Times bestselling author and economics columnist Robert Frank, a compelling book that explains why the rich underestimate the importance of luck in their success, why that hurts everyone, and what we can do about it How important is luck in economic success? No question more reliably divides conservatives from liberals. As conservatives correctly observe, people who amass great fortunes are almost always talented and hardworking. But liberals are also correct to note that countless others have those same qualities yet never earn much. In recent years, social scientists have discovered that chance plays a much larger role in important life outcomes than most people imagine. In *Success and Luck*, bestselling author and New York Times economics columnist Robert Frank explores the surprising implications of those findings to show why the rich underestimate the importance of luck in success—and why that hurts everyone, even the wealthy. Frank describes how, in a world increasingly dominated by

winner-take-all markets, chance opportunities and trivial initial advantages often translate into much larger ones—and enormous income differences—over time; how false beliefs about luck persist, despite compelling evidence against them; and how myths about personal success and luck shape individual and political choices in harmful ways. But, Frank argues, we could decrease the inequality driven by sheer luck by adopting simple, unintrusive policies that would free up trillions of dollars each year—more than enough to fix our crumbling infrastructure, expand healthcare coverage, fight global warming, and reduce poverty, all without requiring painful sacrifices from anyone. If this sounds implausible, you'll be surprised to discover that the solution requires only a few, noncontroversial steps. Compellingly readable, *Success and Luck* shows how a more accurate understanding of the role of chance in life could lead to better, richer, and fairer economies and societies.

The Myth of Meritocracy James Bloodworth 2016-05-19 The best jobs in Britain today are overwhelmingly done by the children of the wealthy. Meanwhile, it is increasingly difficult for bright but poor kids to transcend their circumstances. This state of affairs should not only worry the less well-off. It hurts the middle classes too, who are increasingly locked out of the top professions by those from affluent backgrounds. Hitherto, Labour and Conservative politicians alike have sought to deal with the problem by promoting the idea of 'equality of opportunity'. In politics, social mobility is the only game in town, and old socialist arguments emphasising economic equality are about as fashionable today as mullets and shell suits. Yet genuine equality of opportunity is impossible alongside levels of inequality last seen during the 1930s. In a grossly unequal society, the privileges of the parents unfailingly become the privileges of the children. A vague commitment from our politicians to build a 'meritocracy' is not enough. Nor is it desirable: a perfectly stratified meritocracy, in which everyone knew their station based on 'merit', would be a deeply unpleasant place to live. Any genuine attempt to improve social mobility must start by reducing the gap between rich and poor. *PROVOCATIONS* is a groundbreaking new series of short polemics composed by some of the most intriguing voices in contemporary culture and edited by Yasmin Alibhai-Brown. Sharp, intelligent and controversial, *Provocations* provides insightful contributions to the most vital discussions in society today.

It Didn't Happen Here Seymour Martin Lipset 2000 Explores the failure of the socialist movement in the United States using comparisons between the United States and other industrialized nations to explain why American values, political structure, union divisions, and other key factors prevented the spre

The Price of Admission (Updated Edition) Daniel Golden 2009-01-21 NATIONAL BESTSELLER • “A fire-breathing, righteous attack on the culture of superprivilege.”—Michael Wolff, author of the #1 New York Times bestseller *Fire and Fury*, in the New York Times Book Review NOW WITH NEW REPORTING ON OPERATION VARSITY BLUES In this explosive and prescient book, based on three years of investigative reporting, Pulitzer Prize winner Daniel Golden shatters the myth of an American meritocracy. Naming names, along with grades and test scores,

Golden lays bare a corrupt system in which middle-class and working-class whites and Asian Americans are routinely passed over in favor of wealthy white students with lesser credentials—children of alumni, big donors, and celebrities. He reveals how a family donation got Jared Kushner into Harvard, and how colleges comply with Title IX by giving scholarships to rich women in “patrician sports” like horseback riding and crew. With a riveting new chapter on Operation Varsity Blues, based on original reporting, *The Price of Admission* is a must-read—not only for parents and students with a personal stake in college admissions but also for those disturbed by the growing divide between ordinary and privileged Americans. Praise for *The Price of Admission* “A disturbing exposé of the influence that wealth and power still exert on admission to the nation’s most prestigious universities.”—*The Washington Post* “Deserves to become a classic.”—*The Economist*

The Meritocracy Trap Daniel Markovits 2019-09-10 'This book flips your world upside down. Daniel Markovits argues that meritocracy isn't a virtuous, efficient system that rewards the best and brightest. Instead it rewards middle-class families who can afford huge investments in their children's education ... Frightening, eye-opening stuff' *The Times*, Books of the Year Even in the midst of runaway economic inequality and dangerous social division, it remains an axiom of modern life that meritocracy reigns supreme and promises to open opportunity to all. The idea that reward should follow ability and effort is so entrenched in our psyche that, even as society divides itself at almost every turn, all sides can be heard repeating meritocratic notions. Meritocracy cuts to the heart of who we think we are. But what if, both up and down the social ladder, meritocracy is a sham? Today, meritocracy has become exactly what it was conceived to resist: a mechanism for the concentration and dynastic transmission of wealth and privilege across generations. Upward mobility has become a fantasy, and the embattled middle classes are now more likely to sink into the working poor than to rise into the professional elite. At the same time, meritocracy now ensnares even those who manage to claw their way to the top, requiring rich adults to work with crushing intensity, exploiting their expensive educations in order to extract a return. All this is not the result of deviations or retreats from meritocracy but rather stems directly from meritocracy's successes. This is the radical argument that *The Meritocracy Trap* prosecutes with rare force, comprehensive research, and devastating persuasion. Daniel Markovits, a law professor trained in philosophy and economics, is better placed than most to puncture one of the dominant ideas of our age. Having spent his life at elite universities, he knows from the inside the corrosive system we are trapped within, as well as how we can take the first steps towards a world that might afford us both prosperity and dignity.

The Righteous Mind Jonathan Haidt 2013 Presents a groundbreaking investigation into the origins of morality at the core of religion and politics, offering scholarly insight into the motivations behind cultural clashes that are polarizing America.

The Education Trap Cristina Viviana Groeger 2021-03-09 Why—contrary to much

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expert and popular opinion—more education may not be the answer to skyrocketing inequality. For generations, Americans have looked to education as the solution to economic disadvantage. Yet, although more people are earning degrees, the gap between rich and poor is widening. Cristina Groeger delves into the history of this seeming contradiction, explaining how education came to be seen as a panacea even as it paved the way for deepening inequality. *The Education Trap* returns to the first decades of the twentieth century, when Americans were grappling with the unprecedented inequities of the Gilded Age. Groeger's test case is the city of Boston, which spent heavily on public schools. She examines how workplaces came to depend on an army of white-collar staff, largely women and second-generation immigrants, trained in secondary schools. But Groeger finds that the shift to more educated labor had negative consequences—both intended and unintended—for many workers. Employers supported training in schools in order to undermine the influence of craft unions, and so shift workplace power toward management. And advanced educational credentials became a means of controlling access to high-paying professional and business jobs, concentrating power and wealth. Formal education thus became a central force in maintaining inequality. The idea that more education should be the primary means of reducing inequality may be appealing to politicians and voters, but Groeger warns that it may be a dangerous policy trap. If we want a more equitable society, we should not just prescribe more time in the classroom, but fight for justice in the workplace.