
Justice
and
Reverse Discrimination

Alan H. Goldman

Princeton University Press
Princeton, New Jersey

CONTENTS

ACKNOWLEDGMENTS	ix
ONE INTRODUCTION	3
Initial Distinctions	7
Deductive Methodology	10
Application of the Method	14
Inductive Methodology	18
TWO AWARDING POSITIONS BY COMPETENCE	22
The Rule for Awarding Desirable Positions	24
Rejection of Alternative Rules	35
<i>Libertarian</i>	35
<i>Egalitarian</i>	41
Qualifications	48
THREE COMPENSATION AND THE PAST	65
The Principle of Compensation	67
Groups or Individuals?	76
<i>Group Desert</i>	76
<i>Administrative Efficiency</i>	94
<i>Group Liability</i>	102
Strong or Weak Reverse Discrimination?	120
Levels of Discrimination and Compensation	127
FOUR EQUAL OPPORTUNITY AND THE FUTURE	141
Utility and Rights	141
<i>Utilities and Disutilities</i>	141
<i>Rights</i>	149
Equality of Opportunity	170
<i>The Principle of Equal Opportunity</i>	170
<i>Groups or Individuals?</i>	188
Affirmative Action	200
<i>History and Features</i>	204
<i>Goals and Quotas</i>	210
<i>A Final Comparison</i>	225
FIVE CONCLUSION	230
NOTES	235
SELECTED BIBLIOGRAPHY	241
INDEX	247