Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

The question is not whether affirmative action is required; it is what kind of affirmative action is required. It may be that the kind of mechanistic maintenance of goals and timetables that we have defended thus far is not radical enough. It may well be that real affirmative action — what we used to call compensatory opportunity, which I always thought was a much more meaningful phrase than affirmative action — means that in order to compensate for the structured inequality of opportunity that is the legacy of Jim Crow and slavery, we have to find ways of creating assets and wealth for those who are excluded by law for centuries.

Vocabulary words: (Circle)

Meanings: (What is the meaning of each part of the text? You may want to use a number or color code to separate the parts of the sentence)

Ideas: (What are some ideas this text led you to think about?)

Questions to think about: (These might be questions about the text or questions about other things the text generated)