

# The Meritocracy Trap How America S Foundational M

Isabel Sawhill

*The Meritocracy Trap* Daniel Markovits, 2020-09-08 A revolutionary new argument from eminent Yale Law professor Daniel Markovits attacking the false promise of meritocracy. It is an axiom of American life that advantage should be earned through ability and effort. Even as the country divides itself at every turn, the meritocratic ideal – that social and economic rewards should follow achievement rather than breeding – reigns supreme. Both Democrats and Republicans insistently repeat meritocratic notions. Meritocracy cuts to the heart of who we are. It sustains the American dream. But what if, both up and down the social ladder, meritocracy is a sham? Today, meritocracy has become exactly what it was conceived to resist: a mechanism for the concentration and dynastic transmission of wealth and privilege across generations. Upward mobility has become a fantasy, and the embattled middle classes are now more likely to sink into the working poor than to rise into the professional elite. At the same time, meritocracy now ensnares even those who manage to claw their way to the top, requiring rich adults to work with crushing intensity, exploiting their expensive educations in order to extract a return. All this is not the result of deviations or retreats from meritocracy but rather stems directly from meritocracy's successes. This is the radical argument that Daniel Markovits prosecutes with rare force. Markovits is well placed to expose the sham of meritocracy. Having spent his life at elite universities, he knows from the inside the corrosive system we are trapped within. Markovits also knows that, if we understand that meritocratic inequality produces near-universal harm, we can cure it. When *The Meritocracy Trap* reveals the inner workings of the meritocratic machine, it also illuminates the first steps outward, towards a new world that might once again afford dignity and prosperity to the American people.

**The Tyranny of Merit** Michael J. Sandel, 2020-09-15 A Times Literary Supplement's Book of the Year 2020 A New Statesman's Best Book of 2020 A Bloomberg's Best Book of 2020 A Guardian Best Book About Ideas of 2020 The world-renowned philosopher and author of the bestselling *Justice* explores the central question of our time: What has become of the common good? These are dangerous times for democracy. We live in an age of winners and losers, where the odds are stacked in favor of the already fortunate. Stalled social mobility and entrenched inequality give the lie to the American credo that you can make it if you try. The consequence is a brew of anger and frustration that has fueled populist protest and extreme polarization, and led to deep distrust of both government and our fellow citizens—leaving us morally unprepared to face the profound challenges of our time. World-renowned philosopher Michael J. Sandel argues that to overcome the crises that are upending our world, we must rethink the attitudes toward success and failure that have accompanied globalization and rising inequality. Sandel shows the hubris a meritocracy generates among the winners and the harsh judgement it imposes on those left behind, and traces the dire consequences across a wide swath of American life. He offers an alternative way of thinking about success—more attentive to the role of luck in human affairs, more conducive to an ethic of humility and solidarity, and more affirming of the dignity of work. *The Tyranny of Merit* points us toward a hopeful vision of a new politics of the common good.

**Meritocracy and Economic Inequality** Kenneth Arrow, Samuel Bowles, Steven N. Durlauf, 2018-06-26 Most Americans strongly favor equality of opportunity if not outcome, but many are weary of poverty's seeming immunity to public policy. This helps to explain the recent attention paid to cultural and genetic explanations of persistent poverty, including claims that economic inequality is a function of intellectual ability, as well as more subtle depictions of the United States as a meritocracy where barriers to achievement are personal—either voluntary or inherited—rather than systemic. This volume of original essays by luminaries in the economic, social, and biological sciences, however, confirms mounting evidence that the connection between intelligence and inequality is surprisingly weak and demonstrates that targeted educational and economic reforms can reduce the income gap and improve the country's aggregate productivity and economic well-being. It also offers a novel agenda of equal access to valuable associations. Amartya Sen, John Roemer, Robert M. Hauser, Glenn Loury, Orley Ashenfelter, and others sift and analyze the latest arguments and quantitative findings on equality in order to explain how merit is and should be defined, how economic rewards are distributed, and how patterns of economic success persist across generations. Moving well beyond exploration, they draw specific conclusions that are bold yet empirically grounded, finding that schooling improves occupational success in ways unrelated to cognitive ability, that IQ is not a strong independent predictor of economic success, and that people's associations—their neighborhoods, working groups, and other social ties—significantly explain many of the poverty traps we observe. The optimistic message of this beautifully edited book is that important violations of equality of opportunity do exist but can be attenuated by policies that will serve the general economy. Policy makers will read with interest concrete suggestions for crafting economically beneficial anti-discrimination measures, enhancing educational and associational opportunity, and centering economic reforms in community-based institutions. Here is an example of some of our most brilliant social thinkers using the most advanced techniques that their disciplines have to offer to tackle an issue of great social importance.

**The Meritocracy Myth** Stephen J. McNamee, 2009-08-16 *The Meritocracy Myth* challenges the widely held American belief in meritocracy. That people get out of the system what they put into it based on individual merit. Fully revised and updated throughout, the second edition includes compelling new case studies, such as the impact of social and cultural capital in the cases of George W. Bush and Barack Obama, and new material on current topics such as the impact of the financial and credit crisis, intergenerational mobility, and the impact of racism and sexism. *The Meritocracy Myth* examines talent, attitude, work ethic, and character as elements of merit and evaluates the effect of non-merit factors such as social status, race, heritage, and wealth on meritocracy. A compelling book on an often-overlooked topic, first edition was highly regarded and proved a useful examination of this classic American ideal.

**The New Class Society** Robert Perrucci, Earl Wysong, 2003 Extensively revised, the second edition of *The New Class Society* includes innovative new sections and concepts throughout the book that identify and explore how complex organizational structures and actions create and perpetuate class, gender, and racial inequalities. The authors describe how 'inequality scripts' shape the hiring and promotion practices of organizations in ways that provide differential opportunities to people based on class, gender, and racial memberships. The authors also illustrate how privileged class members benefit from organizationally-based and perpetuated forms of inequality. The second edition retains its provocative argument for an emerging 'double-diamond' social structure and its focus on class interests that are rapidly polarizing American society. New figures, tables, and references incorporate the latest information and research findings to document and illustrate key topics, such as the distribution of wealth and income, globalization, downsizing, contingent labor, the role of money in politics, media content and consolidation, the transformation of education, and the erosion of democracy. The second edition combines scholarship with an engaging style and flashes of comic relief—with several cartoons by some of the best satirists today. The book, accessibly written for undergraduate students, has been widely adopted in courses on stratification, economic sociology, and American society.

*The Aristocracy of Talent* Adrian Wooldridge, 2021-07-13 The Times (UK) book of the year! Meritocracy: the idea that people should be advanced according to their talents rather than their birth. While this initially seemed like a novel concept, by the end of the twentieth century it had become the world's ruling ideology. How did this happen, and why is meritocracy now under attack from both right and left? In *The Aristocracy of Talent*, esteemed journalist and historian Adrian Wooldridge traces the history of meritocracy forged by the politicians and officials who introduced the revolutionary principle of open competition, the psychologists who devised methods for measuring natural mental abilities, and the educationalists who built ladders of educational opportunity. He looks outside western cultures and shows what transformative effects it has had everywhere it has been adopted, especially once women were brought into the meritocratic system. Wooldridge also shows how meritocracy has now become corrupted and argues that the recent stalling of social mobility is the result of failure to complete the meritocratic revolution. Rather than abandoning meritocracy, he says, we should call for its renewal.

For Discrimination Randall Kennedy, 2015-06-09 The definitive reckoning with one of America's most explosively contentious and divisive issues—from "one of our most important and perceptive writers on race and the law.... The mere fact that he wrote this book is all the justification necessary for reading it."—The Washington Post What precisely is affirmative action, and why is it fiercely championed by some and just as fiercely denounced by others? Does it signify a boon or a stigma? Or is it simply reverse discrimination? What are its benefits and costs to American society? What are the exact indicia determining who should or should not be accorded affirmative action? When should affirmative action end, if it must?

Randall Kennedy gives us a concise and deeply personal overview of the policy, refusing to shy away from the myriad complexities of an issue that continues to bedevil American race relations.

The Cult of Smart Fredrik deBoer, 2020-08-04 Named one of Vulture's Top 10 Best Books of 2020! Leftist firebrand Fredrik deBoer exposes the lie at the heart of our educational system and demands top-to-bottom reform. Everyone agrees that education is the key to creating a more just and equal world, and that our schools are broken and failing. Proposed reforms variously target incompetent teachers, corrupt union practices, or outdated curricula, but no one acknowledges a scientifically-proven fact that we all understand intuitively: Academic potential varies between individuals, and cannot be dramatically improved. In *The Cult of Smart*, educator and outspoken leftist Fredrik deBoer exposes this omission as the central flaw of our entire society, which has created and perpetuated an unjust class structure based on intellectual ability. Since cognitive talent varies from person to person, our education system can never create equal opportunity for all. Instead, it teaches our children that hierarchy and competition are natural, and that human value should be based on intelligence. These ideas are counter to everything that the left believes, but until they acknowledge the existence of individual cognitive differences, progressives remain complicit in keeping the status quo in place. This passionate, voice-driven manifesto demands that we embrace a new goal for education: equality of outcomes. We must create a world that has a place for everyone, not just the academically talented. But we'll never achieve this dream until the *Cult of Smart* is destroyed.

**Against Meritocracy** Jo Littler, 2017-08-16 Meritocracy today involves the idea that whatever your social position at birth, society ought to offer enough opportunity and mobility for 'talent' to combine with 'effort' in order to 'rise to the top'. This idea is one of the most prevalent social and cultural tropes of our time, as palpable in the speeches of politicians as in popular culture. In this book Jo Littler argues that meritocracy is the key cultural means of legitimation for contemporary neoliberal culture – and that whilst it promises opportunity, it in fact creates new forms of social division. *Against Meritocracy* is split into two parts. Part I explores the genealogies of meritocracy within social theory, political discourse and working cultures. It traces the dramatic U-turn in meritocracy's meaning, from socialist slur to a contemporary ideal of how a society should be organised. Part II uses a series of case studies to analyse the cultural pull of popular 'parables of progress', from reality TV to the super-rich and celebrity CEOs, from social media controversies to the rise of the 'mumpreneur'. Paying special attention to the role of gender, 'race' and class, this book provides new conceptualisations of the meaning of meritocracy in contemporary culture and society.

The Asian American Achievement Paradox Jennifer Lee, Min Zhou, 2015-06-30 Asian Americans are often stereotyped as the "model minority." Their sizeable presence at elite universities and high household incomes have helped construct the narrative of Asian American "exceptionalism." While many scholars and activists characterize this as a myth, pundits claim that Asian Americans' educational attainment is the result of unique cultural values. In *The Asian American Achievement Paradox*, sociologists Jennifer Lee and Min Zhou offer a compelling account of the academic achievement of the children of Asian immigrants. Drawing on in-depth interviews with the adult children of Chinese immigrants and Vietnamese refugees and survey data, Lee and Zhou bridge sociology and social psychology to explain how immigration laws, institutions, and culture interact to foster high achievement among certain Asian American groups. For the Chinese and Vietnamese in Los Angeles, Lee and Zhou find that the educational attainment of the second generation is strikingly similar, despite the vastly different socioeconomic profiles of their immigrant parents. Because immigration policies after 1965 favor individuals with higher levels of education and professional skills, many Asian immigrants are highly educated when they arrive in the United States. They bring a specific "success frame," which is strictly defined as earning a degree from an elite university and working in a high-status field. This success frame is reinforced in many local Asian communities, which make resources such as college preparation courses and tutoring available to group members, including their low-income members. While the success frame accounts for part of Asian Americans' high rates of achievement, Lee and Zhou also find that institutions, such as public schools, are crucial in supporting the cycle of Asian American achievement. Teachers and guidance counselors, for example, who presume that Asian American students are smart, disciplined, and studious, provide them with extra help and steer them toward competitive academic programs. These institutional advantages, in turn, lead to better academic performance and outcomes among Asian American students. Yet the expectations of high achievement come with a cost: the notion of Asian American success creates an "achievement paradox" in which Asian Americans who do not fit the success frame feel like failures or racial outliers. While pundits ascribe Asian American success to the assumed superior traits intrinsic to Asian culture, Lee and Zhou show how historical, cultural, and institutional elements work together to confer advantages to specific populations. An insightful counter to notions of culture based on stereotypes, *The Asian American Achievement Paradox* offers a deft and nuanced understanding how and why certain immigrant groups succeed.

*Success and Luck* Robert H. Frank, 2017-09-26 From New York Times bestselling author and economics columnist Robert Frank, a compelling book that explains why the rich underestimate the importance of luck in their success, why that hurts everyone, and what we can do about it How important is luck in economic success? No question more reliably divides conservatives from liberals. As conservatives correctly observe, people who amass great fortunes are almost always talented and hardworking. But liberals are also correct to note that countless others have those same qualities yet never earn much. In recent years, social scientists have discovered that chance plays a much larger role in important life outcomes than most people imagine. In *Success and Luck*, bestselling author and New York Times economics columnist Robert Frank explores the surprising implications of those findings to show why the rich underestimate the importance of luck in success—and why that hurts everyone, even the wealthy. Frank describes how, in a world increasingly dominated by winner-take-all markets, chance opportunities and trivial initial advantages often translate into much larger ones—and enormous income differences—over time; how false beliefs about luck persist, despite compelling evidence against them; and how myths about personal success and luck shape individual and political choices in harmful ways. But, Frank argues, we could decrease the inequality driven by sheer luck by adopting simple, unintrusive policies that would free up trillions of dollars each year—more than enough to fix our crumbling infrastructure, expand healthcare coverage, fight global warming, and reduce poverty, all without requiring painful sacrifices from anyone. If this sounds implausible, you'll be surprised to discover that the solution requires only a few, noncontroversial steps. Compellingly readable, *Success and Luck* shows how a more accurate understanding of the role of chance in life could lead to better, richer, and fairer economies and societies.

The Forgotten Americans Isabel Sawhill, 2018-01-01 A sobering account of a disenfranchised American working class and important policy solutions to the nation's economic inequalities One of the country's leading scholars on economics and social policy, Isabel Sawhill addresses the enormous divisions in American society—economic, cultural, and political—and what might be done to bridge them. Widening inequality and the loss of jobs to trade and technology has left a significant portion of the American workforce disenfranchised and skeptical of governments and corporations alike. And yet both have a role to play in improving the country for all. Sawhill argues for a policy agenda based on mainstream values, such as family, education, and work. Although many have lost faith in government programs designed to help them, there are still trusted institutions on both the local and the federal level that can deliver better job opportunities and higher wages to those who have been left behind. At the same time, the private sector needs to reexamine how it trains and rewards employees. This book provides a clear-headed and middle-way path to a better-functioning society in which personal responsibility is honored and inclusive capitalism and more broadly shared growth are once more the norm.

**Burdens of Freedom** Lawrence M. Mead, 2019-04-23 *Burdens of Freedom* presents a new and radical interpretation of America and its challenges. The United States is an individualist society where most people seek to realize personal goals and values out in the world. This unusual, inner-driven culture was the chief reason why first Europe, then Britain, and finally America came to lead the world. But today, our deepest problems derive from groups and nations that reflect the more passive, deferential temperament of the non-West. The long-term poor and many immigrants have difficulties assimilating in America mainly because they are less inner-driven than the norm. Abroad, the United States faces challenges from Asia, which is collective-minded, and also from many poorly-governed countries in the developing world. The chief threat to American leadership is no longer foreign rivals like China but the decay of individualism within our own society. The great divide is between the individualist West, for which life is a project, and the rest of the world, in which most people seek to survive rather than achieve. This difference, although clear in research on world cultures, has been ignored in virtually all previous scholarship on American power and public policy, both at home and abroad. *Burdens of Freedom* is the first book to recognize that difference. It casts new light on America's greatest struggles. It re-evaluates the entire Western tradition, which took individualism for

granted. How to respond to cultural difference is the greatest test of our times.

**The Divide** Matt Taibbi,2014-04-28 A scathing portrait of an urgent new American crisis Over the last two decades, America has been falling deeper and deeper into a statistical mystery. As poverty has gone up, crime rates have come down, but the prison population has doubled. Meanwhile, fraud by the rich wipes out 40 per cent of the world's wealth — yet the rich get massively richer, and no one goes to jail. In search of a solution, journalist Matt Taibbi discovered the Divide, the seam in American life where two troubling trends — growing wealth-inequality and mass incarceration — come together. Basic rights are now determined by wealth or poverty, allowing the hyper-wealthy to go unpunished, and turning poverty itself into a crime. In *The Divide*, Taibbi takes us on a galvanising journey through both sides of the justice system. He uncovers the startling looting that preceded the financial collapse, and the story of a whistleblower who got in the way of the largest banks in America, only to find herself in the crosshairs. On the other side of the Divide, he shows how the newly punitive welfare system treats its beneficiaries as thieves, while stop-and-frisk practices have led to people being arrested for standing outside their own homes. Through these astonishing — and enraging — accounts, Taibbi lays bare America's perverse new standard of justice: a system that devours the lives of the poor, turns a blind eye to the destructive crimes of the wealthy, and implicates us all.

**Just Medicine** Dayna Bowen Matthew,2016-10-25 Offers an innovative plan to eliminate inequalities in American health care and save the lives they endanger Over 84,000 black and brown lives are needlessly lost each year due to health disparities: the unfair, unjust, and avoidable differences between the quality and quantity of health care provided to Americans who are members of racial and ethnic minorities and care provided to whites. Health disparities have remained stubbornly entrenched in the American health care system—and in *Just Medicine* Dayna Bowen Matthew finds that they principally arise from unconscious racial and ethnic biases held by physicians, institutional providers, and their patients. Implicit bias is the single most important determinant of health and health care disparities. Because we have missed this fact, the money we spend on training providers to become culturally competent, expanding wellness education programs and community health centers, and even expanding access to health insurance will have only a modest effect on reducing health disparities. We will continue to utterly fail in the effort to eradicate health disparities unless we enact strong, evidence-based legal remedies that accurately address implicit and unintentional forms of discrimination, to replace the weak, tepid, and largely irrelevant legal remedies currently available. Our continued failure to fashion an effective response that purges the effects of implicit bias from American health care, Matthew argues, is unjust and morally untenable. In this book, she unites medical, neuroscience, psychology, and sociology research on implicit bias and health disparities with her own expertise in civil rights and constitutional law. In a time when the health of the entire nation is at risk, it is essential to confront the issues keeping the health care system from providing equal treatment to all.

**The Poverty of Welfare** Michael D. Tanner,2003-10-25 The 1996 Welfare Reform Act was the most significant changes in social welfare policy in nearly 30 years. *The Poverty of Welfare* examines the impact of that reform, looking at the context of welfare's history, and concludes that while welfare reform was a step in the right direction, we have a long way to go to fix the deeply troubled system. Tanner suggests that we should be working toward the total elimination of government welfare programs, substituting a renewed and invigorated program of private charity and economic opportunity.

**A Pelican Introduction: Social Class in the 21st Century** Mike Savage,2015-12-15 A fresh take on social class from the experts behind the BBC's 'Great British Class Survey'. Why does social class matter more than ever in Britain today? How has the meaning of class changed? What does this mean for social mobility and inequality? In this book Mike Savage and the team of sociologists responsible for the Great British Class Survey look beyond the labels to explore how and why our society is changing and what this means for the people who find themselves in the margins as well as in the centre. Their new conceptualization of class is based on the distribution of three kinds of capital - economic (inequalities in income and wealth), social (the different kinds of people we know) and cultural (the ways in which our leisure and cultural preferences are exclusive) - and provides incontrovertible evidence that class is as powerful and relevant today as it's ever been.

**Has China Won?** Kishore Mahbubani,2020-03-31 The defining geopolitical contest of the twenty-first century is between China and the US. But is it avoidable? And if it happens, is the outcome already inevitable? China and America are world powers without serious rivals. They eye each other warily across the Pacific; they communicate poorly; there seems little natural empathy. A massive geopolitical contest has begun. America prizes freedom; China values freedom from chaos. America values strategic decisiveness; China values patience. America is becoming society of lasting inequality; China a meritocracy. America has abandoned multilateralism; China welcomes it. Kishore Mahbubani, a diplomat and scholar with unrivalled access to policymakers in Beijing and Washington, has written the definitive guide to the deep fault lines in the relationship, a clear-eyed assessment of the risk of any confrontation, and a bracingly honest appraisal of the strengths and weaknesses, and superpower eccentricities, of the US and China.

**Twilight of the Elites** Chris Hayes,2013-06-11 A powerful and original argument that traces the roots of our present crisis of authority to an unlikely source: the meritocracy. Over the past decade, Americans watched in bafflement and rage as one institution after another - from Wall Street to Congress, the Catholic Church to corporate America, even Major League Baseball - imploded under the weight of corruption and incompetence. In the wake of the Fail Decade, Americans have historically low levels of trust in their institutions; the social contract between ordinary citizens and elites lies in tatters. How did we get here? With *Twilight of the Elites*, Christopher Hayes offers a radically novel answer. Since the 1960s, as the meritocracy elevated a more diverse group of men and women into power, they learned to embrace the accelerating inequality that had placed them near the very top. Their ascension heightened social distance and spawned a new American elite—one more prone to failure and corruption than any that came before it. Mixing deft political analysis, timely social commentary, and deep historical understanding, *Twilight of the Elites* describes how the society we have come to inhabit - utterly forgiving at the top and relentlessly punitive at the bottom - produces leaders who are out of touch with the people they have been trusted to govern. Hayes argues that the public's failure to trust the federal government, corporate America, and the media has led to a crisis of authority that threatens to engulf not just our politics but our day-to-day lives. Upending well-worn ideological and partisan categories, Hayes entirely reorients our perspective on our times. *Twilight of the Elites* is the defining work of social criticism for the post-bailout age.

**Constraint of Race** Linda Faye Williams,2010-11-01

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