



# EXECUTIVE SUMMARY

# **AFFIRMATIVE ACTION**

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# WHAT IS AFFIRMATIVE ACTION?

Affirmative action refers to policies and measures implemented to address historical and ongoing discrimination and promote equal opportunities for underrepresented groups, particularly in employment and education. The aim is to actively counteract the effects of past and present discrimination based on factors such as race, ethnicity, gender, or disability.

## FACTS TO KNOW

- With a landmark ruling of 6-2 in the *Students for Fair Admissions v. President and Fellows of Harvard College* and a ruling of 6-3 in *Students for Fair Admissions v. University of North Carolina*, the Supreme Court rejected the use of race in college admissions processes.
- Polls and a [Pew Study](#) show Black adults express more support than opposition to affirmative action practices, with 47% approving and 29% disapproving. About a quarter of Black adults (24%) say they are not sure.
- According to a December 2022 Pew Research Center Survey, of the participants that recognized the phrase affirmative action (79%), and of that group only 29% said it is a bad thing.
- Affirmative Action has been around in some sense or another since the 1960's. It takes the shape of the [Equal Employment Opportunities Commission](#), [The Office of Federal Contract Compliance Programs](#), [Department of Education's Office for Civil Rights](#), and other DEI programs.

- 63% of U.S. adults support leaving race out of college admissions processes, however 64% of Americans do agree that increasing diversity within universities and colleges is positive.
- Ahead of the June 2023 Supreme Court ruling, nine states had already banned affirmative action, with one state (Texas) reversing the banned measures and another (Colorado) failing to pass the measures.
- In a study analyzing Executive Order 11246, an affirmative action policy focused on employment and, more specifically, the targeting of firms holding contracts with the federal government, researchers found the affirmative action policy to be ineffective.
- In a Pew Research Survey, 74% of U.S. adults shared that companies and organizations should only take a person's qualifications into account, "even if it results in less diversity."
- Race-based selection can be perceived as unfair and inconsistent with the principle of equal opportunity.