

detail about those tribal leaders whose efforts have transformed their tribes. West does give a good bit of detail to telling the tale of Seminole Tribal Chairman James Billie (currently serving his second decade in the capacity), a leader so bold that his name is usually prefaced "flamboyant." However, she also notes the critical roles played by such individuals as Betty Mae Jumper (first woman Seminole Tribal Chairperson, among other influential positions) and Buffalo Tiger (Miccosukee Tribal Chairman at the time of federal recognition in 1962).

Overall, *The Enduring Seminoles: From Alligator Wrestling to Ecotourism* is readable, interesting, and provides a wealth of information for scholars of Native America. Patsy West has done a commendable job in compiling this unique story of Native self-sufficiency.

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**Calvin Winslow, ed. *Waterfront Workers: New Perspectives on Race and Class* (Urbana: University of Illinois Press, 1998). 204 pp., \$17.95 paper.**

Students of race and ethnic relations have used two perspectives to explain the effects of industrialization on dominant and subordinate relations. One view holds that the process of industrialization results in individuals becoming detached from associations based in race and ethnicity as their life chances are determined by their participation and position in the economic order. A second perspective suggests that industrialization inevitably leads to tension and hostility between groups because they are forced to compete for scarce resources. The articles in *Waterfront Workers: New Perspectives on Race and Class* attempt to bridge the gap between these conflicting perspectives by suggesting that both may apply, as longshoremen who are racially and ethnically different attempt to adjust to social changes in their occupational setting. Before the 1960 Mechanization and Modernization Agreement, which allowed

for a reduced work force and containerization, the occupation of a dock worker was hard, crude, and varied little through the generations. The owners of shipping companies opposed trade union organization and fought against efforts to fix hours and wages to benefit longshoremen. From the shippers' view, throughout the U.S. longshoremen were powerless, lower class, unskilled workers who could be easily replaced if they made trouble. This was an accurate portrayal given that longshoremen for the most part came from groups the nation regarded as inferior. Some were from ethnic groups from Southern, Central, and Eastern Europe which began to arrive in America around 1880, while others were African Americans who carried the stigma of slavery and faced segregation and discrimination. It was because of their lack of social power that all longshoremen were placed in an unbalanced and dependent relationship with the owners of shipping companies. Consequently, this book describes how throughout history longshoremen have tried to bring their employment relationships with owners into balance to reduce the psychic, social, economic and political costs with their inferior occupational status. The collections of articles in this work describe longshoremen doing this through the process of coalition formation in which workers, despite their racial and ethnic affiliation, banded together to solve their problems by unionizing. Indeed, a strength of this book is its descriptions of racial and ethnic unionization and solidarity among waterfront workers with an emphasis on political economy, characteristics of the labor market, and of specific forms of activism. In addition the articles in this volume provide important insight into how labor conflicts may have spilled over into other social networks that initially were not involved. For example groups such as strikebreakers, the media, politicians, and townspeople have traditionally played an important role in the resolution of social conflicts between longshoremen and company owners. The articles in this work consistently demonstrate, however, that unionization and social solidarity between longshoremen was primarily influenced by pragmatic considerations of acquiring power, better working conditions, equality, higher salary and stability, rather than by a principle of morality. Once these goals were at least partially achieved, unionization and social solidarity for-

merly established among various racial and ethnic groups disappeared. The authors' discussions of the treatment of the African-American longshoremen by their white ethnic counterparts clearly show how prejudice and discrimination may return among groups that formerly had high levels of social solidarity. White ethnic longshoremen needed and reluctantly sought out African-Americans during the initial stages of unionization. However, after a degree of success in achieving their collective goals against the owners of shipping companies, blacks were relegated to an inferior position and denied occupational positions involving power and control by their former white ethnic union brothers.

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**Crawford Young. *Ethnic Diversity and Public Policy: A Comparative Inquiry*. (Great Britain: UNRISD, 1998). 240 pp.**

As we come to the end of the millennium, contrary to the more democratic and progressive aspirations of earlier decades, ethnicity continues to define political and social alliances in the struggle for power and survival. *Ethnic Diversity and Public Policy*, edited by Crawford Young, is a timely collection of articles which address key policies growing out of the paramount need facing nations to deal with this primordial yet potent reality. The articles follow the basic premise underscored by Young—that ethnic crises reflect “profound failures of statecraft” and that “the state remains the ineluctable locus of policy response.” Accordingly, essays in the book, drawing from experiences of many nations, deal with policy prerogatives, which are meant to foster ethnic harmony.

Some common problems that repeatedly surface in the discussions and are responsible for frustrating and often derailing policy implementation relate to the incongruence that is perceived by many between policies that uphold group concerns and those that emphasize nationhood and cultural homo-