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states south africa northern
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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

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and that employees are treated during employment, without regard to their race, creed, color, or national origin".

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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

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ruled unconstitutional by
the Court in Gratz v.
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Affirmative action often
gives rise to controversy in
American politics.

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