

大學的平權措施是否膚淺的多元化？

- 余創豪
- 2022年11月14日



「學生公平入學」 VS. 哈佛大學、北卡萊連立 大學教堂山分校

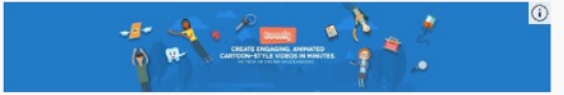
- 上個月底，美國最高法院開始審理非牟利組織「學生公平入學」（STUDENTS FOR FAIR ADMISSION, 簡稱 SFFA）對哈佛大學、北卡萊連立大學教堂山分校的訴訟。
- 由2014年開始，SFFA 已經開始指控哈佛大學錄取學生時歧視亞裔申請人，儘管近年來亞裔申請人的數量和亞裔人口急劇增加，但每年被哈佛錄取的亞裔比例都是原地踏步。

The man is wearing a yellow long-sleeved shirt and glasses. Behind him is a large screen showing a presentation slide with Chinese text and a photograph of a protest. The slide text reads: 「學生爭取公平錄取組織」 (Students for Fair Admissions, 簡稱SFFA) 起訴哈佛大學和北卡羅來納大學招生納入種族因素以及哈佛招生歧視亞裔的訴訟案，31日將在聯邦最高法院聽審。紐約同源會和紐約居民聯盟29日舉行集會，宣布將組團赴華盛頓DC聲援原告的訴求。 The photograph shows a group of people holding signs that say "Discrimination in the name of Diversity IS WRONG!", "END AFFIRMATIVE ACTION", and "EQUAL EDUCATION RIGHTS FOR ALL". The acronym "SFFA" is written in red at the top of the slide.

哈佛大學、北卡羅來納大學遭起訴！聯盟稱校方構成種族歧視！亞裔學生數量大跌！解釋雙方論點為何？招生制度是否公平？能否保護美國多元文化主義社會？《蕭若元：蕭氏新聞台》2022-11-11

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「學生公平入學」 VS. 哈佛大學、北卡萊連立大學教堂山分校

- 數據顯示，亞裔申請人的考試成績和課外活動都比其他族裔優異，但唯獨個人特質的分數卻遠遠低於西裔和非裔的申請人，個人性格評估包括了審視申請人是否具有積極性、是否討人喜歡、是否有勇氣、是否受人尊重…… 等等。
- 評選人能否根據推薦信、個人陳述（PERSONAL STATEMENT）與及在短短的面試時間內，判斷出一個人在以上各方面的心理特質。SFFA 以同樣理由控告北卡萊連立大學教堂山分校。

「學生公平入學」 VS. 哈佛大學、北卡萊連立大學教堂山分校

- 根據杜克大學經濟學教授阿爾西迪亞科諾（PETER ARCIDIACONO）的分析，如果不同族裔的申請人具有同樣資歷（例如考試成績、課外活動、家庭背景……等等），亞裔申請人被錄取的機會只有25%，白人有36%機會，西裔和黑人的機會率則高達77%和95%。





部分抗議者在最高法院前合影。(NCAAC提供)

北卡亞裔聯盟(NCAAC)日前與美國亞裔教育聯盟(AACE)及其他族裔的14個組織，在華府聯邦最高法院門口舉行歷史性的「人人享有平等教育權益」(Equal Education Rights For All)集會，支持起訴教堂山北卡大學和哈佛大學對亞裔入學的歧視政策。

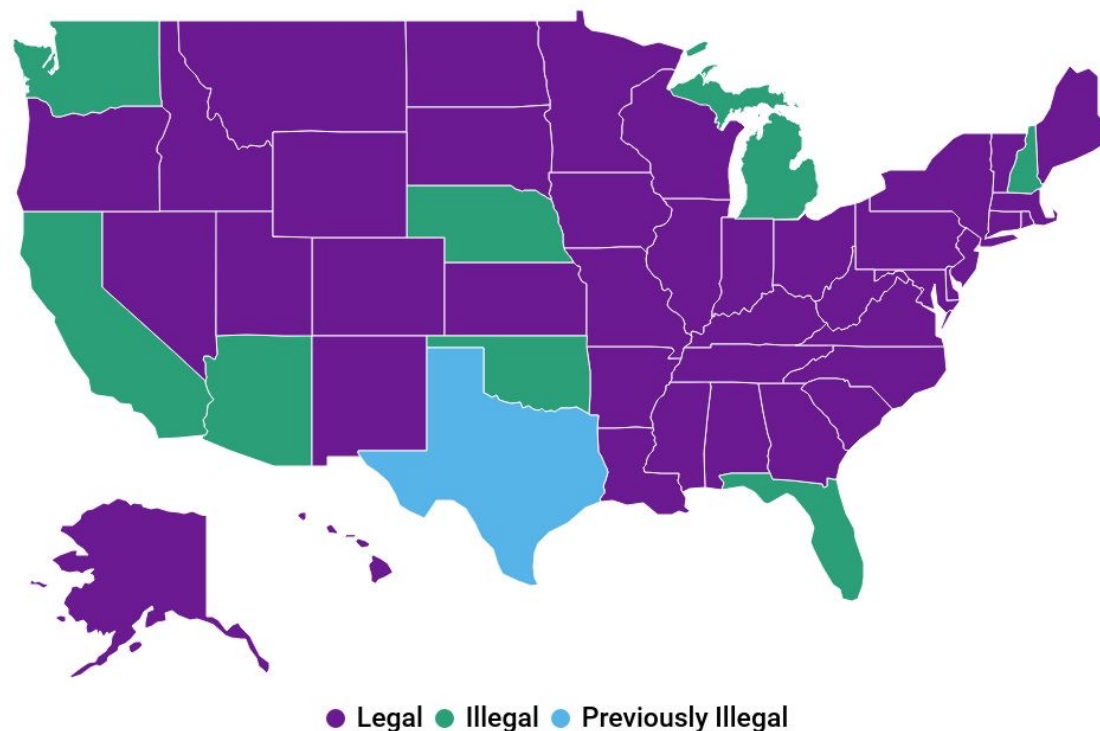
該會表示，過去數十年來，有40多州的數百所大學都使用和哈佛及北卡大學相同的錄取模式，提高亞裔學生的入學門檻。這種專門針對亞裔的種族歧視損害了亞裔的平等教育權益，加重亞裔的學習負擔，也造成許多心理疾病，違反美國憲法第14修正案和1964年民權法案。

• 來源：世界日報

其他大學和州份呢？

- 根據全國州議會會議的數據，有八個州已經選擇結束大學招生中的種族考慮，包括亞利桑那州、加利福尼亞州、佛羅里達州、愛達荷州、密歇根州、內布拉斯加州、俄克拉荷馬州和華盛頓州。

Eight States Ban Racial Preferences in College Admissions



「學生公平入學」 VS. 哈佛大學、北卡萊連立 大學教堂山分校

- 哈佛大學否認歧視亞裔，但承認種族是錄取學生的眾多條件之一，其理由是：美國是一個多元化社會，故此大學使命之一是採用平權措施去促進族裔多元化。
- SFFA 過去兩次在地方法院都被判敗訴，現在最終鬧上了最高法院，雖然九位大法官以保守派佔多數，但他們之間仍有許多激烈辯論，故此估計這宗案件要在明年才會審結。

「平權」一詞源自1935年 甘迺迪帶進政治

編譯陳韻涵／綜合31日電 2022-11-01 02:18



平權措施(Affirmative action)一詞源自1935年的「華格納法」(Wagner Act)，左圖為時任總統羅斯福簽署該法案。而甘迺迪總統(右圖)是首位將平權措施一詞與政治連結的總統，藉此促進種族平等。(取材自維基百科共享資源)

Flawed use of data by SFFA produces wrong conclusions

Professor David Card, a nationally recognized **economist** and professor at the University of California at Berkeley, comprehensively analyzed six years of data across all domestic applicants to Harvard College, using all factors of consideration in the admissions database, and **found no evidence of discrimination against Asian Americans.**

Professor Card found that the average marginal effect of being Asian American on an applicant's likelihood of admission was statistically indistinguishable from zero, and in fact was slightly positive in three of six years at issue in this case.

SFFA's allegations of racial balancing ignore data showing that the racial composition of the admitted class meaningfully varies from year to year. SFFA's own expert admitted that there are changes over time in the racial composition of the admitted class.

The percentage of Asian Americans in the admitted class has grown significantly by 27% since 2010; **Asian Americans comprise nearly 23% of the admitted class of 2022.**

Harvard considers race in accordance with Supreme Court precedent

The unrebutted testimony of Harvard's admissions officers—which SFFA ignores entirely—describes a process in which **race is indeed a factor** that can contribute to a student's admission, but **merely one factor among many, many others.**

Harvard takes the same approach to race that the Supreme Court embraced in Justice Powell's opinion in *Bakke*, and in *Grutter*, and *Fisher II*.

Professor Card found exactly what one would expect: applicants must have multiple areas of strength to be admitted to Harvard, and race does not determine admissions outcomes any more than a number of other factors.

Harvard's consideration of race-neutral alternatives follows the law

For the past several decades, Harvard has engaged in race-neutral strategies to achieve the educational benefits of diversity—including several suggested by SFFA's own expert.

Harvard devotes tremendous resources to recruitment, and since the 1970s has maintained a dedicated program aimed at the recruitment of racial and ethnic minorities, including Asian Americans.

Harvard eliminated—then reinstated—its early action program when it found that the elimination of early action was hindering efforts to achieve racial diversity.

哈佛大學平權招生 華人兩派論戰

記者丁曜／綜合報導 2022-11-04 02:18



學生公平錄取組織創辦人Edward Blum（中）告哈佛大學種族考量招生政策。（檔案照，教育記者協會EWA）

國會眾議院亞太裔黨團 (CAPAC) 主席、民主黨眾議員趙美心 (Judy Chu) 說，「作為前教育工作者，我相信所有學生都應該接受優質教育。當教育機構反映我們國家的多樣性時，所有學生都會受益。雖然我們始終反對在高等教育招生過程中，實施種族配額或歧視特定種族或族裔群體的非法企圖，但 CAPAC 完全支持考量種族意識的招生政策，允許大學將種族視為招生過程中的眾多因素之一。大多數美國人包括大多數亞裔美國人都支持平權政策。最高法院必須維護其合憲性，並繼續支持具有種族意識的招生政策，以努力增加多樣化的學生群體，同時增加公平的教育成果。」

亞美公義促進中心 (Asian Americans Advancing Justice) 發表聲明指出，極端主義戰略家 Edward Blum 和他龐大的資助者網絡正在進行長達數十年的運動，以分裂有色人種社區，剝奪黑人、拉丁裔、土著和亞裔的教育機會和投票權，並故意利用亞裔學生和家庭作為幌子來謀取政治利益。「放棄平權措施和種族意識的錄取，將抵消幾代人艱苦奮鬥的進步，並阻礙我們仍然需要做出的改變，以使所有學生都能接受優質教育。我們敦促高院維護憲法賦予的平權措施，40 多年來，這項政策使包括亞裔在內的無數學生獲得更好的教育。」

民意調查

- 華盛頓郵報的一項民意調查發現，63% 的美國成年人支持最高法院禁止高校在決定學生錄取時考慮學生的種族。
- 64% 的人還表示，旨在增加大學校園學生種族多樣性的項目是一件好事。



(CNN) — The conservative Supreme Court will meet Monday to consider whether colleges and universities can continue to take race into consideration as a factor in admissions, **a case that could diminish the number of Black and Hispanic students in higher education.**

Hanging in the balance is the future of admissions plans at hundreds of schools that have relied on court precedent for decades in order to achieve the educational benefits they say flow from student body diversity on campus.



RELATED ARTICLE

Challengers in the case are targeting Harvard and the University of North Carolina arguing that their programs violate equal protection principles, dash the promise of a colorblind society, and discriminate against Asian Americans. They are urging the court to overturn precedent and they say that the schools should explore and further develop race-neutral alternatives to achieve diversity.

- 首先，CNN 強調了取消平權措施的結果是「令到接受高等教育的非裔和西裔學生人數減少」，而沒有提到「亞裔學生進入名牌大學的機會會提高」；
- 第二，這種說法有點誤導成份，即使取締平權措施，其實這並沒有剝奪非裔和西裔學生接受高等教育的機會，若果他們不能進入哈佛大學，他們仍然可以在其他院校讀書。

OCTOBER 31, 2022



SCOTUS HEARS ORAL ARGUMENTS IN STUDENTS FOR FAIR ADMISSION V. PRESIDENT & FELLOWS OF HARVARD



'Why Do You Do It?': Samuel Alito Grills Harvard Lawyer On Alleged Asian American Discrimination

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什麼是多元化？

- 支持平權措施人士認為，在多元化社會下學生族裔多元化是必要的，我認為這是一種十分表面和膚淺的多元化，人具有多重的身份和特質，種族只是眾多層面之，此外還有宗教、性別、政治黨派.....，
- 如果真的要全面多元，那麼大學是否需要按比例將學額分配給天主教徒、基督教徒、佛教徒、穆斯林、印度教徒、男性、女性、中性、變性、雙性、共和黨人、民主黨人、無黨派人士.....呢？



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什麼是多元化？

- 最近西奈山伊坎醫學院（ICAHN SCHOOL OF MEDICINE AT MOUNT SINAI）精神病學家卡拉·巴格特在《美國醫學協會期刊》發表的一篇文章中指出：「種族並沒有遺傳基礎，我們人類共享 99% 以上的基因，種族內部的遺傳變異大於種族之間的遺傳變異。」這是許多左派人士擁護的立場：性別、種族都是社會建構的產物。
- 既然如此，那麼我們應該淡化種族的身份，大家只是看待對方是人，而不是白人、黑人、亞洲人.....，然而，同一時間他們卻在政治社會議程中強調種族和其他身份的重要性。

什麼是多元化？

- 曼哈頓學院高級研究員約翰麥克沃特（JOHN MCWHORTER）一針見血地指出：左派人士以為自己的一套就是真理的化身，動輒將發出不同聲音的人扣上「種族主義」的標籤，甚至要將他們滅聲。



什麼是多元化？

- 一個群體是否真正多元化，並不在於是否有不同種族的成員，縱使人種多元化，若果所有人都擁有同樣想法，這無非是一個迴聲室。
- 舉例說，筆者曾經在某大學一個部門任教，教授的族裔可說是「多元化」，我曾經提出要在課程和研究項目中引入數據科學、機械學習，但全部人都異口同聲反對，因為他們都是受到同一學派的訓練，從未曾接觸過其他觀點。缺乏了思想上的百花齊放、百家爭鳴，這種表面和膚淺的「多元化」又有什麼意義呢？

3 Benefits Of Diversity In The Workplace

Ashley Stahl Contributor ©

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Dec 17, 2021, 10:15am EST

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Diversity in the workplace. GETTY

Diversity in the workplace means employing people of different ages, genders, ethnicities, sexual orientations, cultural backgrounds, and education levels. Not only is diversity crucial for creativity and social justice, but also [research](#) shows that a diverse workplace is good for the bottom line. In fact, **companies with a diverse workforce are 35% more likely to experience greater financial returns** than their respective non-diverse counterparts.

A team that has a variety of worldview perspectives can educate employees and clients, and reach untapped customer demographics. This opens the conversation to new, unexplored, and different ideas. In fact, **companies with greater diversity are 70% more likely to capture more markets**. And with more markets comes a bigger audience which equals more profit. This can be a game-changer in the professional world.

- INNOVATION
- PROFESSIONAL GROWTH
- DECISION-MAKING

An abstract 3D geometric composition of interlocking blocks in shades of blue, white, and black, set against a light gray background. The blocks are arranged in a complex, layered structure that resembles a stylized letter or a cluster of cubes. The lighting creates soft shadows, giving the blocks a three-dimensional appearance.

Diversity wins: How inclusion matters

May 19, 2020 | Report



By [Sundiatu Dixon-Fyle](#), Kevin Dolan, Dame Vivian Hunt, and [Sara Prince](#)



Diversity wins is the third report in a McKinsey series investigating the business case for diversity, following [Why diversity matters](#) (2015) and [Delivering through diversity](#) (2018). Our latest report shows not only that the business case remains robust but also that the relationship between diversity on executive teams and the likelihood of financial outperformance has strengthened over time. These findings emerge from our largest data set so far, encompassing 15 countries and more than 1,000 large companies. By incorporating a “social listening” analysis of employee sentiment in online reviews, the report also provides new insights into how inclusion matters. It shows that companies should pay much greater attention to inclusion, even when they are relatively diverse.

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THE END JUSTIFIES THE MEANS?

- 即使種族多元化是一個崇高的目標，但目標又能否將不公平的手段合理化呢？

