Contents

Pro	logue: What Is Affirmative Action?	1
A.	Racial Preference in Law School Admissions DeFunis v. Odegaard	7
	1. Race and the Constitution	11
B.	Racial Preference in Medical School Admissions Regents of the University of California v. Bakke	39
	2. Who Are Equals?	45
	3. Equality, Diversity, and Good Faith	55
C.	Racial Preference in Employment Steelworkers v. Weber	81
	4. Why Racial Preference Is Illegal and Immoral	85
	5. Justice Debased: The Weber Decision	115
D.	Quotas, Goals, and Ethnic Proportionality Wygant v. Jackson Board of Education	145
	6. Naked Racial Preference	149
E.	Heads of the Hydra From Firefighters to Adarand (1984 - 1995)	169
	7. Preference as a Remedy for Racial Injury	173
	8. When Is a Racial Remedy Justifiable?	177
	9. When Is a Governmental Interest Compelling?	181
	10. Racial Preference through Set-Asides	185
	11. Racial Preference by Federal Policy	195
	12. The Road to Hell Is Paved with Good Intentions	211
Ep	Epilogue: The Future of Affirmative Action	
Po	Postscript	
Ab	About the Author	