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throughout it explores how  
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programmes reinforce ethnic  
identities and thereby  
contribute to division and  
conflict the countries  
covered are india the united  
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Affirmative action was first created from Executive Order 10925, which was signed by President John F. Kennedy on 6 March 1961 and required that government employers "not discriminate against any employee or applicant for employment because of race, creed, color, or national origin" and "take affirmative action to ensure that applicants are employed and that employees are treated during employment, without regard to their

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Additionally, the affirmative action ban affects the California State University system, where it has impacted the ability to offer race-conscious financial aid packages, and California's ...

~~What the California vote to keep the ban on affirmative~~  
~~...~~

Affirmative action as a practice was partially upheld by the Supreme Court in *Grutter v. Bollinger* (2003), while the use of racial quotas for college admissions was concurrently ruled unconstitutional by the Court in *Gratz v. Bollinger* (2003).

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Affirmative action often gives rise to controversy in American politics.

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