

Herzliya Conference 16-18 Dec 2003

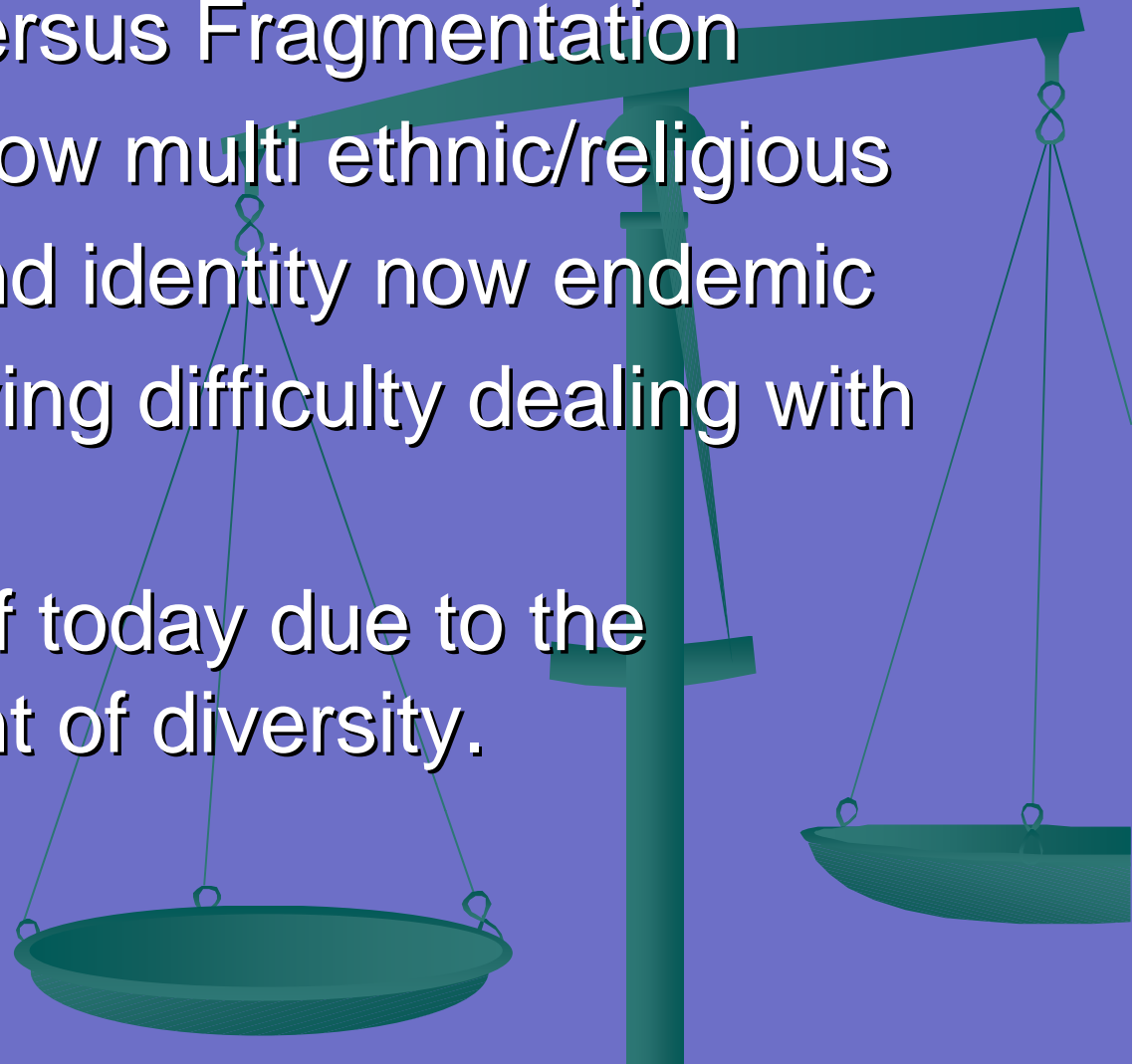
**Beyond Minorities ?
The Futures of Diversity
Policies.**

Mari Fitzduff: Brandeis University.



What in the world is happening ?

- Globalization versus Fragmentation
- 90% of states now multi ethnic/religious
- Demands around identity now endemic
- Most states having difficulty dealing with diversity
- Most conflicts of today due to the mismanagement of diversity.



What is your end vision ?

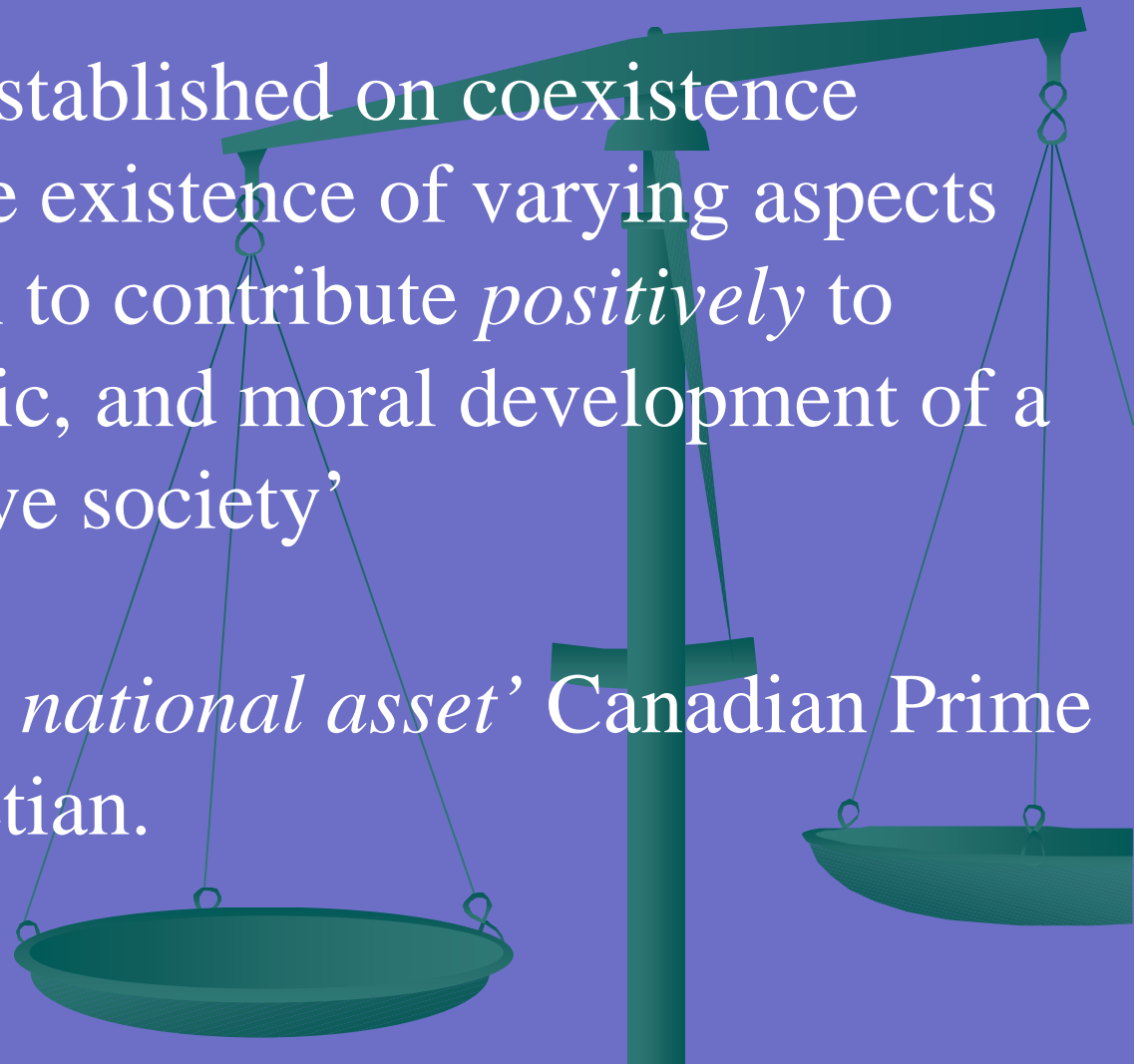
- *Assimilation/Homogenization* e.g. France, Turkey
- *Separatism* e.g. South Africa, Alan Islands.
- *Pluralism* e.g. United Kingdom, USA, Canada, Australia.



What is Coexistence ?

‘A society that is established on coexistence is one in which the existence of varying aspects of identity are seen to contribute *positively* to the social, economic, and moral development of a vibrant and cohesive society’

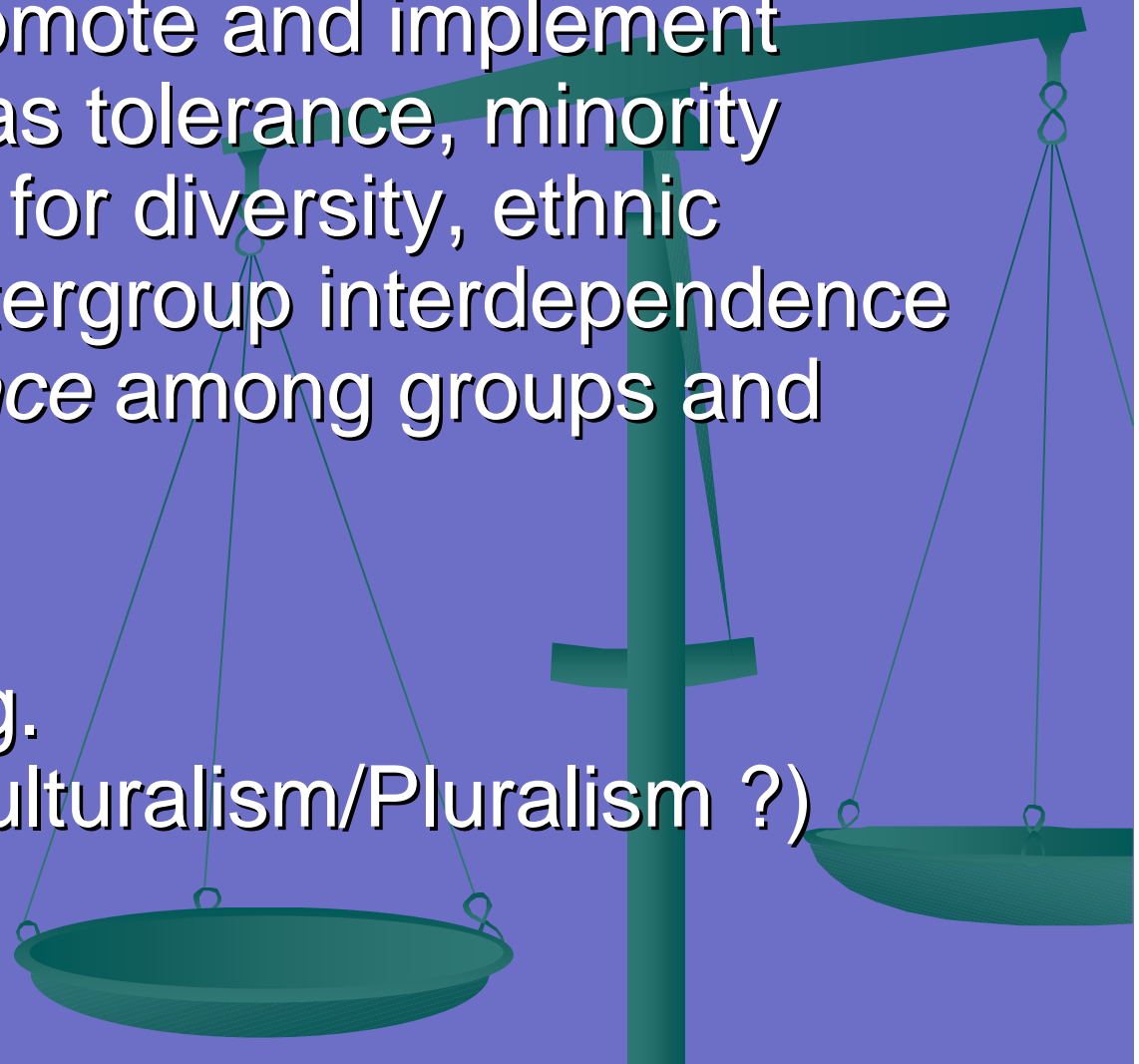
e.g. ‘*Diversity as a national asset*’ Canadian Prime Minister Jean Chretien.



Coexistence work ...

Policies that promote and implement concepts such as tolerance, minority rights, a respect for diversity, ethnic equality, and intergroup interdependence foster *coexistence* among groups and within states.

(Terminology e.g.
Diversity/Multiculturalism/Pluralism ?)



Need to Balance....

- Equality
- Diversity
- Interdependence/Cooperation..



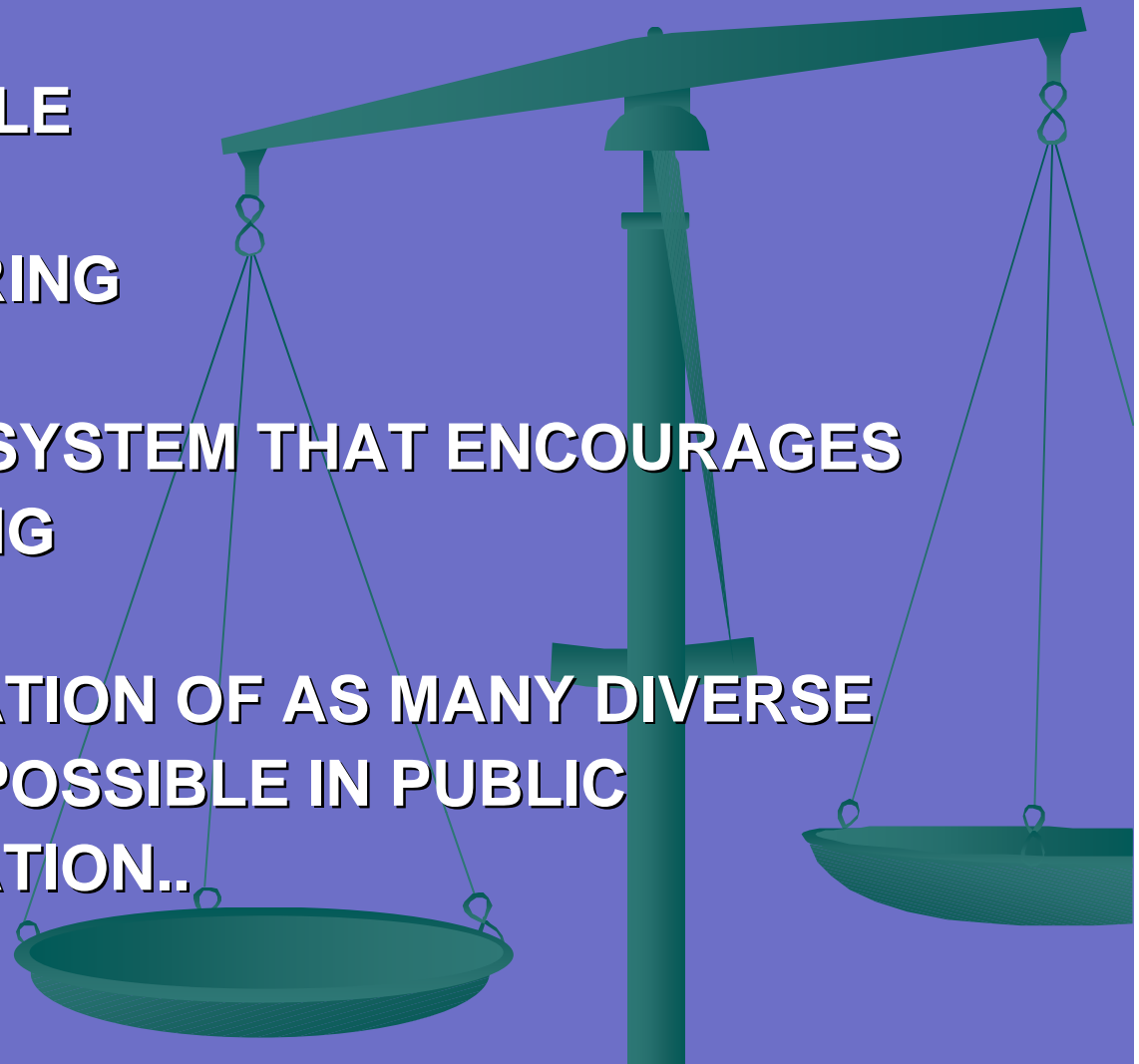
Areas under consideration internationally:

- ┌ **GOVERNANCE AND PARTICIPATORY PRACTICES**
- ┌ **CONSTITUTIONS**
- ┌ **EQUALITY ISSUES.**
- ┌ **LAW AND ORDER**
- ┌ **EDUCATION**
- ┌ **HOUSING**
- ┌ **LANGUAGE**
- ┌ **MEDIA.**



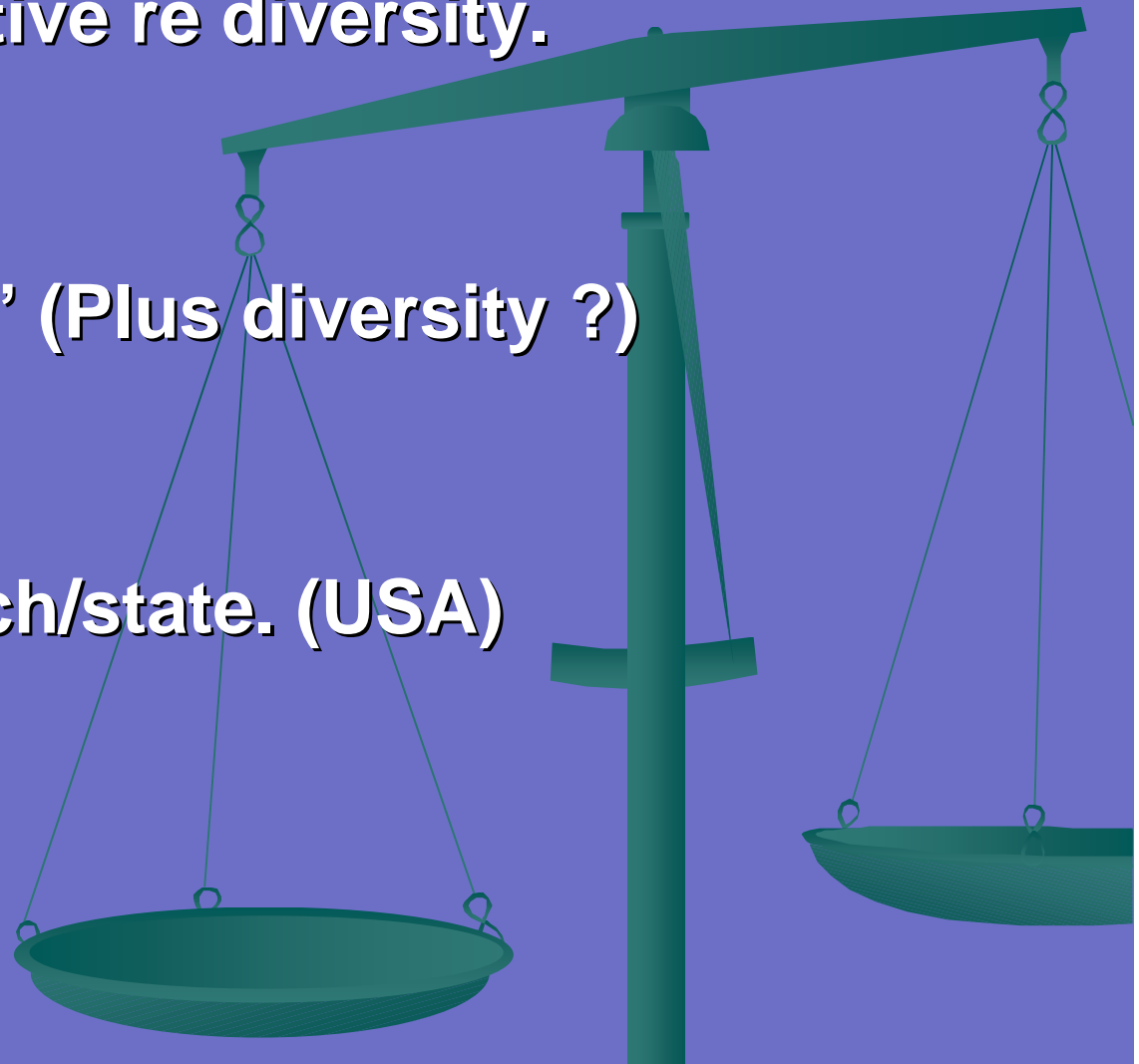
GOVERNANCE AND PARTICIPATORY PRACTICES

- MAJORITY RULE
- POWER SHARING
- ELECTORAL SYSTEM THAT ENCOURAGES CROSS VOTING
- REPRESENTATION OF AS MANY DIVERSE GROUPS AS POSSIBLE IN PUBLIC REPRESENTATION..



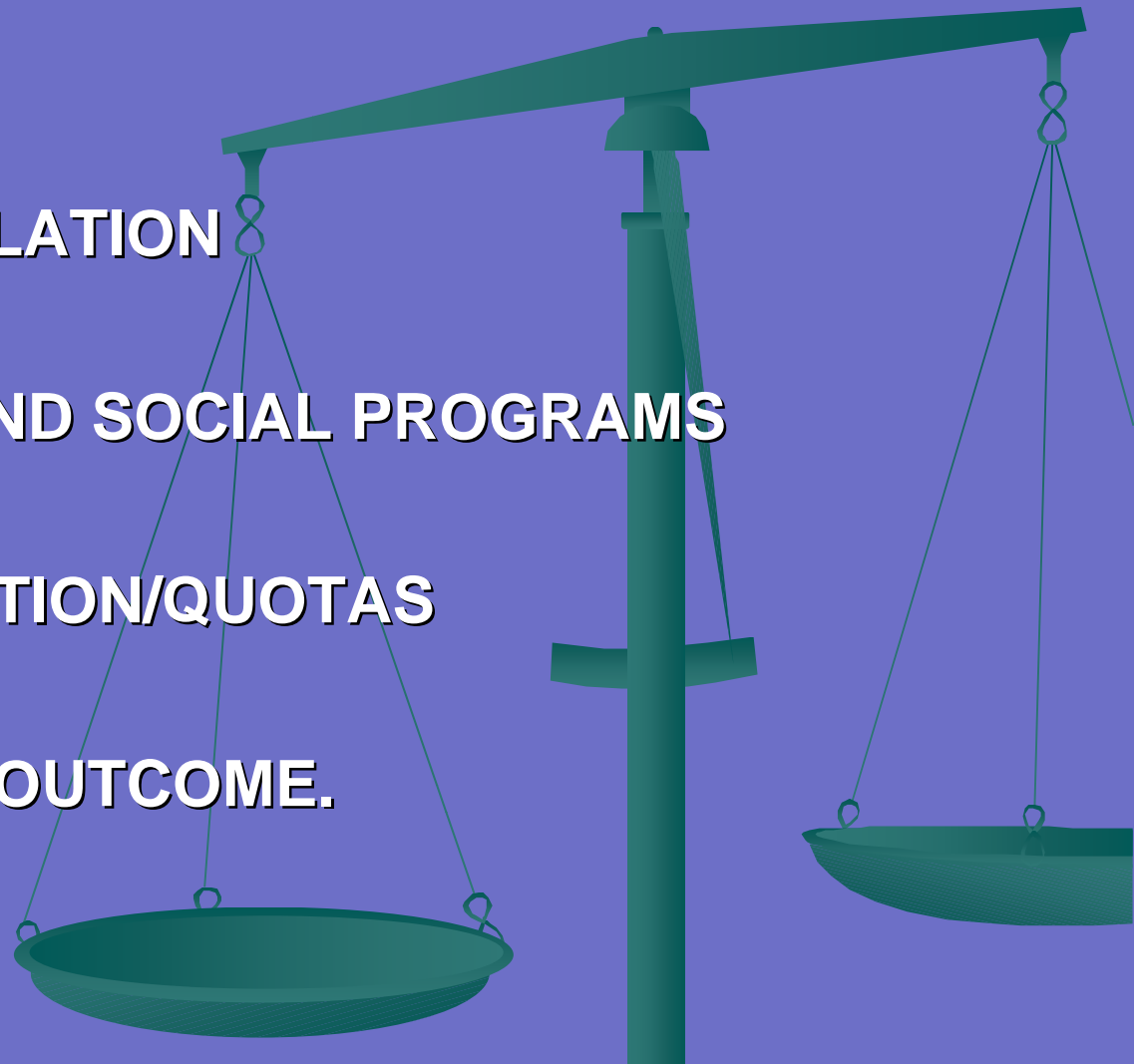
CONSTITUTIONS:

- Neutral or proactive re diversity.
(South Africa)
- 'Special position' (Plus diversity ?)
(Ireland/Iraq?)
- Separation church/state. (USA)



EQUALITY ISSUES

- **EQUALITY LEGISLATION**
- **EDUCATIONAL AND SOCIAL PROGRAMS**
- **AFFIRMATIVE ACTION/QUOTAS**
- **OPPORTUNITY V OUTCOME.**



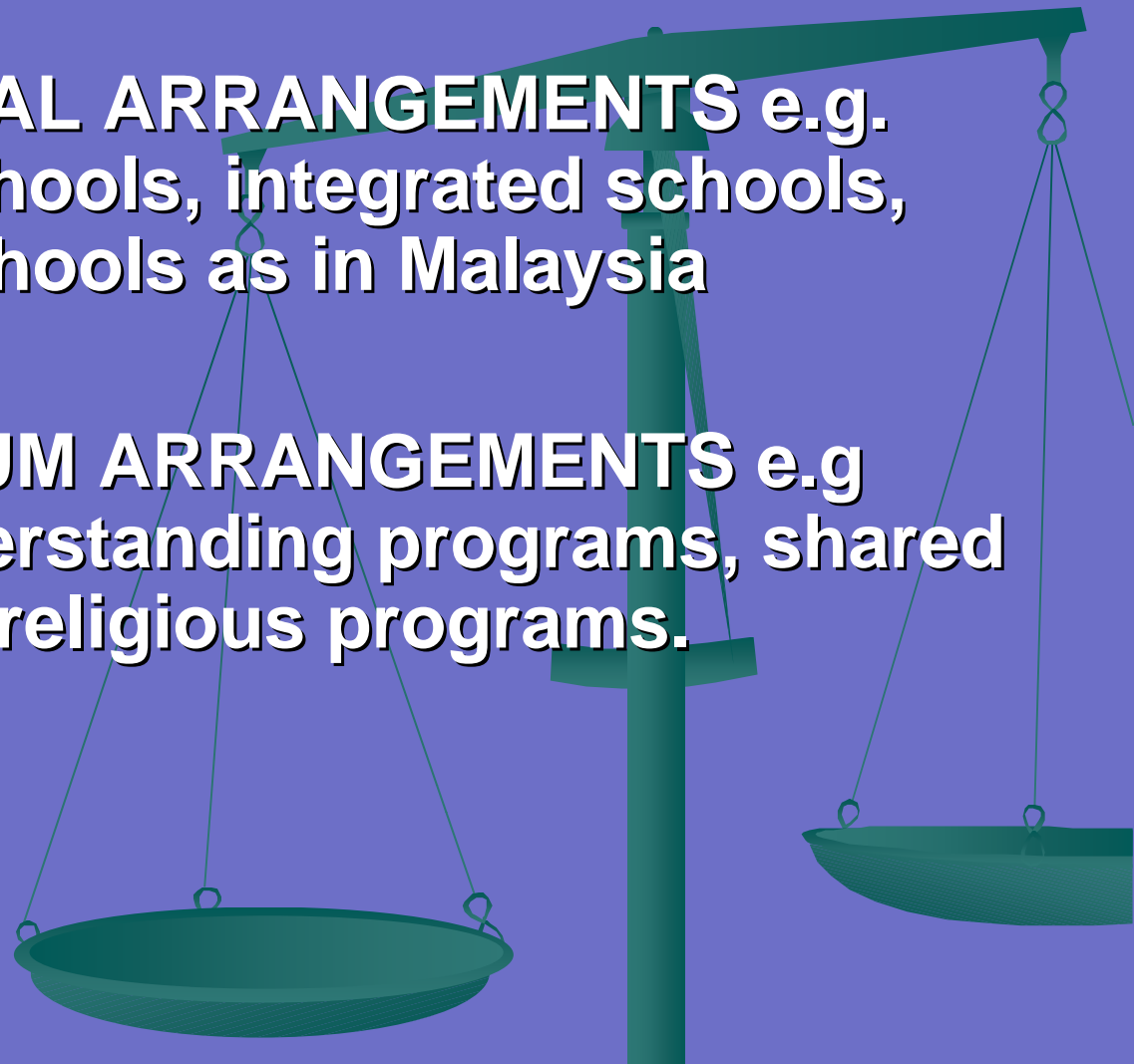
LAW AND ORDER

- REPRESENTATION/COMPOSITION
- COMMUNITY ACCOUNTABILITY.
- TRAINING e.g. Canada/First Nations.



EDUCATION

- ┌ **STRUCTURAL ARRANGEMENTS** e.g. separate schools, integrated schools, 'sharing' schools as in Malaysia
- ┌ **CURRICULUM ARRANGEMENTS** e.g. mutual understanding programs, shared history and religious programs.



HOUSING

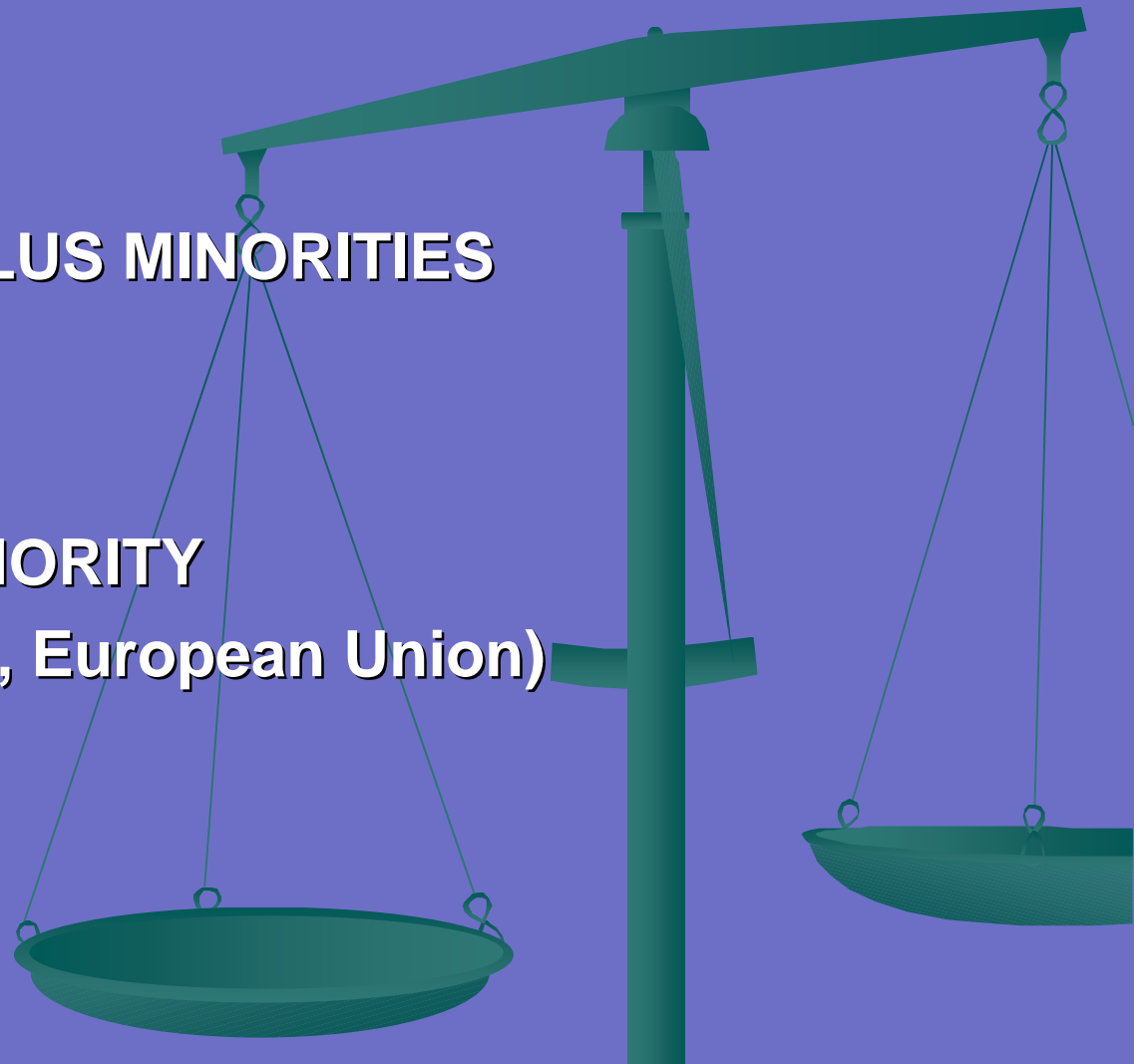
- Segregation
- 'Peace' walls Northern Ireland, Czechs/Roma
- Voluntary mixed
- Forced public mixed (Singapore)
- Market forces (Malaysia)



LANGUAGE

┌ **DOMINANT PLUS MINORITIES**
(USA)

┌ **EQUAL AUTHORITY**
(South Africa, European Union)



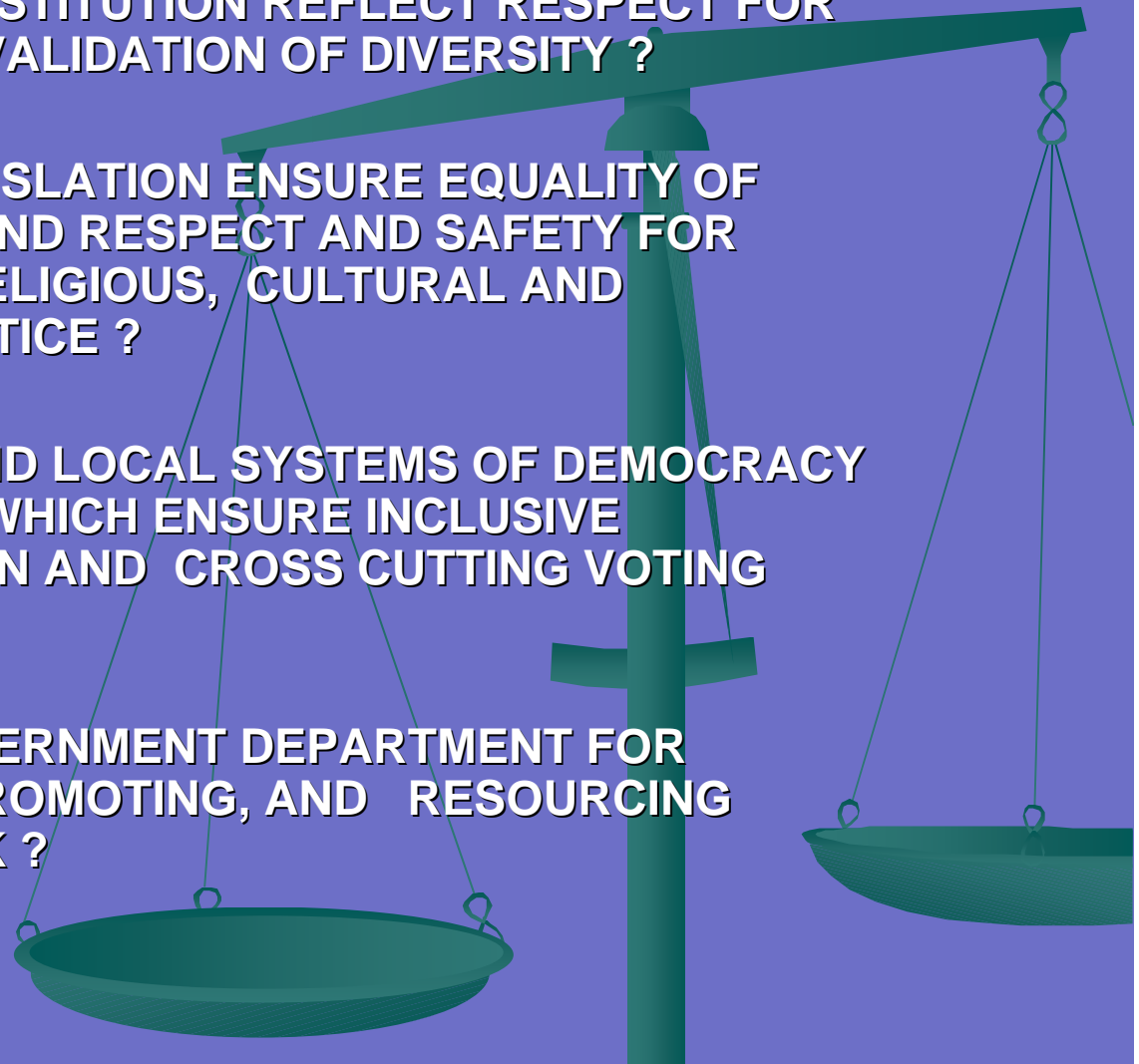
MEDIA

- **SEPARATE PROGRAMMING (SRI LANKA)**
- **INCLUSIVE APPROACH TO PROGRAMMING.**
- **SPECIAL PROGRAMMING (RWANDA, MACEDONIA, NORTHERN IRELAND)**




AUDIT OF STRUCTURES AND PROCESSES:

- DOES YOUR CONSTITUTION REFLECT RESPECT FOR EQUALITY AND VALIDATION OF DIVERSITY ?
- ┌ DOES YOUR LEGISLATION ENSURE EQUALITY OF OPPORTUNITY, AND RESPECT AND SAFETY FOR PLURALISM IN RELIGIOUS, CULTURAL AND POLITICAL PRACTICE ?
- ┌ DO NATIONAL AND LOCAL SYSTEMS OF DEMOCRACY HAVE SYSTEMS WHICH ENSURE INCLUSIVE REPRESENTATION AND CROSS CUTTING VOTING CAPACITIES ?
- ┌ IS THERE A GOVERNMENT DEPARTMENT FOR DEVELOPING, PROMOTING, AND RESOURCING DIVERSITY WORK ?



AUDIT CONTD:

- **DO POLITICAL PARTIES HAVE POLICIES THAT VALIDATE, RESPECT AND ENDORSE PROGRAMS FOR DIVERSITY ?**
 - **DOES YOUR EDUCATIONAL SYSTEM INCLUDE PROGRAMS FOR DIVERSITY AT CURRICULUM LEVEL ?**
 - **DO YOUR POLICING AND OTHER SECURITY INSTITUTIONS EXEMPLIFY DIVERSITY ?**
 - **DOES YOUR MEDIA REFLECT THE REALITY OF A DIVERSE SOCIETY IN YOUR STATE OR REGION ?**
 - **DO YOU HAVE PUBLIC, BUSINESS, TRADE UNION AND NGO FORUMS TO DISCUSS PROBLEMS OF PLURALISM AND RESPONSES TO IT ?**
 - **DO YOU REGULARLY AUDIT PLURALISM WORK IN YOUR REGION TO IDENTIFY/ ADDRESS TENSIONS BETWEEN COMMUNITIES ?**
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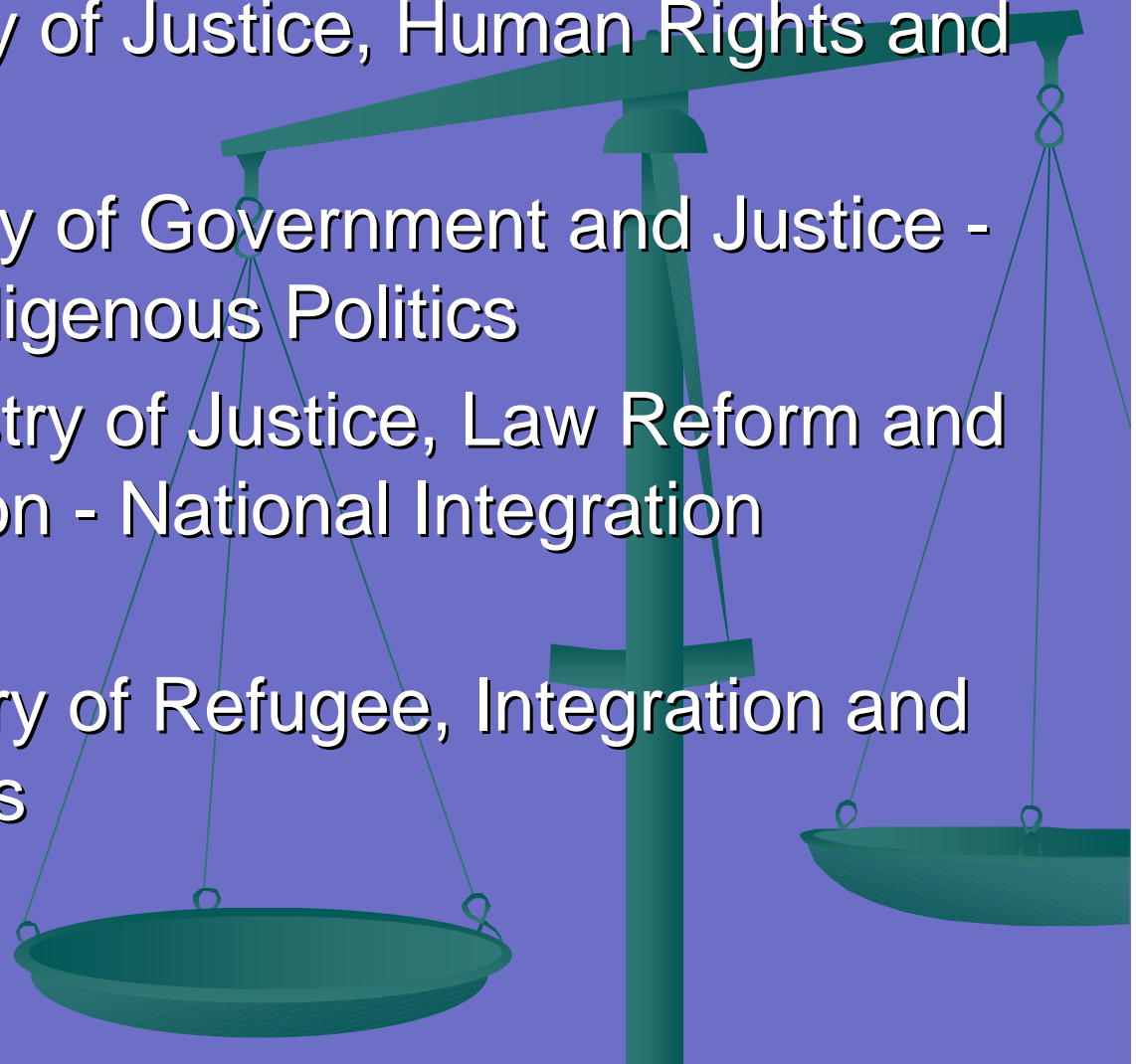
GOVERNMENT INSTITUTIONS PROMOTING COEXISTENCE

- **Australia** – Department of Immigration and Multicultural and Indigenous Affairs
- **Canada** – Department of Canadian Heritage
- **Australia** – Department of Immigration and Multicultural and Indigenous Affairs
- **Northern Ireland** - Community Relations Unit.




Contd.

- **Lesotho** - Ministry of Justice, Human Rights and Rehabilitation
- **Panama** - Ministry of Government and Justice - Department of Indigenous Politics
- **Sri Lanka** - Ministry of Justice, Law Reform and National Integration - National Integration Division
- **Denmark** - Ministry of Refugee, Integration and Immigration Affairs



AUSTRALIA: FROM EXCLUSION TO MULTICULTURALISM

- **Background:** 1901–1960's - *White Australia policy*; 1960's–1970's: *Integration policies*
 - **STEP I: ACKNOWLEDGING NATURE OF SOCIETY**
 - ┌ 1973 - *A Multicultural Society for the Future* by the Labor Minister for Immigration
 - **STEP II: RESEARCH, RECOMMENDATIONS & CONSULTATIONS**
 - ┌ Took place from 1973 -1999
 - **STEP III: ENVISIONING DOCUMENT**
 - ┌ 1999: *The New Agenda for Multicultural Australia* committed the government to a multicultural Australia. It recognized, accepted and celebrated diversity and outlined principles that were to underlie government policies and programs)
 - **STEP IV: CREATING INSTITUTIONS**
 - ┌ 2000: The **Council for Multicultural Australia** was established
 - **Ongoing affirmation - 2003: Multicultural Australia: United in Diversity**
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Old Assumptions

- Diversity is about minorities
- Diversity costs.
- Diversity is about a problem to be solved
- Diversity is about competitive groups



The Future of Diversity

- Mobility/Pluralism is unstoppable....
 - Polyethnic/religious states will be increasingly the norm
 - Majority/minority to Pluralism
 - New Political identity constitutional arrangements needed.
 - Move from disorientation into sense of gain.
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