

# Multiculturalism In A Global Society

*Multiculturalism is a prevalent worldwide societal phenomenon. Aspects of our modern life, such as migration, economic globalization, multicultural policies, and cross-border travel and communication have made intercultural contacts inevitable. High numbers of multicultural individuals (23-43% of the population by some estimates) can be found in many nations where migration has been strong (e.g., Australia, U.S., Western Europe, Singapore) or where there is a history of colonization (e.g., Hong Kong). Many multicultural individuals are also ethnic and cultural minorities who are descendants of immigrants, majority individuals with extensive multicultural experiences, or people with culturally mixed families; all people for whom identification and/or involvement with multiple cultures is the norm. Despite the prevalence of multicultural identity and experiences, until the publication of this volume, there has not yet been a comprehensive*

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*review of scholarly research on the psychological underpinning of multiculturalism. The Oxford Handbook of Multicultural Identity fills this void. It reviews cutting-edge empirical and theoretical work on the psychology of multicultural identities and experiences. As a whole, the volume addresses some important basic issues, such as measurement of multicultural identity, links between multilingualism and multiculturalism, the social psychology of multiculturalism and globalization, as well as applied issues such as multiculturalism in counseling, education, policy, marketing and organizational science, to mention a few. This handbook will be useful for students, researchers, and teachers in cultural, social, personality, developmental, acculturation, and ethnic psychology. It can also be used as a source book in advanced undergraduate and graduate courses on identity and multiculturalism, and a reference for applied psychologists and researchers in the domains of education, management, and marketing.*

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*An examination of the concept of assimilation as a strategy for 'incorporating diversity' in multicultural societies and a globalised world.*

*In recent years, many countries have pursued various ideas of*

*A new and systematic view of how global international society (GIS) came into being and acquired its current structure and dynamics. Buzan and Schouenborg integrate states, intergovernmental and international non-governmental organisations, and the diffusion of norms, into a single theoretical framework for the study of GIS.*

*Investing in Cultural Diversity and Intercultural Dialogue*

*International Theory in a World of Difference*

*The Mediation of Difference*

*Multicultural Ministry Handbook*

*Ethnicities and Global Multiculture*

*Critical encounters between state and world*

*Handbook of Research on Applied Social Psychology in Multiculturalism*

*This report analyses all aspects of cultural diversity,*

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***which has emerged as a key concern of the international community in recent decades, and maps out new approaches to monitoring and shaping the changes that are taking place. It highlights, in particular, the interrelated challenges of cultural diversity and intercultural dialogue and the way in which strong homogenizing forces are matched by persistent diversifying trends. The report proposes a series of ten policy-oriented recommendations, to the attention of States, intergovernmental and non-governmental organizations, international and regional bodies, national institutions and the private sector on how to invest in cultural diversity. Emphasizing the importance of cultural diversity in different areas (languages, education, communication and new media development, and creativity and the marketplace) based on data and examples collected from around the world, the report is also intended for the general public. It proposes a coherent vision of cultural diversity and clarifies how, far from being a threat, it can become beneficial to the action of the international community.***

***Like other industrial nations, Japan is experiencing its own forms of, and problems with, internationalization and multiculturalism. This volume focuses on several aspects of this process and examines the immigrant minorities as well as their Japanese recipient communities.***

***Multiculturalism is considered broadly, and includes topics often neglected in other works, such as:***

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***religious pluralism, domestic and international tourism, political regionalism and decentralization, sports, business styles in the post-Bubble era, and the education of immigrant minorities.***

***No one in this country is untouched by the impact of diversity. Yet, as diverse as diversity is, are too the many different emotions and attitudes evoked by diversity. As a nation, we are not well equipped to deal with the swirling transitions that are converging on us on a daily basis because of the nature of being the most diverse country in the world. This text will well serve the purpose for many who decide to learn and teach the fundamentals of cultural diversity. It will be beneficial for college students, high school juniors and seniors, and organizations whose ever-changing workforce leads to the necessity of educating employees on how to deal with the diversity of employees and customers in a positive manner. This timely publication is filled with current and relevant examples taken from pop culture: from TV shows, song lyrics, and poetry of the times. These excerpts make this publication much more interesting and easy for the reader to relate to and understand.***

***This timely book offers a series of lively essays debating the topic of globalization--our increasingly integrated and interconnected world. Globalization and Multicultural Societies argues that the globalization process is a major catalyst in transforming contemporary society. Focusing primarily on Europe, this collection brings together***

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**writings by renowned intellectual, cultural, and political figures, such as Romano Prodi, Pierre Boulez, Jacky Mamou, and Franco Modigliani, that reflect on the key features and problems of globalization. Essays range across broad topics, including multinational corporations, technology, the arts, science, information flow, finance, unemployment, and the environment. Part 1 of the book is devoted to an analysis of contemporary society's evolution toward globalization. Part 2 focuses on the restructuring of the systems that produce and distribute goods and services around the world. Part 3 explores the effect of globalization on culture. Taken in their entirety, these essays offer a deeply and meaningfully multidisciplinary volume in which each piece contrasts and contextualizes the other. As most of the contributors are European, the text also offers a fascinating snapshot of contemporary European consciousness, and reveals how much of a "great experiment" the European Union really is. This significant book makes a timely and learned contribution to the debates over globalization that are currently raging not only in the academy, but also on the nightly news and in daily political life. It will appeal to anyone who wishes to better understand the evolution of the world in which we live.**

**Dilemmas of Citizenship in a Global World  
Incorporating Diversity  
Essays in Political Philosophy  
Civic Discourse**

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## ***Evolving Multicultural Education for Global Classrooms***

### ***Latin America in the Jewish World***

### ***Multiculturalism, Cultural Diversity, and Global Communication***

This book argues that professionals in all fields can enhance both their multicultural and international competence to perform more effectively. The chapters discuss real-world applications in business, mental health, and education. David Anderson and Margarita Cabellon bring together an experienced team of practitioners to share best practices for multicultural ministry. Drawing on the pioneering expertise of Bridgeway Community Church and BridgeLeader Network, the contributors present a holistic and multifaceted portrait of what a dynamic, grace-filled and diverse ministry can look like in your church.

"With a look to the future of multicultural education, this book presents chapters that express a practical and humanistic approach to teaching and learning in an increasingly complex and conflicted global society, answering why we educate youth"--

Provides a new framework for reconceptualizing the historical and contemporary relationship between cultural

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**diversity, political authority, and international order.**

**Culture and Order in World Politics**

**Multiculturalism**

**Improving Your CQ to Engage Our**

**Multicultural World**

**Empowering Multiculturalism and**

**Peacebuilding in Schools**

**The Intersection of Cultures**

**Cultural Diversity in the Contemporary World**

**Expanding Professional Competencies in a Globalized World**

This volume addresses key conceptual issues and case studies dealing with contemporary Jewish identities amidst globalization processes, with special emphasis on Latin American socio-political, communal, and cultural milieu. The book brings together a variety of disciplinary and theoretical approaches that range from political science to sociology and from art and literature to demography in order to offer the reader a multidimensional and multifocal analysis of the diverse constitutional elements of the Jewish experience. Using as its point of departure the wide horizon of historical trajectories and current challenges, the articles analyze the transnational, regional and local processes that inform the different Jewish Diasporas and Israel.

Simultaneously, its content provides a snapshot of the current state of research on collective identity building processes and a lively analysis of the challenges posed by cultural diversity and primordial and civic belongings



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in the framework of political transitions, as well as new and old forms of expressing through cultural creativity individual and collective identities. This volume is also available in paperback.

Critically evaluates how international relations theories have conceived culture, and advances a new account of cultural diversity and international order.

This book is a collection of scholarly works that give us an overview of how theory, research, and practices in the field of multiculturalism and multicultural education are advancing and developing in the era of globalization today. The authors of each chapter in this volume illustrate the ways globalization as a social change on a world scale affects theoretical conceptualizations and various modes of intersections between multiculturalism and social factors of race, gender, and language in contemporary societies. A diversity of conceptual analyses and practices of multiple cases for the advancement in the processes of curriculum development to embrace the elements of global multiculturalism are offered in the volume. The curriculum in higher education needs to include global issues and multiculturalism, which reaches into the meanings of global capital flights and implications of domestic crises of culture. It is because global education in universities and colleges involves dimensions of curricula adjustment, assessments and feedback, and communications among students, teachers, and the community. When multicultural education has global components that help students develop cosmopolitan attitudes and become effective world citizens, students

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are able to develop a multiple number of allegiances to their racial or ethnic group, their own nation, and the globe.

Multiculturalism in Global Society explores the concepts and debates surrounding the complex modern phenomenon of multiculturalism, and its varied effects on the advanced industrial nations of the world. With remarkable clarity and concision, it focuses on the interrelated ties of ethnicity, race, and nationalism in a world where globalizing processes have made such ties increasingly important in economic, political, and cultural terms. Students and scholars looking for the most up-to-date approach to understanding multiculturalism in a global perspective will find this to be an engaging, penetrating, and illuminating text.

Justice for Earthlings

The Politics of Multiculturalism

Many Globalizations

Cultural Intelligence

Multicultural Education in the United States and the Global Economy

Rethinking Assimilation in a Multicultural Age

Global Perspectives on the Politics of Multiculturalism in the 21st Century

*Resolve cross-cultural communication issues with your business suppliers, customers, and staff! Because of the rapid growth of multinational corporations and the World Wide Web, global interdependence is no longer a matter of ideology or choice, but an inescapable reality. Multicultural Behavior and Global Business Environments teaches*

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managers both practical techniques and theoretical insights for working with people from diverse cultures in home and host countries. Managers who ignore or dismiss cultural differences may find themselves alienating customers and employees, fumbling negotiations, and ultimately losing sales. In contrast, those who are willing to see the world from different perspectives may spot fresh opportunities. Bringing multiple cultures together results in synergy, in which two combined energies multiply and reinforce one another. *Multicultural Behavior and Global Business Environments* tells you not only how to create synergy, but also how to profit from it. *Multicultural Behavior and Global Business Environments* offers practical features to help students and managers understand diverse cultures, including: charts, maps, and tables showing specific cultural divergences detailed discussions of relevant theories in psychology, management, and ethics exercises and self-tests clear, skill-based objectives for each chapter definitions of the terms and processes of multiculturalization In the modern world, the key to prosperity--or failure--in the global marketplace is awareness of cultural differences. *Multicultural Behavior and Global Business Environments* offers a sweeping multidisciplinary inventory of facts, theories, and practical ideas for making multiculturalism work. This comprehensive volume is a crucial resource

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for every manager who belongs to a multinational organization, as well as students of both domestic and international business, political science, international relations, public administration, and educational administration.

David Miller explores what justice means for real people and challenges philosophical theories that ignore the facts of human life. Using a rich array of ethnographic and archival data closely considering the Irish and the manner in which 'Irishness' was rendered inclusive, *Multiculturalism's Double Bind* demonstrates that multiculturalism can encourage cross-community political engagement in the global city. This book challenges the perceived wisdom that multiculturalism counteracts the opportunity for groups to move beyond their particularized constituency to build links and networks with other 'minority' groups. Theoretically informed and empirically grounded this volume will appeal to scholars across a range of disciplines, including migration and ethnicity, social and cultural anthropology, Irish studies and sociology. *The Intersection of Cultures: Multicultural Education in the United States and the Global Economy, Fourth Edition* offers a unique, problem-solving approach to the complex issues involved in educating culturally and linguistically diverse students. Perfect for any course devoted wholly or in part to the study of multicultural education, this text

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addresses a wealth of topics. A particular focus in this edition is the current global migration of peoples, and the tension between local and global cultures. Part One, *Multiculturalism*, includes chapters on cultural differences and schooling, dominated cultures, and immigrant cultures. Chapters in Part Two, *Cultural Frames of Reference*, address monoculturalism, biculturalism, and ethnic identity; multicultural minds; history, gender, and social class; and the intersection of school culture with dominated and immigrant cultures. Part Three, *Perspectives on Teaching Multicultural Education*, includes chapters on teaching about racism; teaching about sexism; and teaching to protect and preserve cultures. All chapters include model multicultural lessons for elementary through college classes. These lessons serve a dual function—first, they can be used to help teach the content of the chapter, and second, elementary, middle school, and high school teachers can use these lessons in their own classes. Each chapter concludes with a “Personal Frames of References” section designed to engage students in relating multiculturalism to their own lives. New in the Fourth Edition: \*cultural differences in ways of seeing, knowing, and interrelating with the world; \*recent research findings from cross cultural psychology and the psychology of immigration; and \*methods for educating “multicultural minds”.

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*Multiculturalism's Double-Bind*

*Multicultural Governance in Comparative Perspective*

*Understanding Cultural Diversity in Today's Complex World*

*Global Ministry in a Global Society*

*Cultural Diversity and Global Media*

*Global International Society*

*The Oxford Handbook of Multicultural Identity*

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*access license. Recognition and global politics*

*examines the potential and limitations of the*

*discourse of recognition as a strategy for*

*reframing justice and injustice within*

*contemporary world affairs. Drawing on resources*

*from social and political theory and international*

*relations theory, as well as feminist theory,*

*postcolonial studies and social psychology, this*

*ambitious collection explores a range of political*

*struggles, social movements and sites of*

*opposition that have shaped certain practices and*

*informed contentious debates in the language of*

*recognition.*

*This important book looks at developments that*

*are changing our understanding of the role of*

*education in citizenship and the possibilities of*

*democratic participation. The chapters cover*

*theories of citizenship and education and the*

*transition from the welfare state to the neoliberal*

*state, and draw on Hobbes, Locke, Jefferson,*

*Kant, Hegel, Marx and other writers such as C.*

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*Mouffe and C. Pateman to outline contemporary approaches to multiculturalism in education and citizenship.*

*Cultural Diversity and Global Media explores the relationship between the media and multiculturalism. Summarises and critically discusses current approaches to multiculturalism and the media from a global perspective Explores both the theoretical debates and empirical findings on multiculturalism and the media Assumes the new perspective of mediation of cultural diversity, which critically combines elements of previous theories in order to gain a better understanding of the relationship between the media and cultural diversity Explores media 'moments' of production, representation and consumption, while incorporating arguments on their shifting roles and boundaries Examines separately the role of the internet, which is linked to many changes in patterns of media production, representation and to increased possibilities for diasporic and transnational communication Contains pedagogical features that enable readers to understand and critically engage with the material, and draws upon and reviews an extensive bibliography, providing a useful reference tool.*

*"This book provides research on peacebuilding and multiculturalism in terms of educational organizations as well as the skills that need to be taught to students in order to promote peaceful*

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*interaction and inclusivity"--*

*On Cultural Diversity*

*Democracy, Education, and Multiculturalism*

*Creating Inclusivity, Cosmopolitanism and Difference*

*Multiculturalism: United in Diversity*

*A Romanian Perspective*

*Identities in an Era of Globalization and Multiculturalism*

*Global Perspectives*

An intercultural ministry expert demonstrates the necessity of Cultural Intelligence for effectively serving an increasingly diverse church and world. Links the role of civic discourse and communication to their connections to civil society, both domestically and on a global basis.

Multiculturalism in a Global Society  
John Wiley & Sons

Over the last two decades the world has witnessed an important transformation of the concept of citizenship and social integration, increasingly recognizing that cultural and ethnic diversity need to be considered when designing and implementing social policies. The increasing cultural diversity of societies, along with the



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important role culture plays in forming identities in these societies, creates major challenges for national and local governments in ensuring social cohesion and social inclusion. 'Delivering Services in Multicultural Societies' reviews recent approaches to recognizing cultural diversity when delivering basic services. It first discusses how supporting cultural diversity can help achieve social inclusion and social cohesion. It then considers the debate over multiculturalism from various perspectives and discusses the risks and benefits of policies that support cultural diversity. Also examined are policies and programs that support cultural diversity in the delivery of basic services, such as education, health care, customary law, traditional governance systems, and cultural services. For each of these services the author reviews main challenges and describes best practices. Finally, the book offers a synthesis of what has been learned about taking cultural diversity into account in service delivery.

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Globalization and Multicultural Societies

A case study analysis

Multicultural Education in Global Era

Global Citizenship Education and the Crises of Multiculturalism

Connecting Creatively to a Diverse World

A Comprehensive Multicultural Ministry Approach to an Emerging Global Society

*The notion of global citizenship education (GCE) has emerged in the international education discourse in the context of the United Nations Education First Initiative that cites developing global citizens as one of its goals. In this book, the authors argue that GCE offers a new educational perspective for making sense of the existing dilemmas of multiculturalism and national citizenship deficits in diverse societies, taking into account equality, human rights and social justice. The authors explore how teaching and research may be implemented relating to the notion of global citizenship and discuss the intersections between the framework of GCE and multiculturalism. They address the three main topics which affect education in multicultural societies and in a globalized world, and which represent unsolved dilemmas: the issue of diversity in relation to creating citizens, the issue of equality and social justice in*

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*democratic societies, and the tension between the global and the local in a globalized world. Through a comparative study of the two prevailing approaches – intercultural education within the European Union and multicultural education in the United States – the authors seek what can be learned from each model. Global Citizenship Education and the Crises of Multiculturalism offers not only a unifying theoretical framework but also a set of policy recommendations aiming to link the two approaches.*

*Has multiculturalism failed? Is it time to move on? What is the alternative? Ali Rattansi explores the issues, from national identity and social cohesion to cultural fragmentation and 'political correctness'. Providing a balanced assessment of the truth and falsity of the charges against multiculturalism, he explores new ideas for the future. Multiculturalism appears to be in terminal crisis. It has been blamed for undermining national identity, diluting social cohesion, creating ethnic ghettos and cultural fragmentation, providing fertile ground for Islamic radicalism, encouraging perverse 'political correctness', and restricting liberal freedoms of expression, amongst other things. The public debate over multiculturalism has polarised opinion amongst the general public, policy makers, and politicians. But how much real evidence, beyond tabloid headlines and anecdotes, exists for these claims? In this Very Short Introduction, Ali Rattansi considers the actual*

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*evidence from social science research to provide a balanced assessment of the truth and falsity of the charges against multiculturalism. Dispelling many myths in the process, he also warns about the dangers that lurk in an uncritical endorsement of multiculturalism, and concludes by arguing that it is time to move on to a form of 'interculturalism'.*

*ABOUT THE SERIES: The Very Short Introductions series from Oxford University Press contains hundreds of titles in almost every subject area. These pocket-sized books are the perfect way to get ahead in a new subject quickly. Our expert authors combine facts, analysis, perspective, new ideas, and enthusiasm to make interesting and challenging topics highly readable.*

*This two-volume compendium brings together leading scholars from around the world who provide authoritative studies of the old and new epistemic motifs and theoretical strands that have characterized the interdisciplinary field of comparative and international education in the last 50 years. It analyses the shifting agendas of scholarly research, the different intellectual and ideological perspectives and the changing methodological approaches used to examine and interpret education and pedagogy across different political formations, societies and cultures.*

*Today, the Christian Church stands at the threshold of an emerging global society. There has been an*

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*influx of immigrants in the major cities of the Western world, which has created a new field for mission. The world can be reached with the Gospel in a matter of seconds and fewer dollars, not only because of our modern high-speed communication system, but also because the Arabs, Nigerians, Koreans, Asian-Indians, and people from other nations can be found in our own backyards. While the Christian Church seems unresponsive to the realities of globalization and its immeasurable evangelistic opportunities, companies and government institutions are spending tens of thousands of dollars to train their employees in multicultural skills and knowledge as they face the daunting reality of a global economy. Global Ministry in a Global Society focuses on a new paradigm of multicultural ministry in the era of globalization. It intends to share practical ways of doing ministry in a rapidly globalizing society. It will also share some insights on global ministry and leadership.*

*Recognition and Global Politics*

*A New Framework for Analysis*

*Multiculturalism in the New Japan*

*Critical Multiculturalism and Intersectionality in a Complex World*

*Citizenship in Diverse Societies*

*Delivering Services in Multicultural Societies*

*Some Views from Europe*

**Multiculturalism is now seen by many of its critics as the source of intercultural and social tensions,**

**fostering communal segregation and social conflicts. While the cultural diversity of contemporary societies has to be acknowledged as an empirical and demographic fact, whether multiculturalism as a policy offers an optimal conduit for intercultural understanding and social harmony has become increasingly a matter of polarised public debate. This book examines the contested philosophical foundations of multiculturalism and its, often controversial, applications in the context of migrant societies. It also explores the current theoretical debates about the extent to which multiculturalism, and related conceptual constructs, can account for the various ethical challenges and policy dilemmas surrounding the management of cultural diversity in our contemporary societies. The authors consider common conceptual and empirical features from a transnational perspective through analysis of the case studies of Australia, Canada, Columbia, Germany, New Zealand, the United Kingdom and Uruguay. This book will be of interest to students and scholars of political science, comparative politics, international studies, multiculturalism, migration and political sociology.**

**This book develops an account of 'inclusive multicultural governance' which is contrasted with assimilationist and separatist/differentialist approaches to the political management of and accommodation of multicultural diversity in liberal**

**democracies.**

**Arguing that ethnicity and multiculturalism are essential for understanding globalization, Jan Nederveen Pieterse offers one of the first sustained treatments of the reach of these key forces beyond a limited national context. He shows that multiethnicity preceded the nation-state by millennia; but argues that states, feeling the threat to their national identities, seek to control or suppress it. Contemporary multiculturalism, another attempt to regulate multiethnicity, is a work in progress in which dramas of global inequality are played out. This groundbreaking book adopts a kaleidoscopic and comparative-historical perspective that intertwines strands of social science and western and non-western research as a strategy to overcome the disciplinary and regional fragmentation of most discussions. Moving beyond worn notions of ethnicity and multiculturalism, Nederveen Pieterse proposes ethnicities and global multiculturalism as alternative, wide-angle perspectives on cultural diversity. Global multiculturalism, he convincingly demonstrates, offers a fresh account of layered cultural dynamics amid accelerated globalization.**

**Critical Multiculturalism and Intersectionality in a Complex World guides the reader through a process of critical self-reflection that allows for examination of social identities, biases, and experiences of oppression and privilege. Its exploration of the history, sources,**

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**mechanisms, structures, and current manifestations of oppression -- complimented by case examples (with new stories from across the globe) and guiding questions -- provides a framework for improving the ability to recognize, confront, and dismantle oppressions. Deeper cultural patterns, implicit biases, and internalized negative perceptions are examined, enabling readers to explore cultures that have different patterns, values, and behaviors while challenging their own biases about 'other' cultures. In addition to a focus on the USA, this edition features added content on Brazil, United Arab Emirates, Canada, South Africa, Australia, India, and Kenya. This new edition will appeal to all graduate and undergraduate students of the social sciences, human sciences, and humanities.**

**New Perspectives and Practices in Contemporary Society**

**International Handbook of Comparative Education**

**Crossing the Boundaries Within**

**Immigration and Multiculturalism**

**The Politics of Reconciliation in Multicultural Societies**

**Pants for an Octopus**

**Multiculturalism in a Global Society**

**Is it possible, in a modern, pluralistic society, to promote common bonds of citizenship while at the same time accommodating and showing respect for ethnocultural diversity? 'Citizenship' and 'diversity' have been two of**



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the major topics of debate in both democratic politics and political theory over the past decade. Much has been written about the importance of citizenship, civic identities, and civic virtues for the functioning of liberal democracies, and the need to accommodate the ethnocultural, linguistic, and religious pluralism that is a fact of life in most modern states. By and large, however, these two topics have been largely discussed in mutual isolation. Much of the writing on the issues of both citizenship and diversity remains rather abstract and general and disconnected from the specific issues of public policy and institutional design. Citizenship in Diverse Societies examines the specific points of conflict and convergence between concerns for citizenship and diversity in democratic societies and reassesses and refines existing theories of 'diverse citizenship' by examining these theories in the light of actual practices and policies of pluralistic democracies. Social psychology is the scientific study of how the thoughts, feelings, and behaviors of individuals are influenced by the actual, imagined, and implied presence of others. In this definition, scientific refers to the empirical investigation using the scientific method, while the terms thoughts, feelings, and behaviors refer to the psychological variables that can be measured in humans. Moreover, the notion that the presence of others may be imagined or implied suggests that humans are malleable to social influences even when alone, such as when watching videos or quietly appreciating art. In such situations, people can be influenced to follow internalized cultural norms. Social psychology deals with social influence, social perception, and social interaction. The research in this field deals with what shapes our attitudes and how we

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develop prejudice. The Handbook of Research on Applied Social Psychology in Multiculturalism explores social psychology within the context of multiculturalism and the way society deals with cultural diversity at national and community levels. It will cover major topics of social psychology such as group behavior, social perception, leadership, non-verbal behavior, conformity, aggression, and prejudice. This book will deal with social psychology with a direct focus on how different cultures can coexist peacefully by preserving, respecting, and even encouraging cultural diversity, along with a focus on the psychology that is hindering these efforts. This book is essential for researchers in social psychology and the social sciences, activists, psychologists, practitioners, researchers, academicians, and students interested in how social psychology interacts with multiculturalism.

**A VOYAGE OF DISCOVERY** Irina Budrina not only knows what she writes and talks about, but she is, as they say, walking her talk. Born in Russia, having traveled all over the world, with an MBA in Japan and a Ph.D. in Romania (REI, ASE) she has been living in Romania for the last 12 years. The present book is, therefore, based on her very rich and significant encounters with people and organizations in various parts of the world and mainly in Romania. You are reading a book which is a voyage of discovery and learning about our own and other cultures. Leadership, intercultural communication, cultural dimensions, cultural values and gender issues in business and beyond business are just some of the discussions you are going to be part of through Irina Budrina's knowledgeable and skillful guidance. This is a book to enjoy and to reflect upon. Professor Mariana Nicolae, REI (ASE) In today's world, exposure to other

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cultures has become a symbol of increasing globalization processes. Many people leave their home area to go on a voyage of discovery and learning about other cultures that affects their original cultural identity. The needs of the 21st century demand citizens that are culturally sensitive and internationally focused, with an orientation toward the future rather than the past. Cultural Diversity is in it. The concept of multiculturalism offers a new orientation toward the future.

“Multiculturalism is a system of beliefs and behaviors that recognizes and respects the presence of all diverse groups in an organization or society, acknowledges and values their socio-cultural differences, and encourages and enables their continued contribution within an inclusive cultural context which empowers all within the organization or society” (Caleb Rosado, 1997). The essence of multiculturalism is the ability to celebrate with the Other in a manner that removes all barriers and brings unity in diversity. Multiculturalism pushes us to look upon the Other not as a potential enemy but as a profitable partner. Managing diversity is an ongoing process that unleashes the various talents and capabilities which a diverse population brings to an organization, community or society, so as to create a wholesome, inclusive environment, that is safe for differences, enables people to reject rejection, celebrates diversity, and maximizes the full potential of all, in a cultural context where everyone benefits. Multiculturalism, as the art of managing diversity, is an inclusive process where no one is left out. Diversity, in its essence, then is a safeguard against ethnocentrism (making of one group as the norm for all groups). No cultures should be verbally and/or physically attacked based solely on the negative meaning given due to

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biological, cultural, political or socioeconomic differences (such as gender, age, race/ethnicity, political party, class, education, values, religious affiliation or sexual orientation) The motivating factor for such attitude is fear, arising out of ignorance of the other culture, which is different from your own. Multiculturalism should be the only option open to educators, leaders and administrators in an ever-increasing culturally pluralistic environment. Today's diverse student populations and workforce is simply not going to go away, but increase. This is the direction of the future multicultural, multi-ethnic, multilingual communities. And effective leaders are recognizing it. The art of managing diversity is thus of great concern to all persons charged with the responsibility of overseeing the work of others. Multiculturalism, then, may very well be part of an ongoing process which enables people to become world citizens—persons who are able to transfer their own racial/ethnic, gender, cultural and socio-political reality and identify with humankind throughout the world, at all levels of human needs.

Much discussed but poorly understood, globalization is at once praised as the answer to all the world's problems and blamed for everything from pollution to poverty. Here Berger and Huntington bring together an array of experts who paint a subtle and richly shaded portrait, showing both the power and the unexpected consequences of this great force. The stereotypes of globalization--characterized as American imperialism on the one hand, and as an economic panacea on the other--fall apart under close scrutiny. Surveying globalization from individual countries of the five major continents, *Many Globalizations* shows that an emerging global culture does indeed exist. While globalization is

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**American in origin and content, the authors point out that it is far from a centrally directed force like classic imperialism. They examine the currents that carry this culture, from a worldwide class of young professionals to non-governmental organizations, and define globalization's many variations as well as sub-globalizations that bind regions together. Analytical, incisive and stimulating, Many Globalizations offers rare insight into perhaps the central issue of modern times, one that is changing the West as much as the developing world. "Provocative.... Taken together, the trenchant, well-written essays included in this collection provide indisputable evidence that an identifiable global culture is indeed emerging."--World Policy Journal "Analytical and penetrating, belongs...on the desks of anyone with an abiding interest in the forces shaping the world."--Publishers Weekly**

**Comparative Perspectives**  
**Multicultural Behavior and Global Business**  
**Environments**  
**Internationalizing Multiculturalism**