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Beyond Minorities?
The Futures of Diversity Policies.

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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 Chretian.
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

- QUALITY 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?
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**
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.