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ARTICLE: The Rise of Identity Politics I: The Myth of the Protected Class in  
Title VII Disparate Treatment Cases

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-Footnotes-

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TEXT:  
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I. Introduction

During the Civil Rights Movement, many African Americans discarded their  
surnames, the names that had been given to their families by slave owners, and  
adopted the letter X, descriptive of some of what was missing because it had  
been stolen or forgotten. Having been named by their oppressors, some African  
Americans searched for ways to re-define themselves. n1 Similarly, as a result  
of the women's movement, some women in the United States have abandoned the  
practice of allowing themselves to be defined (named) according to the men that  
they marry. As individuals, we strive for an understanding of who we are in the  
world, sharing the commonness of our uniqueness. This Article is about the  
ability to define ourselves as individuals in a community. Building upon the  
challenges to entrenched notions of identity and personhood waged by legal  
theorists uncovering notions of [\*442] intersectionality, n2 part of this  
endeavor is to propose a theory of "wholism" n3 as the next phase in the  
discussion, giving voice to those who stand beyond the margins that hold many of  
the marginalized. Applying a method of mass case analysis of identity in  
disparate treatment employment discrimination cases, this Article lays the  
groundwork for a theory of radical individualism.

