

Unpacking the Impacts of Cultural Diversity: Why Multiculturalism Matters



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Defining Multiculturalism

- ▶ **Descriptive / Demographic:** A social context in which many different ethnic communities live together
- ▶ **Ideological:** An approach to dealing with cultural diversity that endorses acceptance, equality, and pluralism
- ▶ *“A society that is at ease with the rich tapestry of human life and the desire amongst people to express their own identity in the manner they see fit”*
 - ▶ Kevin Bloor, Political Scientist



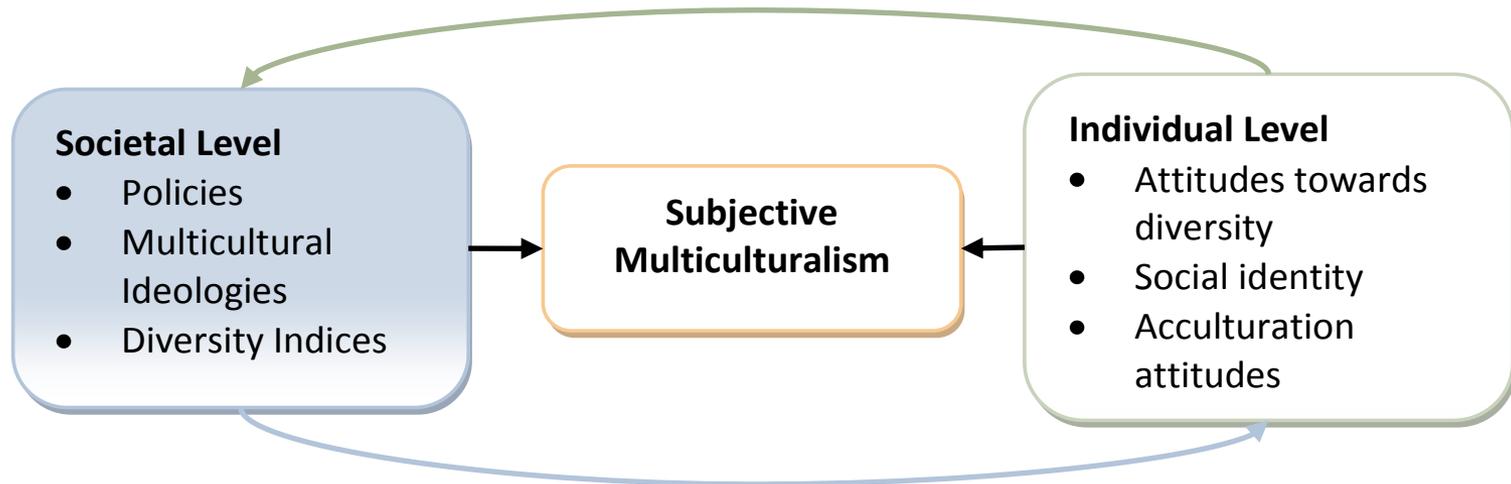
Unpacking Multiculturalism

- ▶ **Multiculturalism is a societal level variable**
 - ▶ It is often measured by using aggregates of individual levels attitudes
- ▶ **Individual level attitudes do relate to societal multiculturalism**
 - ▶ Personal views about diversity do not necessarily reflect how one views the acceptance of cultural diversity in the wider society



Unpacking Multiculturalism

► Multilevel function of multiculturalism



Societal Multiculturalism

- ▶ **Elements of societal multiculturalism:**
 - ▶ Policies
 - ▶ Percentage of immigrants / cultural heterogeneity
 - ▶ Linguistic diversity
 - ▶ Multicultural ideology
- ▶ **Multiculturalism in NZ society:**
 - ▶ NZ is demographically multicultural, but this is not articulated in law
 - ▶ New Zealanders endorse a multicultural ideology, although endorsements tend to be symbolic and some types of cultural diversity are preferred over others



Societal Multiculturalism

▶ Ideology

- ▶ Better adjustment for immigrants and ethnic minorities
- ▶ Identity affirmation
- ▶ Positive out-group evaluations

▶ Policy

- ▶ Better adjustment for immigrant youth

▶ Density

- ▶ Both positive and negative economic, social and psychological outcomes
- ▶ Higher levels of threat



Individual Multiculturalism

- ▶ Characteristics of individuals relate to endorsement of multiculturalism
- ▶ Characteristics of the society constrain individual choices, and influence attitudes towards multiculturalism
- ▶ Characteristics of ethnic group relate to endorsement of multiculturalism



Summary

- ▶ Multiculturalism is known to contribute to favorable intergroup relations, but it is differentially beneficial for majority and minority members
- ▶ It is beneficial for everyone when majority and minority members approach diversity in the same way, particularly where both sides endorse integration



Subjective Multiculturalism

- ▶ Integration can only be successfully pursued by minority groups when the wider society is inclusive
 - ▶ Subjective multiculturalism is necessary for integration
 - ▶ Subjective multiculturalism relates to greater flexibility, adaptability, and empathy for others, which in turn are beneficial to social relationships
 - ▶ Subjective multiculturalism relates to higher achievement for all students in ethnically diverse environments



Subjective Multiculturalism

- ▶ *“I think another cool thing was meeting people from different backgrounds. Not just Kiwis but other cultures... that makes things more interesting, you know, the multiculturalism in New Zealand. And I think being open to other cultures and accepting. I don't think you find that a lot in other countries”*
- ▶ *“New Zealand is a great country with many people with different backgrounds. It's really interesting to be here because you can gain a lot of experience from different cultures, different people, you can learn about who you are, so I enjoy being here.”*



Subjective Multiculturalism

- ▶ *The most important fact is that New Zealand is a multicultural community where you have all these different people. I think that's why I have no problems, because I have a lot of different friends here...*
- ▶ *although not even one (of my friends) is Kiwi. But they're all from other countries and I have quite a few of them. I guess that's why I say I adjusted well here, because I have so many friends from other countries. Our ideologies kind of match. But the Kiwis, no...here we just don't get along, I don't know why.*



NZ & the UK

▶ NZ

- ▶ 67.6% Pākehā
- ▶ 23% overseas born

▶ Religious diversity

- ▶ 56% Christian
- ▶ 35% No religion
- ▶ 5.5% Non-Christian
- ▶ 1% Muslim

▶ Multiculturalism

- ▶ 89% positive
- ▶ 25% threatening

▶ UK

- ▶ 92% White
- ▶ 11% overseas born

▶ Religious diversity

- ▶ 71.2% Christian
- ▶ 15.5% No religion
- ▶ 5.4% Non-Christian
- ▶ 2.7% Muslim

▶ Multiculturalism

- ▶ 62% positive
- ▶ 32% threatening



Participants

▶ NZ: 155

- ▶ age $M=20$ $SD=3.6$
- ▶ 23% refugee
- ▶ 70% female
- ▶ 77% 1st gen

▶ UK: 142

- ▶ age $M=21$ $SD=3.2$
- ▶ 22% refugee
- ▶ 49% female
- ▶ 29% 1st gen

Largest ethnic group South Asian, followed by Middle Eastern, African and mixed European heritage



Analyses

- ▶ MANCOVAs were conducted on each of the measurement domains; 1. Resources, 2. Stressors and 3. Outcomes, controlling for gender, generational status, and refugee background.
- ▶ Hierarchical regression models on stressors and adjustment outcomes



Resources

- ▶ **Multivariate main effect of country**
 - ▶ **Subjective Multiculturalism: UK (M=3.84) NZ (M=4.32)**
 - ▶ Religious Identity: UK (M=3.94) NZ (M=4.33)
 - ▶ Religious Practices: UK (M=3.51) NZ (M=4.04)
- ▶ **Effects of covariates**
 - ▶ Current Assistance:
 - ▶ 2nd gen (M=3.83) 1st gen (M=4.09)
 - ▶ male (M=3.86) female (M=4.04)
 - ▶ Religious Identity
 - ▶ male (M=3.98) female (M=4.21)
 - ▶ refugee (M=3.96) non-refugee (M=4.17)
 - ▶ Religious practices
 - ▶ male (M=3.55) female (M=4.21)
 - ▶ refugee (M=3.51) non-refugee (M=3.85)



Stress and Adaptation

- ▶ **Stress main effect of country**
 - ▶ Cultural Transition: UK ($M=2.24$) NZ ($M=1.81$)
 - ▶ Discrimination: UK ($M=2.67$) NZ ($M=1.89$)
- ▶ **Adaptation main effect of country**
 - ▶ Psychological Symptoms: UK ($M=2.25$) NZ ($M=2.00$)
 - ▶ Behavioural Problems: UK ($M=1.86$) NZ ($M=1.55$)
- ▶ **Effects of covariates**
 - ▶ Behavioural Problems:
 - ▶ 2nd gen ($M=1.85$) 1st gen ($M=1.55$)
 - ▶ male ($M=1.89$) female ($M=1.57$)
 - ▶ refugee ($M=1.84$) non-refugee ($M=1.65$)



Predictors of Stress

	Discrimination		Cultural transition	
	1	2	1	2
1. Cultural Context	-.29**	-.22*	-.17*	-.15~
Gender	-.05	-.02	.04	.08
Generation	.18*	.17*	.10	.10
Refugee	.03	.03	-.01	-.01
2. Intercultural				
ATI		-.05		-.17*
PME		-.26**		-.20**
National Identity		-.06		-.04
Ethnic Identity		.17*		.15~
<i>R</i> ²	.07	.14	.02	.10
<i>R</i> ² change	.07**	.07**	.02	.08**

▶ ~ $p < .10$ * $p < .05$ ** $p < .01$ NZ = 0 UK = 1 Male = 0 Female = 1 2nd gen = 0 1st gen = 1

Predictors of Adjustment

	Well-being		Psychological Symptoms		Antisocial Behaviour	
	1	2	1	2	1	2
1. Cultural Context	.05	-.01	-.28**	-.24**	-.18**	-.12~
Gender	.01	-.03	.07	.11	-.22**	-.17**
Generation	-.16*	-.18*	.06	.08	-.14*	-.08
Refugee	-.01	-.02	.11	.12~	-.19**	-.16**
2. Intercultural						
ATI		.00		.01		-.12
PME		.18*		-.19*		-.19**
National Identity		.03		-.07		.11
Ethnic Identity		.10		-.02		-.15*
R^2	.02	.09	.07	.12	.15	.23
R^2 change	.02	.07**	.07**	.05**	.15**	.08**



Summary

- ▶ Multiculturalism is multifaceted, examining the impacts at one level does not give a picture of the lived experience of cultural diversity
- ▶ Multiculturalism does not exist “out there”, but rather is dynamically constituted by individuals within a society
- ▶ Multicultural contexts foster or strengthen ethnic identity while also cultivating positive evaluation of and belonging to the wider society



Thank You

- ▶ Contact: j.stuart@auckland.ac.nz
- ▶ Please visit <http://cacr.victoria.ac.nz/> and fill out the survey

