

A word cloud centered around the words "EQUAL" and "OPPORTUNITY". The words are arranged in a circular pattern, with "EQUAL" and "OPPORTUNITY" being the largest and most prominent. Other words include "FAIRNESS", "RIGHTS", "BASIS", "CONCEPT", "POSITION", "LEGAL", "ABILITY", "UNFAIRNESS", "UNFAIR", "GROUP", "PERSON", "PROCESS", "ARGUED", "POLITICAL", "FAIR", "APPLICANT", "SENSE", "JUSTICE", "PROCEDURAL", "POINTS", "GROUNDS", "GREATER", "WOMEN", "UNIVERSITY", "CHILD", "LEGAL", "INEQUALITY", "PRINCIPLE", "EQUALITY", "TREATMENT", "NO", "PENT", "FACTORY", "JOB", "START", "SUBSTANTIVE", "SUBSTANTIVELY", "THORNIER", "EFFORTS", "MERITOCRACY", "STATISTICAL", "GOVERNMENT", "DISCRIMINATION", "NEPOTISM", "SOCIAL", "SPECIFIC", "MOBILITY", "CIRCUMSTANCES", "FAIRNESS", "RIGHTS", "PERSONS", "SIMILAR", "CONCEPTION", "ADVOCATE", "BASIC", "TREATMENT", "PRINCIPLE", "INEQUALITY", "UNFAIR", "UNFAIRNESS", "ABILITY", "LEGAL", "POSITION", "SENSE", "CONCEPT", "WOMEN", "UNIVERSITY", "CHILD", "LEGAL".

Equality Of Opportunity

Dennis E. Mithaug



Equality Of Opportunity:

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.

Levelling the Playing Field Andrew Mason, 2006-10-05 Equality of opportunity for all is a fine piece of political rhetoric, but the ideal that lies behind it is slippery to say the least. Some see it as an alternative to a more robust form of egalitarianism, whilst others think that when it is properly understood it provides us with a real radical vision of what it is to level the playing field. This book combines a meritocratic conception of equality of opportunity that governs access to advantaged social positions with redistributive principles that seek to mitigate the effects of differences in people's circumstances. Taken together, these spell out what it is to level the playing field in the way that justice requires. Oxford Political Theory presents the best new work in contemporary political theory. It is intended to be broad in scope, including original contributions to political philosophy and also work in applied political theory. The series will contain works of outstanding quality with no restriction as to approach or subject matter. Series Editors: Will Kymlicka, David Miller, and Alan Ryan.

Against Equality of Opportunity Matt Cavanagh, 2002-02-14 Against Equality of Opportunity deals with the ways in which opportunities, education, jobs, and other things which affect how people get on in life are distributed. Take jobs: should the best person always get the job? Or should everyone be given an equal life chance? Or can we somehow combine these two ideas, saying that the best person should always get the job but that everyone should have an equal chance to become the best? These seem to be the standard views, but this book argues that they are all flawed. We need to understand meritocracy for what it is: a technical rather than a moral ideal, and we need to accept that equality just isn't something we should be striving for at all in this area. We also need to rethink our approach to the related issue of discrimination. We tend to assume discrimination is wrong because it violates either meritocracy or equality, when in fact it is wrong for quite different reasons. In all these areas, then, Cavanagh aims to loosen the grip of established ways of thinking in

order that other ideas might find room to breathe This is particularly important in the case of meritocracy which after the recent conversion of the centre left now dominates the debate more than ever This book will be of interest to students and teachers of political philosophy but ultimately it is aimed at anyone who cares about the fundamental values that lie behind the way society is organized Though the argument is rigorous it does not require a professional philosophical training to follow it

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

Equality of Opportunity David Davenport,Gordon Lloyd,2023-06-01 For over one hundred years Americans have debated what equality of opportunity means and the role of government in ensuring it Are we born with equality of opportunity and must we thus preserve our innate legal and political freedoms Or must it be created through laws and policies that smooth out social or economic inequalities David Davenport and Gordon Lloyd trace the debate as it has evolved from America s founding into the twentieth century when the question took on greater prominence The authors use original sources and historical reinterpretations to revisit three great debates and their implications for the discussions today First they imagine the Founders especially James Madison arguing the case against the Progressives particularly Woodrow Wilson Next are two conspicuous public dialogues Herbert Hoover and Franklin Delano Roosevelt s debate around the latter s New Deal and Ronald Reagan s response to Lyndon B Johnson s Great Society and War on Poverty The conservative progressive divide in this discussion has persisted setting the stage for understanding the differing views about equality of opportunity today The historical debates offer illuminating background for the question Where do we go from here

Equal Opportunity Theory Dennis E. Mithaug,1996-05-21 A comprehensive and detailed explanation of the equal opportunity principle that influences social policy today is provided in this book Dennis E Mithaug addresses the discrepancy between the right and the experience of self

determination and explains our collective responsibility for assuring fair prospects for self determination for all The logical philosophical and psychological basis for equal opportunity theory is presented as is the social and judicial background Finally the optimal prospects principle is examined

Equal Opportunity Theory Dennis E. Mithaug, 1996-05-21

Equal Opportunity Theory is a clear and comprehensive examination of the idea of self determination both the right to self determination as well as its expression in our society Author Dennis E Mithaug examines society s collective responsibility for assuring fair prospects of self determination for all people This inclusive volume also describes how social policies derived from the theory of equal opportunity actually impact those with the least likely prospects for self determination throughout their lives the poor the disabled and people of color Author Dennis E Mithaug first presents the logical philosophical and psychological basis for equal opportunity theory and then presents its social and judicial background From this foundation he shows how the optimal prospects principle derived from the theory decreases the discrepancy between the right and the experience of self determination for children and adults with significant physical mental social and economic disadvantages Although the main thrust is theoretical evidence in support of the theory is based upon a combination of empirical historical and logical sources Addressing one of the hottest current topics in American society and public policy today Equal Opportunity Theory s timeliness will make it of great interest to students and professionals in the fields of sociology psychology and political science In Equal Opportunity Theory Dennis E Mithaug writes about the discrepancy between the right to self determination and the expression of that right a problem that is salient to most Americans with disabilities and others who are less well situated in our society This discrepancy manifests itself in what may be the most handicapping aspect of having a disability being poor or being a member of a minority group that experiences frequent discrimination the lack of control over one s life Equal Opportunity Theory provides a thoughtful interdisciplinary treatment of the complex issues related to this problem The book provides an important differentiation of the impact of individual capacity and opportunity theory as a means to resolve the discrepancy between the right to and experience of self determination for individuals whose personal social and economic circumstances are beyond their control It also provides a valuable contribution to the debate concerning how best to empower and enable all individuals to live self determined lives Michael L Wehmeyer The Arc National Headquarters

Equality and Opportunity Shlomi Segall, 2013-12-05

Egalitarians have traditionally been suspicious of equality of opportunity But the past twenty five years or so have seen a sea change in egalitarian thinking about that concept Luck egalitarians such as G A Cohen Richard Arneson and John Roemer have paved a new way of thinking about equality of opportunity and infused it with radical egalitarian content In this book Shlomi Segall brings together these developments in egalitarian theory and offers a comprehensive account of radical equality of opportunity Radical equality of opportunity EOp differs from more traditional conceptions on several dimensions Most notably while other accounts of equality of opportunity strive to neutralize legal and or socio economic obstacles to one s

opportunity set the radical account seeks to remove also natural ones Radical EOp then aims at neutralizing all obstacles that lie outside individuals control This has far reaching implications and the book is devoted to exploring and defending them The book touches on four main themes First it locates the ideal of radical EOp within egalitarian distributive justice Segall advances there three claims in particular that we ought to be concerned with equality in individual holdings rather than merely social relations that we ought to be bothered as egalitarians with unequal outcomes and never equal ones and that we ought to be concerned with disadvantages the absolute rather than relative badness of which the agent could not have controlled Second the book applies the concept of radical equality of opportunity to office and hiring It demonstrates that radical EOp yields an attractive account both with regard to justice in the allocation of jobs on the one hand and discrimination on the other Third the book offers an account of radical EOp in education and upbringing Segall tries to defend there the rather radical implications of the account namely that it may hold children responsible for their choices and that it places quite demanding requirements on parents Finally the book develops an account of radical equality of opportunity for health to rival Norman Daniels s Rawlsian account The proposed account is distinguished in the parity that it creates between social and natural causes of ill health

Achievement, Equality of Opportunity and Equality of Access

Laurel Frances Holloway,1984 *Education for Whom?* Charles A. Tesconi,Emanuel Hurwitz,1974 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

Bottlenecks

Joseph Fishkin,2014-01-10 Equal opportunity is a powerful idea and one with extremely broad appeal in contemporary politics political theory and law But what does it mean On close examination the most attractive existing conceptions of equal opportunity turn out to be impossible to achieve in practice or even in theory As long as families are free to raise their children differently no two people s opportunities will be equal nor is it possible to disentangle someone s abilities or talents from her background advantages and disadvantages Moreover given different abilities and disabilities different people need different opportunities confounding most ways of imagining what counts as equal This book proposes an entirely new way of thinking about the project of equal opportunity Instead of focusing on the chimera of literal equalization we ought to work to

broaden the range of opportunities open to people at every stage in life We can achieve this in part by loosening the bottlenecks that constrain access to opportunities the narrow places through which people must pass in order to pursue many life paths that open out on the other side A bottleneck might be a test like the SAT a credential requirement like a college degree or a skill like speaking English It might be membership in a favored caste or racial group Bottlenecks are part of the opportunity structure of every society But their severity varies By loosening them we can build a more open and pluralistic opportunity structure in which people have more of a chance throughout their lives to pursue paths they choose for themselves rather than those dictated by limited opportunities This book develops this idea and other elements of opportunity pluralism then applies this approach to several contemporary egalitarian policy problems class and access to education workplace flexibility and work family conflict and antidiscrimination law **Equal Opportunity** Norman E Bowie, 1988-03-17 *Affirmative Action And Equal Opportunity* Nijole V. Benokraitis, 2019-04-10 The affirmative action program has engendered a hostile reaction in many quarters Originating in presidential executive orders and civil rights legislation the program is intended to combat institutional race and sex discrimination by encouraging public and private organizations to go beyond the mere cessation of formal discriminatory practices to enact their own programs to end unfair practices In contrast to the passive nondiscrimination of equal opportunity affirmative action means that employers must act positively affirmatively and aggressively to remove all barriers however informal or subtle that prevent minorities and women from having equal access to all levels of the nation's educational industrial and government institutions Is affirmative action in fact geared to equal opportunity Or has it resulted in greater inequality for white males The authors of this book empirically examine employment in government industry and higher education and enrollment in colleges and universities to determine the current status of women and minorities as employees and students They also describe the machinery of affirmative action its budget and staff problems the compliance and enforcement processes and the results of the program Their final chapter includes a theoretical explanation for the very apparent resistance to affirmative action and expresses their pessimism about the program's ability to accomplish its goals especially in light of recent efforts to weaken its already limited power They close with a discussion of the future of affirmative action and the likelihood of achieving equal opportunity in employment *How to Make Opportunity Equal* Paul Gomberg, 2007-06-25 **HOW TO MAKE OPPORTUNITY EQUAL** Paul Gomberg makes a powerful and provocative case that real equality of opportunity can only be achieved by overturning the social division of labor that unfairly handicaps not just black but the working class in general Charles W Mills University of Illinois at Chicago An important and original contribution to contemporary debates about justice in political philosophy and accessible introduction to those debates for students and the lay reader and a powerful and important challenge to policymakers educators and employers to think hard about their responsibilities for enabling people to lead flourishing lives Harry Brighouse University of Wisconsin Madison In this impressive book Paul Gomberg argues ardently

with great optimism and with philosophical and sociological sophistication for a radical new theory of egalitarian justice David Copp University of Florida Distributive injustices such as low pay inferior healthcare and housing as well as diminished opportunities in school continue to blight the lives of millions of the urban poor in America and beyond This book announces a new theory of justice Paul Gombert focuses on how race and class structure unequal life prospects shows how human society can be organized in a way that does not socialize children for lives of routine labor maintains that true equality of opportunity comes only when all labor both routine and complex is shared proposes a new paradigm for the theory of justice While Rawls Sen Nozick and Walzer conceive justice as addressing how various goods are fairly obtained or distributed Gombert argues that justice in distribution must advance contributive opportunities and duties On Gombert s contributive theory of justice each person contributes to society not for individual material gain but from a sense of what is required in order to build just relations with others Passionate and radical but rigorously argued this book makes a vital and original contribution to philosophy and social thought *Equal Opportunity Or More Opportunity?* Richard Allen Epstein, Simon F. Deakin, 2002 Epstein claims that current human rights laws especially anti discrimination statutes create more injustices than they solve He calls for the abolition of the Commission for Racial Equality the Equal Opportunities Commission the Disability Rights Commission and other similar bodies The state should guarantee civil capacity the right to participate in a social order organized under the law of property contract and tort Employment law should enforce the contractual terms emerging from private agreements entered into willingly and without coercion But when governments tinker with employment relations beyond this the results can be damaging Deakin argues that competition and the enforcement of contracts alone are not sufficient to eliminate discrimination Legislation has a role to play in unravelling persistent forms of discrimination and opening up labor markets to disadvantaged groups **The Public** ,1913 **Equal Opportunity Program Guide** United States. Bureau of Naval Personnel. Human Resource Management Division, 1977 [English texts](#) China. Wai jiao bu, 1923 **Equal Opportunity in Federal Employment** ,1968

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