

Contents

	Acknowledgments	ix
one	Thinking about Affirmative Action	1
two	Is Discrimination a Thing of the Past?	32
three	How Exclusion Occurs	62
four	Goals: Splitting the Pie	83
five	Thinking about Fairness	98

six	Does Affirmative Action Hurt Its Intended Beneficiaries?	131
seven	Opinions Pro and Con	149
eight	Alternatives to Affirmative Action	166
	Notes	181
	Index	199