

Ottawa, Winnebago), the Southeast (the Creek Confederacy, Seminole, Tuskagee, Cherokee), and finally, the Northeast (Abnaki, Penobscot, Passamaquoddy, Iroquois), one realizes the completeness of the collection and the amount of research and writing done by the collaborators.

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Gertrude Ezorsky. *Racism and Justice: The Case for Affirmative Action.* (Ithaca: Cornell University Press, 1991) 140 pp., \$9.95 paper.

In this attention-grabbing book, the author addresses issues on affirmative action as an answer to American racism. No doubt, there is a strong penalty for black Americans inside the American social milieu, and a remedy was sought for this through the affirmative action program. The 1960s marked the onset of affirmative action programs which had dwindled by the 1980s, due to an adverse political climate. This book focuses on black Americans as beneficiaries of affirmative action programs because they are the descendants of slaves brought to this country forcibly and subjected to incessant racism. The government not only encouraged the practice of racism, but gave legal sanctions for it. For these reasons, the author argues, the black Americans deserve a unique entitlement to employment benefits.

One of the purposes of affirmative action programs in employment is racial desegregation of the American workplace, but the programs affect the working lives of millions in terms of access to professional and skill training, their place in the hierarchy of employment, and hence the living standards they and their families enjoy. The author argues that affirmative action is warranted on practical and moral grounds; rather than being sold on the idea without scrutiny, the author examines the alleged negative aspects of affirmative action as well, i.e., benefiting mostly affluent blacks or penalizing qualified whites.

It is clear that in employment institutional racism can occur and it does occur when employees are selected through personal connections or by qualifying for certain requirements or seniority standards. These institutional procedures perpetuate the effects of overt racism. The arguments presented by the author are cloaked in court decisions such as *Griggs v. Duke Power Co.* (1971), *Regents of University of California v. Bakke* (1978), *United Steelworkers v. Weber* (1979), *Fullilove v. Klutznick* (1980), and *Vulcan Pioneers v. New Jersey Department of Civil Service* (1984). These materials are the underpinnings for a rationale of affirmative action, and the author is hopeful that despite the recent weakening of affirmative action they will not be forgotten.

My only lament is that this book is short, only 140 pages, and it does not include other minority groups who are meted out the same, and often worse, treatment as black Americans.

Finally, *Racism and Justice* should be high on the list of acquisitions for both university and public libraries. It could be used successfully as assigned reading

in undergraduate and graduate courses on social stratification, social change, and cultural demography.

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Jewelle Taylor Gibbs. *Young, Black and Male in America: An Endangered Species.* (New York: Auburn House, 1988) 363 pp., \$17.95.

This is a collection of summaries of studies conducted over the past decade or more focusing on such problems or problem areas as: Education and Achievement of Young Black Males, Employment and Unemployment of Young Black Males, Delinquency Among Black Male Youth, and Teenage Fathers—Issues Confronting Young Black Males. In fact, the central focus of the studies cited in this anthology are on young black males ranging from their mid-teens to mid-twenties. Besides Gibbs, the other contributors are Ann Brunswick of Columbia University; Michael Connors of Cal State University, Long Beach; Richard Dembo of the University of South Florida; Tom E. Larson of Cal State University, Los Angeles; Rodney J. Reed of UC Berkeley; and Barbara Solomon of the University of Southern California.

The major thesis of this research strongly suggests that many of the problems facing this segment of the black population have their origins in ill-conceived social policies of the past several decades. One might conclude, as this reviewer does, that the real problem exists in a lack of political commitment on the part of key policy makers at all levels. To what extent this lack of commitment extends to major segments of the electorate is an open question at this point, since one cannot ignore the impact of race and class on politics in the United States.

This collection of analyses of major studies is useful for social scientists as well as for community activists. The last chapter, "Conclusions and Recommendations," has some useful insights, and attempts to bridge the gap between academicians and community organizers. This is particularly true of the section focusing on coalition building. Gibbs suggests that advocacy groups with overlapping interests in such fields as welfare for children and families need to organize in order to maximize their political effectiveness. This reviewer would add that organizing across social class lines even within the black community can present challenges in coalition building. While not necessarily covering new ground, this anthology could serve as a useful tool for policy makers and community organizers to the extent that it is continually buttressed by more current research which either validates past research or subjects it to closer scrutiny.

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