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## Book Review: Constructing Affirmative Action: The Struggle for Equal Employment Opportunity

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we remember the Holocaust. Like Aaron's earlier book *I Remember Singing*, there is an emphasis on learning from the past and becoming personally responsible for making the world a better place. This section speaks to that responsibility with suggestions that will hopefully prevent similar catastrophes from occurring in the future.

Although the tragedy of the Holocaust can be a difficult topic to teach, *In the Presence of Butterflies* is a valuable teaching resource that manages to turn feelings of sadness about the past and helplessness to change it into positive, action-oriented hopefulness of preparing ourselves and future generations to recognize and resist evil in whatever form it may take in the years to come.

Paris E. Webb

Marshall University Libraries



Golland, David Hamilton. *Constructing Affirmative Action. The Struggle for Equal Employment Opportunity*. Lexington: The University Press of Kentucky, 2011. 248 p. ISBN 978-0-8131-2997-6. \$50.

This book by Golland is a thorough account of one of the most divisive issues in the 20<sup>th</sup> century.

Golland tells his readers early on that this book is not about the role of affirmative action in higher education.

What this book does cover is the federal legislation that set the stage for the affirmative action implementation.

The author writes in detail about both the advocates and opponents of affirmative action; the differing stances of the presidents in the oval office regarding this issue; the role of the federal government in affirmative action, and the difficulty implementing affirmative action.

This book also is an examination of the powerful entities that were both for and against affirmative action and the “bureaucratic inertia” Golland refers to which succeeds in delaying Affirmative action’s goals. The book also is about the Supreme Court decisions which upheld many of the President Johnson-era laws and programs. Golland notes how grassroots organizations at the local level were able to effect change at the national level.

Golland, a history professor at the City University of New York, decided to focus much of his coverage on the events that took place in Philadelphia during the first years of affirmative action. Then President Richard Nixon enacted the Philadelphia Plan in 1969 which was one of the first major applications of this plan. Similar plans were created in other cities, after the Philadelphia Plan emerged.

The Philadelphia Plan was a program that required federal contractors to hire and train

minority workers in several of the construction trades in Philadelphia.

This book details how the black workers tried sometimes successfully to get government funded work that employed these trades, primarily work as electricians; sheet metal workers; plumbers; roofers; ironworkers; steamfitters and elevator constructors.

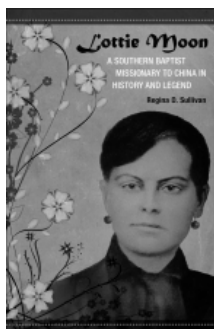
Though companies were urged to improve employment prospects of members of both minority groups and women, the unions affiliated with workers at these companies often wouldn't grant union membership to minorities.

*Constructing Affirmative Action* succeeds in documenting a large portion of the history of affirmative action.

This excellent book is highly recommended for academic and public libraries.

*Peter R. Dean*

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Sullivan, Regina D. *Lottie Moon: A Southern Baptist Missionary to China in History and Legend*. Baton Rouge, LA: LSU Press, 2011. 280 p. ISBN: 978-0-8071-3725-3. \$36.00

Regina D. Sullivan in her book, “Lottie Moon: A Southern Baptist Missionary to China in History and Legend”, gives us a look into the religious and philosophical life of Lottie Moon. Interesting and filled with in-depth research on the life of this woman, Sullivan’s work creates an historical view that researchers and scholars of history will appreciate. This book attracted my attention, as I reflected upon many Sunday morning church services at the Kings Mountain Baptist Church in Kings Mountain, North Carolina.

A young child, the daughter of a life-long Baptist Mother, I remember with distinction the Sundays when my Mother gave coins to me to put in the Lottie Moon Offering envelopes. To her, it was the most important gift at Christmas time. “Lottie Moon Offering” had no meaning to me other than my mother had a sincere devotion to Lottie Moon. Only by reading Regina D. Sullivan’s historical research did I realize the beauty and spirituality of the woman, Lottie Moon, and the respect my mother, Lillie Mae Walker, held for her.

Regina D. Sullivan, in her biography, draws a portrait of a woman who denies herself the privileges of a wealthy family and sets off to share her beliefs in the Christian faith. As a young female missionary, Lottie gained the support of women within the Baptist faith. Writing letters and requesting support for her ministry, Lottie inspired Baptist women to form The Woman’s Missionary Union. I can see now that those envelopes and coins from women sustained Lottie’s ministry in villages in China. Lottie’s tragic death showed her final sacrifice for others when she gave the last of her own food to feed those starving in the villages where she ministered.