

# **Annual Data for the Multiculturalism Policy Index for Immigrant Minorities, 1960-2020**

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# Table of Contents

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Approach .....	1
Australia .....	2
Austria .....	5
Belgium .....	7
Canada .....	10
Denmark.....	13
Finland.....	15
France.....	18
Germany.....	21
Greece .....	24
Ireland .....	26
Italy .....	29
Japan .....	31
Netherlands.....	33
New Zealand .....	36
Norway.....	39
Portugal.....	42
Spain.....	44
Sweden.....	47
Switzerland.....	49
United Kingdom .....	51
United States.....	54
Bibliography .....	57

## Approach

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### *1960-2011*

This data set extends the original Multiculturalism Policy Index for Immigrant Minorities in two ways. First, it fills in the years between the 1980, 1990, 2000, and 2010 scores that the Banting/Kymlicka index includes. The data set scores countries on a year-by-year basis, identifying the year in which a country adopted a particular multiculturalism policy and any years in which retrenchment of that policy occurred. Second, this data set goes further back historically, including scores from 1960-2011. As a result, it covers the development of multiculturalism in countries such as Canada and Australia, which had multiculturalism policies prior to 1980. As best as possible, I adhere to the procedure as the Banting/Kymlicka index when scoring countries, using the same decision rules found in the Multiculturalism Policy Index for Immigrant Minorities evidence document (Tolley, 2011; revision by Vonk 2016). I relied on the evidence in this document extensively in this work. From that document, I did my best to identify the policies that were used to justify the score attributed to countries in the Banting/Kymlicka data set. I then determined the dates in which those policies were adopted, checking also for the presence of similar policies or for retrenchment in such policies. There are a couple of cases where the scores in this data set differ those from the original Banting/Kymlicka Index. The justification for this difference is noted in the evidence section for the indicator that differs.

### *2011-2020*

In 2020 the Multiculturalism Policy Index for Immigrant Minorities was updated to include data for 2020. As part of that update Rebecca Wallace identified the exact years in which policy changes occurred. This allowed for the update to the Multiculturalism Policy Index for Immigrants and Minorities data (cited as Tolley et al., 2021) to be used to update the annualized index as well. Where there has been no change in an indicator for a particular country for the period between 2011 and 2020 that is indicated in the evidence section for the indicator. Where there has been a change, a brief summary of the reasons for the change is given.

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## Australia

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### **Constitutional, Legislative, or Parliamentary Affirmation of Multiculturalism**

**Original MCP Score:** Australia scores a 1 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Australia scores a 0 from 1960-1977 and a 1 from 1978-2020

**Evidence:**

- ⤴ The first national multiculturalism policies are put in place in 1978 and an act of parliament established the Australian Institute for Multicultural Affairs in 1979 (Department of Immigration and Citizenship, 2007).
- ⤴ Prior to the adoption of these policies the Prime Minister of Australia had made speeches about Australia's multicultural character as early as 1975 (Department of Immigration and Citizenship, 2007) and the 1973 Grassby Report recognized the increasing diverse nature of Australia (Grassby, 1973, 2).
- ⤴ Multiculturalism policies in Australia have been reaffirmed in 1989 (Department of Immigration and Multicultural Affairs, 1989), 1996 (Department of Immigration and Multicultural Affairs, 1997, 2), 1999 (Department of Immigration and Multicultural Affairs, 1999, 6), and 2003 (Department of Immigration and Multicultural Affairs and Immigration Affairs, 2003).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **The Adoption of Multiculturalism in Schools**

**Original MCP Score:** Australia scores a 1 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Australia scores a 0 from 1960-1974 and a 1 from 1975-2020

**Evidence:**

- ⤴ Support of multiculturalism in education dates back to the 1970s (Leeman and Reid, 2006, 57) with government reports favouring multicultural education for migrants as early as 1975 (Foster and Stockley, 1988, 52-53).
- ⤴ Incorporating multiculturalism into schools was identified as a government priority in the 1990 National Agenda for Multiculturalism (Department of Immigration and Multicultural Affairs, 1989, 37).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **The Representation of Ethnic Minorities in the Media**

**Original MCP Score:** Australia scores a 0 in 1980 and a 1 in 2000, 2010, and 2020

**Year by Year Score:** Australia scores a 0 from 1960-1974 and 1 from 1975-2020

**Evidence:**

- ⤴ The Special Broadcasting Corporation was set up in 1975 to broadcast in different languages to ethnic-minority communities (Special Broadcasting Service, 2012). The Consultative Committee on Ethnic Broadcasting was then set up in 1976 (Making Multicultural Australia, 2005). Funding was permanently established in 1977 (Foster and Stockley, 1988, 168).
- ⤴ Funding from for the SBS increased substantially in 1988, going from \$688 million in 1987-88 to \$1138 million 1988-89 (Department of Immigration and Multicultural Affairs, 1989, 48).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Exemptions from Dress Codes**

**Original MCP Score:** Australia scores a 0.5 in 1980 and a 1 in 2000, 2010, and 2020

**Year by Year Score:** Australia scores a 0 from 1960-1974, 0.5 from 1975-1987, and a 1 from 1988-2020

### **Evidence:**

- ⤴ The Racial Discrimination Act in 1975 provided Australia's first anti-discrimination legislation. A section of this law does not allow employers to impose work requirements that “impair recognition, enjoyment, or exercise on an equal footing” of a human right or fundamental freedom (Racial Discrimination Act, 1975). The New South Wales Equal Opportunity Tribunal in 1977 applied the Racial Discrimination Act to a religious group, ruling that Jews were covered by the Act (Mortensen, 1995, 217).
- ⤴ In 1988 the New South Wales government included an exemption in a law preventing people from wearing knives for Sikhs wearing kirpans (Summary Offences Act- Section 11C, 1988), Victoria granted this exemption in 1990 (Victoria Police, 2012).
- ⤴ In 1990 a prohibition against indirect discrimination was inserted into Chapter 3 of the Racial Discrimination Act prohibits discrimination that requires someone to fulfil something that they cannot based on ethnic origin (Australian Human Rights Commission, 2005, 30-31).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Dual Citizenship**

**Original MCP Score:** Australia scores a 1 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Australia scores a 1 from 1960-2020

### **Evidence:**

- ⤴ Neither the 1969 Citizenship Act, nor the 1948 Australian Citizenship Act, prohibits those obtaining Australian citizenship from holding dual citizenship (Australian Citizenship Act, 1948; Citizenship Act, 1969).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Funding Ethnic Groups**

**Original MCP Score:** Australia scores a 1 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Australia scores a 0 from 1960-1977 and 1 from 1978-2020

### **Evidence:**

- ⤴ Funding for ethnic programmes with a multicultural character developed in 1978 with the Galbally Inquiry (Foster and Stockley, 1988, 14).
- ⤴ Ethnic minority organizations received a 78% increase in funds between 1983 and 1988 (Department of Immigration and Multicultural Affairs, 1989, 13).
- ⤴ The Diversity and Social Cohesion Program to support multiculturalism arts and festivals has been receiving funding since 1998 (Department of Immigration and Citizenship, n.d.).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Bilingual or Mother Tongue Education**

**Original MCP Score:** Australia scores a 0.5 in 1980 and a 1 in 2000, 2010, and 2020

**Year by Year Score:** Australia scores a 0 from 1960-1973, a 0.5 from 1975-1986, and a 1 from 1987-2020

### **Evidence:**

- ⤴ Bilingual teaching was started in Melbourne in 1974 (Grassby, 1973, 8-9).

- ⤴ The National Policy on Languages adopted in 1987 had the aim of encouraging the learning and maintenance of ethnic minority language (Castles, 1992, 556).
- ⤴ The 1989 National Agenda for multiculturalism considers the maintenance of mother-tongue language as an asset for Australia (Department of Immigration and Multicultural Affairs, 1989, 40-41), Victoria province had an advisory council on languages other than English starting in 1993 (Extra and Yagmur, 2002, 52).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Affirmative Action**

**Original MCP Score:** Australia scores a 0 in 1980 and a 1 in 2000, 2010, and 2020

**Year by Year Score:** Australia score a 0 from 1960-1985, a 0.5 in 1984 and 1985, and a 1 from 1986-2020.

#### **Evidence:**

- ⤴ The Racial Discrimination Act was adopted in 1975, but did not include programs for affirmative action (Gaze, 1999, 138).
- ⤴ By 1984 a number of provinces had introduced affirmative action programs and a pilot program looking at affirmative action with respect to private organizations was being run (Gaze, 1999, 149-150, 153).
- ⤴ By 1987 the Equal Employment Act has introduced affirmative action across Australia and the Affirmative Action Program piloted in 1984 with respect to private organizations had been adopted (Gaze, 1999, 149-150, 153).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## Austria

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### Constitutional, Legislative, or Parliamentary Affirmation of Multiculturalism

**Original MCP Score:** Austria scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Austria scores a 0 from 1960-2020

**Evidence:**

- ⤴ There is recognition of some ethnic minority groups such as Croats or Hungarians but not recognition of multiculturalism for immigrant ethnic minorities (Ratzenbock et al., 2013).
- ⤴ Austrian integration policies still generally reflect a guest-worker framework (Konig and Perching, 2005, 9).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Adoption of Multiculturalism in Schools

**Original MCP Score:** Austria scores a 0 in 1980 and 2000, and a 0.5 in 2010 and 2020

**Year by Year Score:** Austria scores a 0 from 1960-1991, a 0.5 from 1992-2001, a 0 from 2002-2004, and a 0.5 from 2005-2020

**Evidence:**

- ⤴ There has been interculturalism in the Austrian school curriculum since 1992 (Ratzenbock et al., 2013). Funding increased between 1991 and 2001, but this was followed by a decrease in support between 2002-2005 (OECD, 2009a, 95).
- ⤴ Support for the development of intercultural education returned in 2005 (OECD, 2009a, 95).
- ⤴ In Vienna consultation of ethnic-minorities for the development of intercultural education began in 2004 (Konig and Perching, 2005, 10; OECD, 2009a, 96-97).
- ⤴ Implementation of intercultural education is incomplete but there are substantial materials available for intercultural education through the Ministry of Education (OECD, 2009a, 17, 81).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Representation of Ethnic Minorities in the Media

**Original MCP Score:** Austria scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Austria scores a 0 from 1960-2020

**Evidence:**

- ⤴ Pluralism and diversity are principles included in the Private Broadcasting Act, but there is no requirement to represent immigrant minorities in either this Act or the 2001 Broadcasting Act (Federal Act Enacting Provisions for Private Radio Broadcasting; Ratzenbock et al., 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### Exemptions from Dress Codes

**Original MCP Score:** Austria scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Austria scores a 0 from 1960-2020

**Evidence:**

- ⤴ Indirect discrimination laws have been interpreted fairly narrowly and there is no duty for reasonable accommodation in the Equal Treatment Act (Schindlauer, 2012, 22, 31).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Dual Citizenship**

**Original MCP Score:** Austria scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Austria scores a 0 from 1960-2020

**Evidence:**

- ⤴ Dual citizenship is not recognized on Austria (United States Office of Personnel Management, 2001, 24).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Funding for Ethnic Groups**

**Original MCP Score:** Austria scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Austria scores a 0 from 1960-2020

**Evidence:**

- ⤴ There are no arts programs or national programs for social inclusion and culture that funded by the Austrian government (Ratzenbock et al., 2013).
- ⤴ Ethnic minorities are entitled to apply for funding from general arts funding programs (Ratzenbock et al., 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Bilingual or Mother Tongue Education**

**Original MCP Score:** Austria scores a 0 for bilingual education in 1980 and a 1 in 2000, 2010, and 2020.

**Year by Year Score:** Austria scores a 0 from 1960-1991, and a 1 from 1992-2020

**Evidence:**

- ⤴ Mother tongue language education has been part of the primary school curriculum since 1992, the first of the secondary school curriculum since 2000, and the second part of the secondary school curriculum since 2004 (OECD, 2009a, 78-79).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Affirmative Action**

**Original MCP Score:** Austria scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Austria scores a 0 from 1960-2020

**Evidence:**

- ⤴ Penalties for violations of the Equal Treatment Act are low, and compensation for victims of discrimination are very limited (Schindlauer, 2012, 6)
- ⤴ There is a general lack of positive measures to counter discrimination in Austria, though they are not prohibited (Schindlauer, 2012, 66).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.



## Belgium

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### Constitutional, Legislative, or Parliamentary Affirmation of Multiculturalism

**Original MCP Score:** Belgium scores a 0 in 1980, and a 1 in 2000, 2010, and 2020

**Year by Year Score:** Belgium scores a 0 from 1960-1997, and a 1 from 1998-2020

**Evidence:**

- ⤴ An evolving intercultural policy in Flanders has been highly supportive of cultural heterogeneity (Jenssens et al., 2013).
- ⤴ The Flemish government has developed plans for supporting diversity in 2004 and 2006 (Intercultural Dialogue, n.d.a; Jenssens et al., 2013).
- ⤴ Wallonia created an intercultural policy in 2004 and announced a Governmental Action Programme for the Promotion Gender Equality, Interculturality, and Social Inclusion in 2005. This program included some support for cultural diversity (Gsir et al, 2005, 10; Intercultural Dialogue, n.d.a).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Adoption of Multiculturalism in Schools

**Original MCP Score:** Belgium scores a 0 in 1980 and 2000, and a 0.5 in 2010 and 2020

**Year by Year Score:** Belgium scores a 0 from 1960-2003, and a 0.5 from 2004-2020

**Evidence:**

- ⤴ In 2004 the Living Together in Diversity program included fairly extensive multicultural education programming for Flanders (Jenssens et al., 2013).
- ⤴ In 2002 the Act on Equal Opportunities in Education established the right of parents to choose the school their child attended, established local consultation platforms, and granted additional support for schools to respond to the needs of disadvantaged children (Intercultural Dialogue, n.d.a).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Representation of Ethnic Minorities in the Media

**Original MCP Score:** Belgium scores a 0 in 1980, and a 0.5 in 2000, 2010, and 2020

**Year by Year Score:** Belgium scores a 0 from 1960-1996, and a 0.5 from 1997-2020

**Evidence:**

- ⤴ The 1997 decree on French broadcasting includes socio-cultural minorities amongst groups that the broadcasting organization has to represent (Décret du 14 juillet 1997 portant statut de la Radio-Télévision belge de la Communauté française, 1997)
- ⤴ From 2002-2006 the Flemish Community's public broadcasting network's commitment to cultural diversity remained vague, though it did offer a varied range of cultural programming (Jenssens et al., 2013)
- ⤴ The 2009 Flemish Public Broadcasting Act committed the public broadcaster to “programs must contribute to the continued development of identity and diversity of Flemish culture and of a democratic and tolerant society” (Act on Radio and Television Broadcasting, 2012).
- ⤴ Access to diverse content is a current part of the goals of Flemish media policy (Jenssens et al., 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Exemptions from Dress Codes**

**Original MCP Score:** Belgium scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Belgium scores a 0 from 1960-2020

**Evidence:**

- ⤴ Religious symbols are allowed in the private sphere but are not allowed to be worn by public officials (Barnett, 2013).
- ⤴ In 2011 the niqab was banned from public places (Barnett, 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Dual Citizenship**

**Original MCP Score:** Belgium scores a 1 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Belgium scores a 1 from 1960-2011

**Evidence:**

- ⤴ Changes to citizenship law in 1984 increased the number of situations in which individuals obtaining Belgian citizenship could hold dual citizenship (Foblets and Yanasmayan, 2010, 5-6).
- ⤴ The MCP evidence document notes that dual citizenship was permitted in 1980, and Belgian citizenship law did not change a great deal between 1932-1984 (Foblets and Yanasmayan, 2010, 5-6; Tolley, 2011, 20).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Funding for Ethnic Groups**

**Original MCP Score:** Belgium scores a 0 in 1980, a 0.5 in 2000, and a 1 in 2010 and 2020.

**Year by Year Score:** Belgium scores a 0 from 1960-1990, a 0.5 from 1991-2007, and a 1 from 2008-2020

**Evidence:**

- ⤴ In 1991 an Incentive Fund for Immigration policy was introduced as a one-time limited grant to facilitate the integration of immigrants. This fund included support for programs aimed at the prevention of discrimination and at increasing intercultural dialogue (Intercultural Dialogue, n.d.a; Kryut and Niessen, 2012, 17-18).
- ⤴ The 2008 Participation Decree sought to increase access to cultural programs in part by increasing subsidies for groups including ethnic-minorities (Jenssens et al., 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Bilingual or Mother Tongue Education**

**Original MCP Score:** Belgium scores a 0 in 1980, and a 0.5 in 2000, 2010, and 2020

**Year by Year Score:** Belgium scores a 0 from 1960-1980, and a 0.5 from 1981-2020

**Evidence:**

- ⤴ Immigrant minority language instruction has been available in Flanders since 1981 (Broeder and Extra, 2012, 59). In Flanders this language education is offered as an elective. In 2002 the Equal Education Opportunities Policy provided further support for minority language education in Flanders (Geyer, 2009, 12).
- ⤴ In Wallonia in 2001 partnerships for the purpose of providing minority language education were built with Greece, Italy, Morocco, Portugal, and Turkey (Geyer, 2009, 13-14).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Affirmative Action**

**Original MCP Score:** Belgium scores a 0 in 1980 and 2000, and a 1 in 2010 and 2020

**Year by Year Score:** Belgium scores a 0 from 1980-2001, a 0.5 from 2002-2007, and a 1 from 2008-2020

**Evidence:**

- ⤴ A Flemish decree in 2002 was the only piece of legislation organizing an affirmative action program in Belgium (Bribosia and Rorive, 2012, 156-157).
- ⤴ By 2008 both the Flemish and Walloon regions had decrees permitting affirmative action (Bribosa and Rorive, 2012, 155).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## Canada

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### **Constitutional, Legislative, or Parliamentary Affirmation of Multiculturalism**

**Original MCP Score:** Canada scores a 1 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Canada scores a 0 from 1960-1970, and a 1 from 1971-2020

**Evidence:**

- ⤴ Parliamentary affirmation of multiculturalism in Canada occurred in 1971 with the announcement of the Official Multiculturalism Policy (Trudeau, 1971, 8546).
- ⤴ Canada passed its Multiculturalism Act in 1988 (Foote, 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **The Adoption of Multiculturalism within Schools**

**Original MCP Score:** Canada scores a 1 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Canada scores a 0 from 1960-1971, a 0.5 in 1972-1974, and a 1 from 1975-2020

**Evidence:**

- ⤴ The federal government assisted in the adoption of multiculturalism education programs through the Multiculturalism Directorate set up in 1972 (Ghosh, 2004, 553).
- ⤴ Saskatchewan set Canada's first multiculturalism education policy at the provincial level in 1975 with Alberta, Manitoba, and Nova Scotia also endorsing multicultural education policies. Ontario and British Columbia were also proactive in developing multicultural education policies at the time (Ghosh, 2004, 555).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **The Representation of Ethnic Minorities in the Media**

**Original MCP Score:** Canada scores a 0 in 1980, and 1 in 2000, 2010, and 2020

**Year by Year Score:** Canada scores a 0 from 1960-1990, and a 1 from 1990-2020

**Evidence:**

- ⤴ Diversity has been an important part of the principles guiding CRTC broadcasting supervision since 1991 (Foote, 2013). Also in 1991, the Canadian Broadcasting Act made multiculturalism an important part of the public broadcaster's (CBC) mandate (Dewing, 2012).
- ⤴ In 1999 the CRTC issues a public notice committing to reflecting Canada's cultural diversity in its broadcasting and licence of media. This was reconfirmed in 2001 (CRTC, 2001).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Exemptions from Dress Codes**

**Original MCP Score:** Canada scores a 0.5 in 1980, a 1 in 2000 and 2010, and a 0.5 in 2020

**Year by Year Score:** Canada scores a 0 from 1960-1981, a 0.5 from 1982-1987, a 1 from 1988-2018, and a 0.5 in 2019 and 2020.

**Evidence:**

- ⤴ The 1982 Charter of Rights and Freedoms provided the basis for a lot of equal religious citizenship law in Canadian law (Ryder, 2008, 89).
- ⤴ In 1985 the Supreme Court ruled under the Charter that individuals had the right to protection from dismissal for choosing not to work on religious holidays (Bouchard and Taylor, 2008, 48).
- ⤴ There have been numerous rulings in support of exemptions to dress codes. In 1988 the Ontario Human Rights Commission ruled Sikhs had a right to wear turbans in schools, in 1995 the Federal Court of Appeal ruled that Sikhs had a right to wear turbans as part of their national

police service (RCMP) uniforms, and in 2004 the Supreme Court upheld the right of Orthodox Jews to build sukkkahs on condo balconies (Bennett, 2013).

- ⤴ The Multiculturalism Policy Index score was adjusted for 2020 to reflect the adoption by the provincial government of Quebec of bill 21, “An Act Respecting the Lacity of the State” which banned public sector workers and those receiving services from the state from wearing religious symbols. The legislation invokes section 33 of the Charter of Rights and Freedoms which protects the legislation from being struck down under the Charter’s fundamental freedoms, legal rights, or equality rights. The Act was adopted in 2019 and applies only to provincial civil servants in Quebec and services provided the provincial government of Quebec (Tolley et al., 2021).

## **Dual Citizenship**

**Original MCP Score:** Canada scores a 1 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Canada scores a 0 from 1960-1976, and a 1 from 1977-2020

**Evidence:**

- ⤴ Access to dual citizenship in Canada was limited until it was recognized in 1977 (Citizenship and Immigration Canada, 2009; United States Office of Personnel Management, 2001).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Funding for Ethnic Groups**

**Original MCP Score:** Canada scores a 1 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Canada scores a 0 from 1960-1970, and a 1 from 1971-2020

**Evidence:**

- ⤴ Support for intercultural festivals in Canada dates back to 1971 (Foote, 2013) and in 1972 as part of the Multiculturalism Policy Canada set aside \$200 million for the development of programs in language and culture maintenance (Leman, 1999).
- ⤴ The 1988 Multiculturalism Act further committed the federal government to funding a variety of different multicultural projects (Canadian Multiculturalism Act, 1988, 5-6).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Bilingual or Mother Tongue Education**

**Original MCP Score:** Canada scores a 0.5 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Canada scores a 0 from 1960-1969, and a 0.5 from 1970-2020

**Evidence:**

- ⤴ Heritage language education programs were adopted in some Quebec adopted a heritage language program in 1970, and Saskatchewan, Alberta, and Manitoba all adopted programs in the early 1970s. Ontario introduced a heritage language program in 1977 (Canadian Education Association, 1991).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Affirmative Action**

**Original MCP Score:** Canada scores a 0 in 1980, and a 1 in 2000, 2010, and 2020

**Year by Year Score:** Canada scores a 0 from 1960-1985, and a 1 from 1986-2020

**Evidence:**

- ⤴ The Employment Equity Act requires employers to develop plans to correct for the under-representation of visible minorities amongst their employees. Enforcement measures were

included in the Act in 1995 (Canadian Human Rights Commission, 2013; Labour Program, 2013).

- ♣ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## Denmark

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### Constitutional, Legislative, or Parliamentary Affirmation of Multiculturalism

**Original MCP Score:** Denmark scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Denmark scores a 0 from 1960-2020

**Evidence:**

- ⤴ Recognition of minorities in Denmark is limited to a small German minority (Dueland et al., 2013).
- ⤴ The 2005 consolidated Integration Act set the adoption of Danish values by immigrants as a key goal of integration policy (Consolidation of the Act on Integration of Aliens in Denmark, 2005).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Adoption of Multiculturalism within Schools

**Original MCP Score:** Denmark scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Denmark scores a 0 from 1960-2020

**Evidence:**

- ⤴ In Danish education programs, there is an emphasis on teaching Danish values and integration efforts in the schools are largely assimilation oriented (Horst, 2010, 140; Szalai et al., 2009, 45).
- ⤴ Christian studies are required for students in every year except in the year that confirmation takes place (Ministry of Children and Education, n.d.).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Representation of Ethnic Minorities in the Media

**Original MCP Score:** Denmark scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Denmark scores a 0 from 1960-2020

**Evidence:**

- ⤴ There is little evidence in examinations of the Danish media of provisions to ensure the representation of ethnic minorities. (Dueland et al., 2013; Tolley, 2011, 29).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### Exemptions from Dress Code

**Original MCP Score:** Denmark scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Denmark scores a 0 from 1960-2020

**Evidence:**

- ⤴ In 2001 and 2005 Danish courts ruled that employers could set their own rules with respect to uniform regulations (including the wearing of headscarves) so long as uniform rules are universally applied (Lukowski, 2010).
- ⤴ The Multiculturalism Policy Index evidence document notes several cases in which religious exemptions have been denied (Tolley, 2011, 30).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### Dual Citizenship

**Original MCP Score:** Denmark scores a 0 in 1980, 2000, and 2010 and a 1 in 2020

**Year by Year Score:** Denmark scores a 0 from 1960-2014, and a 1 from 2015-2020

**Evidence:**

- ⤴ Dual citizenship was not permitted with a couple of exceptions until 2014. Individuals who obtain dual citizenship through marriage and children under 22 may maintain dual citizenship (United States Office of Personnel Management, 2001, 64).
- ⤴ The Multiculturalism Policy Index notes that in 2014 the Nationality Act was amended to allow for dual citizenship. This amendment came into effect in 2015 (Tolley et al., 2021).

### **Funding for Ethnic Groups**

**Original MCP Score:** Denmark scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Denmark scores a 0 from 1960-2020

**Evidence:**

- ⤴ In 2002 funding for ethnic minority and anti-racism groups was reduced (Bird, 2005, 41).
- ⤴ The 2004 Action Plan to Promote Equal Treatment did not put any resources towards anti-discrimination measures (Stenum, 2005, 23).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Bilingual or Mother Tongue Education**

**Original MCP Score:** Denmark scores a 0 in 1980, 2000, 2010 and 2020

**Year by Year Score:** Denmark scores a 0 from 1960-1975, a 0.5 from 1976-2001, and a 0 from 2002-2020

**Evidence:**

- ⤴ In 1976 local authorities were obligated to offer mother-tongue lessons to immigrants who spoke a language other than Danish (Vikkelso-Slot, 2004, 11).
- ⤴ In 2002 mother-tongue lessons were limited to those from an EU background (Horst, 2010, 144).
- ⤴ Bilingual education was re-introduced as a right in 2007 but there have been debates about implementation (Szalai et al., 2009, 26).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Affirmative Action**

**Original MCP Score:** Denmark scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Denmark scores a 0 from 1960-2020

**Evidence:**

- ⤴ Investment in strategies to increase ethnic minority representation in public institutions has been small despite their being evidence of discrimination against ethnic minorities within educational institutions (Stenum, 2005, 19).
- ⤴ The adoption of the Equal Treatment Act in 2003 did not include provisions for affirmative action (Act on Ethnic Equal Treatment, 2003).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.



## Finland

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### Constitutional, Legislative, or Parliamentary Recognition of Multiculturalism

**Original MCP Score:** Finland scores a 0 in 1980 and 2000, and a 1 in 2010 and 2020

**Year by Year Score:** Finland scores a 0 from 1960-2002, and a 1 from 2003-2020

**Evidence:**

- ⤴ In 2002 Finland's ombudsman for minorities served his first term (Ministry of Labour 2003).
- ⤴ The Multicultural Policy Index evidence document makes note of positive statements about multiculturalism to parliament in 2003 and 2007 (Tolley, 2011, 33).
- ⤴ Finland's migration policy adopted in 2006 sought to create a multicultural and non-discriminating society (Government of Finland 2006).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Adoption of Multiculturalism in Schools

**Original MCP Score:** Finland scores a 0 in 1980 and 2000, and a 1 in 2010 and 2020

**Year by Year Score:** Finland scores a 0 from 1960-2002, and a 1 from 2002-2020

**Evidence:**

- ⤴ The 2003-2007 Departmental Plan for Education notes the growing importance of multiculturalism within Finnish society, and points to the need to build tolerance of diversity within the education system (Ministry of Education, 2003, 16,27).
- ⤴ An emphasis on tolerance of different cultures within the education system started to appear in the 1990s. Multiculturalism showed up in the Finnish education curriculum in 2003 (Holm and Londen, 2010, 110).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Representation of Ethnic Minorities in the Media

**Original MCP Score:** Finland scores a 0 in 1980, a 0.5 in 2000, and a 1 in 2010 and 2020

**Year by Year Score:** Finland scores a 0 from 1960-1992, a 0.5 from 1993-2004, and 1 from 2005-2020

**Evidence:**

- ⤴ The 1993 Act on Finland's public broadcasting organization (Yleisradio) mandates service in Swedish, Romani, sign language, and other languages where applicable (Act on Yleisradio Oy, 2005).
- ⤴ In 1998 the Act on Radio and Television Regulation requires the licencing authority to consider the diversity of programs and the needs of special groups within the public (Act on Television and Radio Operations, 2007).
- ⤴ The Act governing Yleisradio was amended in 2005 to include support for multiculturalism and cultural interaction in the public broadcaster's mandate (Osterlund-Karinkanta, 2006).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### Exemptions from Dress Codes

**Original MCP Score:** Finland scores a 0 in 1980, 2000, and 2010 and a 1 in 2020

**Year by Year Score:** Finland scores a 0 from 1960-2013 and a 1 from 2014-2020

**Evidence:**

- ⤴ The constitution prohibits discrimination on the basis of religion (United Nations High Commissioner for Refugees, 2010).

- ⤴ In 2010 a school attempted to, but failed to ban headscarves (YLE, 2010).
- ⤴ The Multiculturalism Policy Index evidence document notes that controversy over dress code exemptions in Finland has been very limited (Tolley, 2011, 35).
- ⤴ The Multiculturalism Policy Index scores Finland as a one for the first time in 2020. In 2014 court rulings in a case where a woman was fired her job a clothing store and where a Sikh bus driver sought the right to wear a turban at work both ruled in favour of the right to wear religious symbols while working (Tolley et al., 2021).

## **Dual Citizenship**

**Original MCP Score:** Finland scores a 0 in 1980 and 2000, and a 1 in 2010 and 2020

**Year by Year Score:** Finland scores a 0 from 1960-2002, and a 1 from 2003-2020

### **Evidence:**

- ⤴ In 2003 Finland passed a law recognizing dual citizenship (Tanner, 2011).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Funding for Ethnic Groups**

**Original MCP Score:** Finland scores a 0 in 1980 and 2000, and a 1 in 2010 and 2020

**Year by Year Score:** Finland scores a 0 from 1960-2000, and a 1 from 2001-2020

### **Evidence:**

- ⤴ In 2001 the Government Action Plan on Ethnic Discrimination and Racism, the Ministry of Labour, Education, and Social Affairs and Housing committed to funding programs aimed at integrating immigrants and ethnic-minorities (Ministry of Labour, 2001, 13).
- ⤴ The Finnish Ministry of Education and Culture provided funding for ethnic-minorities for cultural and anti-racism work as far back as 2005 (Ministry of Education and Culture, n.d.).
- ⤴ In 2008 the Ministry of Education and Culture planned a number events that helped to recognize the 2008 EU Year of Intercultural Dialogue (Mitchell and Kanerva, 2013).
- ⤴ In 2009 the Arts Council began to fund foreign born artists (Mitchell and Kanerva, 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Bilingual or Mother Tongue Education**

**Original MCP Score:** Finland scores a 0 in 1980, and a 1 in 2000, 2010 and 2020

**Year by Year Score:** Finland scores a 0 from 1960-1997, and a 1 from 1998-2020

### **Evidence:**

- ⤴ The Basic Education Act of 1998 included no requirement for municipalities to provide instruction in foreign languages (Government of Finland, 2006, 24). A 1999 amendment to the Act allowed students to receive funding for instruction in their native language (Basic Education Act, 2010).
- ⤴ The 2007 Education and Research Plan notes the importance of providing education in immigrants' mother tongue as well as in Finnish or Swedish (Ministry of Education (Finland), 2007, 47).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Affirmative Action**

**Original MCP Score:** Finland scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Finland scores a 0 from 1960-2020

### **Evidence:**

- ⤴ The 2001 Non-Discrimination Act required authorities to promote ethnic equality in all practices but did not make specific provisions for affirmative action (Government of Finland, 2006, 16-17).
- ⤴ The 2001 Government Action Plan on Ethnic Discrimination and Racism contains measures to prevent discrimination against ethnic minorities, but not a plan requiring the implementation of affirmative action (Ministry of Labour, 2001, 1-2). It should be noted here that there is an in-principle commitment in the plan to recruit ethnic minority employees into the government service (Ministry of Labour, 2001, 2).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## France

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### Constitutional, Legislative, or Parliamentary Affirmation of Multiculturalism

**Original MCP Score:** France scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** France scores a 0 from 1960-2020

**Evidence:**

- ⤴ France has a universalistic approach to culture, and does not recognize ethnic minorities (Delvainquiere, 2013).
- ⤴ France is an assimilationist state that pushes its members to make a choice between different ethnic and national identities (Simon, 2012, 3).
- ⤴ In 2011 the French Minister of the Interior noted the importance of diversity to France, but also stated that diversity in France should not lead to the adoption of multiculturalism (Ministere de L'Interieur, 2011).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Adoption of Multiculturalism in Schools

**Original MCP Score:** France scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** France scores a 0 from 1960-2020

**Evidence:**

- ⤴ France does not include intercultural education within its education program, nor does it have any education policies specifically targeting ethnic minority groups (Delvainquiere, 2013).
- ⤴ The Republican principle of secularism plays an important role in the French education system. France does not have a confessional education system (Education, Audiovisual, and Culture Executive Agency, 2010).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Representation of Ethnic Minorities in the Media

**Original MCP Score:** France scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** France scores a 0 from 1960-2020

**Evidence:**

- ⤴ The media in France is given the responsibility of promoting French language and culture (Delvainquiere, 2013). Under a 1989 law, the Conseil Superieur de L'Audiovisuel is responsible for ensuring pluralism in French broadcasting. It also has the responsibility of ensuring that the media showcases and preserves French culture (Conseil Superieur de L'Audiovisuel, n.d.).
- ⤴ There is a lack of ethnic minority representation in the mainstream media (Schuerkens, 2005, 19).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### Exemptions from Dress Codes

**Original MCP Score:** France scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** France scores a 0 from 1960-2020

**Evidence:**

- ⤴ In 1992 the Conseil d'Etat ruled that an earlier decision that allowed exemptions for the wearing of headscarves in schools to be decided on a case by case basis was over-broad. This led to more refusals of dress code exemptions for girls seeking to wear headscarves in schools (Barnett, 2013).

- ⤴ In 2004 France banned religious symbols from public schools and in 2011 it banned veils from public places (Barnett, 2013).
- ⤴ In 2008 France refused an appeal from India to lift a ban on the wearing turbans by civil servants (Times of India, 2008).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Dual Citizenship**

**Original MCP Score:** France scores a 1 in 1980, 2000, 2010, and 2020

**Year by Year Score:** France scores a 1 from 1960-2020

**Evidence:**

- ⤴ France signed the Council of Europe Convention that limited dual citizenship in 1963, but in practice France has allowed dual citizenship since the First World War (Bertossi and Hajjat, 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Funding for Ethnic Groups**

**Original MCP Score:** France scores a 0 in 1980, and 1 in 2000 and 2010, it scores a 0.5 in 2020

**Year by Year Score:** France scores a 0 from 1960-1980, a 1 from 1981-2013, and a 0.5 from 2014-2020

**Evidence:**

- ⤴ Funds were made available through a program called Funds of Action and Support for Integration and the Fight Against Discrimination to provide support for immigrants. These funds came out of the Fonds d'Action Sociale set up in 1958 (Delvainquiere, 2013).
- ⤴ In 1981 the Law on Associations, allowing for the creation of associations and religious organizations, was opened up to include organizations created by non-citizen residents (Delvainquiere, 2013).
- ⤴ Through the 1980s and 1990s mass movements that developed in ethnic minority communities received support through the Fonds d'Action Sociale (Schuerkens, 2005, 28-29).
- ⤴ In 2006 the French government created a National Agency for Social Cohesion, and Equal Opportunities (ACSE), designed to address integration issues after the Paris riots (Ministere des Affaires Etrangeres, 2006).
- ⤴ The Multiculturalism Policy Index notes that in 2014 ACSE was dissolved and replaced by the General Commission for the Equality of Territories. In 2020 this was replaced by the National Agency for Territorial Cohesion. The Index notes that this restructuring has weakened many associations in France (Tolley et al., 2021).

### **Bilingual or Mother Tongue Education**

**Original MCP Score:** France scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** France scores a 0 from 1960-2020

**Evidence:**

- ⤴ Priority in education is placed on teaching the French language. There is limited support in the education system for the teaching of other languages (Delvainquiere, 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Affirmative Action**

**Original MCP Score:** France scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** France scores a 0 from 1960-2020

**Evidence:**

- ⤴ There are no circumstances under which the distinction of individuals based on race or ethnicity is permitted. This means the no individuals is able to claim status as a member of a minority group. As a result, is impossible to design a policy that targets particular ethnic minorities for affirmative action (Latraverese, 2012, 4-6).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## Germany

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### **Constitutional, Legislative, or Parliamentary Affirmation of Multiculturalism**

**Original MCP Score:** Germany scores a 0 in 1980 and 2000, and a 0.5 in 2010 and 2020

**Year by Year Score:** Germany scores a 0 from 1960-2006 and a 0.5 from 2007-2020

**Evidence:**

- ⤴ Until the end of the 1980s most immigrants were viewed as temporary residents, programs targeting immigrants were largely limited to individuals with an ethnic German background (Cyrus and Vogel, 2005, 16).
- ⤴ Despite claims of multiculturalism's failure in Germany, it has never been a major part of German integration policy (Mannitz, 2011, 254).
- ⤴ The 2007 German Government Document *Integration- A Central Task of Society* notes the importance of integration for immigrants, but makes no mention of multiculturalism (Die Bundesregierung, 2007). Triadafilopoulos et al. (2012) note that there are elements of the integration plan developed by the government that are derived from multicultural principles but that term multiculturalism is not used.
- ⤴ There is some support for, and an ongoing debate over, the adoption of multiculturalism at the municipal level (Blumenreich and Seivers, 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **The Adoption of Multiculturalism in Schools**

**Original MCP Score:** Germany scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Germany scores a 0 from 1960-2020

**Evidence:**

- ⤴ Intercultural education is not part of the school curriculum and the state has not introduced education programs that target ethnic minority groups specifically (Blumenreich and Seivers, 2013).
- ⤴ Only a few Lander include intercultural education within their curriculum (Miera, 2008, 15).
- ⤴ Streaming has been a barrier to equal education for immigrant students, particularly for those who do not speak German as a mother tongue (Mannitz, 2011, 256-257).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **The Representation of Ethnic Minorities in the Media**

**Original MCP Score:** Germany scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Germany scores a 0 from 1960-2020

**Evidence:**

- ⤴ The 1991 Interstate Broadcasting Agreement includes a prohibition of hate speech, but does not include provisions that speak to the representation of diverse ethnic and cultural groups (Interstate Broadcasting Agreement, 1996).
- ⤴ The 2007 National Integration Plan noted that the public broadcasters ARD and ZDF were trying to increase ethnic diversity in their programming (Bohmer, 2007, 5).
- ⤴ The Multiculturalism Policy Index evidence document notes that ethnic minority representation in the German media is very limited (Tolley, 2011, 45).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Exemptions from Dress Codes**

**Original MCP Score:** Germany scores a 0 in 1980 and 2000, and a 0.5 in 2010 and 2020

**Year by Year Score:** Germany scores a 0 from 1960-2001, and a 0.5 from 2002-2020

### **Evidence:**

- ⤴ The Multiculturalism Policy Index evidence document notes that court rulings supportive of exemptions from slaughtering laws for religious slaughter of meat began to be made in 2002 (Tolley, 2011, 46).
- ⤴ In 2003 the Federal Constitutional Court ruled that teachers could wear headscarves in schools, though some Lander have passed laws prohibiting religious symbols in schools (Barnett, 2013).
- ⤴ In 2010 a court held that Muslims could be prevented from praying on campus if doing so would create conflict amongst students. The court also ruled that schools did not have to provide prayer rooms for Muslim students (Mahlmann, 2012, 13).
- ⤴ In 2010 a court decided that neutrality of the state on religion prevented teachers from being able to wear headscarves while teaching (Mahlmann, 2012, 23).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Dual Citizenship**

**Original MCP Score:** Germany scores a 0 in 1980, a 0.5 in 2000, a 0 in 2010, and a 0.5 in 2020

**Year by Year Score:** Germany scores a 0 from 1960-2013, and a 0.5 from 2014-2020

### **Evidence:**

- ⤴ The 1998 Naturalization Act provides for limited dual citizenship, but required children to choose between German and foreign citizenship before they turn 23 (Cyrus and Vogel, 2005, 20).
- ⤴ The German government prohibits other forms of dual citizenship (Leise, 2007; United States Office of Personnel Management, 2001, 82).
- ⤴ The Multiculturalism Policy Index notes that in 2014 the provisions of the Naturalization Act that required children to choose between German and foreign citizenship by the time they turn 23 were struck down. The Index notes, however, that dual citizenship is still discouraged in Germany (Tolley et al., 2021).

## **Funding for Ethnic Groups**

**Original MCP Score:** Germany scores a 0 in 1980, and a 1 in 2000, 2010, and 2020

**Year by Year Score:** Germany scores a 0 from 1980-1998, and a 1 from 1999-2020

### **Evidence:**

- ⤴ In 1999 the Action Program of the Federal Government and the Lander helped to support intercultural dialogue and cultural diversity. The Different Social and Ethnic Group Living Together Program was also created in 1999 (Blumenreich and Seivers, 2013).
- ⤴ The 2007 National Integration Plan made a sum of 750 million euros available to support and promote immigrant integration. The plan also strengthened support for migrant associations (Die Bundesregierung, 2007).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Bilingual of Mother Tongue Education**

**Original MCP Score:** Germany scores a 0 in 1980, and a 0.5 in 2000, 2010, and 2020

**Year by Year Score:** Germany scores a 0 from 1960-1963, a 0.5 from 1964-1971, a 0 from 1972-1982, and a 0.5 from 1983-2020



**Evidence:**

- ⤴ Since 1964 Germany has allowed Lander to provide mother-tongue education for immigrants if it was considered advantageous to the provision of equal education to immigrants (Gogolin and Reich, 2001, 201).
- ⤴ In 1964 a two pronged approach to immigrant education included reintegration into the country origin, and as a result, provided immigrants with mother-tongue education. This program was discontinued in 1971 (Vermeulen, 1997, 62).
- ⤴ Several pilot programs were developed for the teaching of mother tongue education to immigrant students. Full implementation of these plans has been limited. An early pilot program was run in Berlin from 1983-1994 (Miera, 2008, 16).
- ⤴ In 1996 Hamburg had a significant number of mother-tongue language education programs (Gogolin and Reich, 2001, 204).
- ⤴ In 2000 a large number of mother tongue language education programs were offered in North Rhine-Westphalia. Some of these programs dated back to 1998-1999 (Extra and Yagmur, 2002, 48).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

**Affirmative Action**

**Original MCO Score:** Germany scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Germany scores a 0 from 1960-2020

**Evidence:**

- ⤴ The German Equal Treatment Act prohibits discrimination and allows for the adoption of affirmative action programs, but it does not require the adoption of affirmative action (Federal Anti-Discrimination Agency, 2010).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## Greece

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### **Constitutional, Legislative, or Parliamentary Affirmation of Multiculturalism**

**Original MCP Score:** Greece scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Greece scores a 0 from 1960-2020

**Evidence:**

- ⤴ There is very limited recognition of minorities in Greece. There is recognition of a Muslim minority in Thrace and of Roma since 2005 (Dallas and Magkou, 2013).
- ⤴ There is little investment in Greece in responding to the cultural diversity that results from increased immigration (Pavlou et al., 2005, 9).
- ⤴ Neither the 2003-2004 National Action Plan for Social Inclusion nor the 2008-2010 National Strategy on Social Protection and Social Inclusion mention multiculturalism (National Strategy Report on Social Protection and Social Inclusion 2008-2010, 2010; Pavlou et al., 2005, 9).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **The Adoption of Multiculturalism in Schools**

**Original MCP Score:** Greece scores a 0 in 1980 and 2000, and a 0.5 in 2010 and 2020

**Year by Year Score:** Greece scores a 0 from 1960-1995, and a 0.5 from 1996-2020

**Evidence:**

- ⤴ Intercultural education has been present in Greece since 1996. Legislation establishing a cross-cultural education program was adopted in that year (Dallas and Magkou, 2013; Education, Audiovisual, and Culture Executive Agency, 2009).
- ⤴ Since 1996, 26 cross-cultural schools have been set up in Greece (Ministry of Education, Lifelong Learning, and Religious Affairs, 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **The Representation of Ethnic Minorities in the Media**

**Original MCP Score:** Greece scores a 0 in 1980 and 2000, and a 0.5 in 2010 and 2020

**Year by Year Score:** Greece scores a 0 from 1960-2006, and a 0.5 from 2007-2020

**Evidence:**

- ⤴ In 2003 Greece had no policies promoting diversity or minority cultural broadcasting (McGonagle et al., 2003, 231).
- ⤴ Compendium of Cultural Policies in Europe Reports back to 2007 note substantial minority representation in Greek media. Radio Cosmos broadcasts multicultural programming and the public broadcaster (ERT) often broadcasts programs in minority languages. The ERT has a mandate to broadcast programs that promote diversity and counter racism and xenophobia (Dallas and Magkou, 2013).
- ⤴ Compendium of Cultural Policies in Europe Reports dating back to 2007 note the recent establishment of an ERT program called Philia which broadcasts in 12 different languages and targets minority communities (Dallas and Magkou, 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Exemptions from Dress Codes**

**Original MCP Score:** Greece scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year MCP Score:** Greece scores a 0 from 1960-2020

**Evidence:**

- ⤴ The Multicultural Policy Index evidence document notes a lack of exemptions to dress codes granted for ethnic or religious minorities (Tolley, 2011, 51).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Dual Citizenship**

**Original MCP Score:** Greece scores a 0 in 1980 and 2000, and a 1 in 2010 and 2020

**Year by Year MCP Score:** Greece scores a 0 from 1960-2000, and a 1 from 2001-2020

**Evidence:**

- ⤴ Nothing in the 2001 Law on the Entry and Stay of Aliens in Greek Territory prohibits dual citizenship. Prior to this dual citizenship was not permitted (Law 2910/2001; United States Office of Personnel Management, 2001, 84).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Funding for Ethnic Groups**

**Original MCP Score:** Greece scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year MCP Score:** Greece scores a 0 from 1960-2020

**Evidence:**

- ⤴ There are no local state bodies urging immigrant integration in Greece, and there are few ethnic minority organizations (Gropas and Triandafyllidou, 2005, 17-18).
- ⤴ Organizations where they do exist are generally focused on practical matters and there is little room to build associational support for cultural activities (Gropas and Triandafyllidou, 2005, 23).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Bilingual or Mother Tongue Education**

**Original MCP Score:** Greece scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Greece scores a 0 from 1960-2020

**Evidence:**

- ⤴ There is support for Turkish language education for the official Muslim minority in Thrace (Education, Audiovisual, and Culture Executive Agency, 2009, 12; National Strategy Report on Social Protection and Social Inclusion 2008-2010, 2010, 54-55).
- ⤴ There is a provision for teaching mother tongue education in the Law of Residence of Aliens, but no inter-ministerial decision has been taken on the implementation of this (Theodoridis, 2012, 47).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Affirmative Action**

**Original MCP Score:** Greece scores a 0.5 in 1980, 2000, 2010, and 2020

**Year by Year MCP Score:** Greece scores a 0.5 from 1960-2020

**Evidence:**

- ⤴ The practice of positive action in employment with respect to its Muslim population has been present in Greece since the 1923 Treaty of Lausanne (Theodoridis, 2012, 73).
- ⤴ The Greek constitution includes an obligation to promote equality (Theodoridis, 2012, 72).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## Ireland

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### Constitutional, Legislative, or Parliamentary Recognition of Multiculturalism

**Original MCP Score:** Ireland scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year MCP Score:** Ireland scores a 0 from 1960-2020

**Evidence:**

- ⤴ Ireland has no officially recognized minorities, and there has not been the same consideration of integration in Irish public debate over immigration as there has been in other countries such as the Netherlands, Sweden, and the United Kingdom (Einri, 2005, 26; Fitzgibbon, 2013).
- ⤴ There has been some discussion of integration strategies that allow immigrants to maintain their own culture in reports conducted in 1998 and 1999 (Department of Justice, Equality, and Law Reform, 1999, 9, 48).
- ⤴ The Office of the Minister of Integration was established in 2007, but it is not clear that this led to the implementation of a policy framework (Cities for Local Integration Policy, 2010, 7).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Adoption of Multiculturalism in Schools

**Original MCP Score:** Ireland scores a 0 in 1980 and 2000, and a 1 in 2010 and 2020

**Year by Year Score:** Ireland scores a 0 from 1960-2009, and a 1 from 2010-2020

**Evidence:**

- ⤴ In the 2000s there was a notable escalation in interest in the challenges associated with intercultural education in Ireland (Fitzgibbon, 2013). As early as 2006 the National Council for Curriculum Assessment expressed a preference for intercultural education over multicultural education (National Council for Curriculum Assessment, 2006).
- ⤴ In 2010 Ireland developed an Intercultural Education Strategy that sought to recognize diversity and promote equality and human rights (Department of Education and Skills and the Office of the Minister for Integration, 2010).
- ⤴ Ireland held an implementation conference for the Intercultural Education Strategy in 2011 (Office for the Promotion of Migrant Integration, n.d.).
- ⤴ The score for multiculturalism in the school curriculum was updated in the Index to 1 for both 2010 and 2020 in line with the 2010 program noted above.

### The Representation of Ethnic Minorities in the Media

**Original MCP Score:** Ireland scores a 0 in 1980 and 2000, and a 0.5 in 2010 and 2020

**Year by Year Score:** Ireland scores a 0 from 1960-2008, and a 0.5 from 2009-2020

**Evidence:**

- ⤴ The 2009 Broadcasting Act includes a provision that requires the Broadcasting Authority to respect Ireland's religious, ethnic, and cultural diversity (Broadcasting Act, 2009, 33).
- ⤴ In 2009 Ireland's public broadcaster (RTE) began to carry a substantial amount of multicultural programming (Fitzgibbon, 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### Exemptions from Dress Codes

**Original MCP Score:** Ireland scores a 0 in 1980 and 2000, and a 0.5 in 2010 and 2020

**Year by Year Score:** Ireland scores a 0 from 1960-2000, and a 0.5 from 2001-2020

**Evidence:**

- ⤴ The Equal Status Act of 2000 prohibits indirect discrimination. This prohibition has been used to ensure that girls are allowed to attend schools while wearing a hijab (Islamic Human Rights Commission, 2004; O'Farrell, 2012, 8).
- ⤴ Reasonable accommodating requirements only apply explicitly to individuals with a disability, but there is some case law to support its application to religion (O'Farrell, 2012, 74).
- ⤴ In 2004 the Irish police announced plans to incorporate the hijab into police uniforms and in 2008 the School Board of Management granted permission for the hijab to worn to school in contravention of school uniforms (Islamic Human Rights Commission, 2004; Kermalli, 2008).
- ⤴ The Multicultural Policy Index evidence document notes that the granting of exemptions from dress codes has not been applied in all cases. The police refused to grant an exemption to allow a Sikh to wear a turban (Tolley, 2011, 56).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Dual Citizenship**

**Original MCP Score:** Ireland scores a 1 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Ireland scores a 1 from 1960-2020

**Evidence:**

- ⤴ The 1956 Irish Nationality and Citizenship Act does not prohibit dual citizenship (Irish Nationality and Citizenship Act, 1956).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Funding for Ethnic Groups**

**Original MCP Score:** Ireland scores a 0 in 1980, a 0.5 in 2000 and 2010, and a 1 in 2020

**Year by Year Score:** Ireland scores a 0 from 1960-1997, a 0.5 from 1998-2016, and a 1 from 2017-2020

**Evidence:**

- ⤴ The National Consultative Committee on Racism and Interculturalism was established in 1998. It works with community organizations to support anti-racism and intercultural projects (National Consultative Committee on Racism and Interculturalism, 2001).
- ⤴ In 2006 an additional fund was set up to assist with immigrant integration. Organizations funded did develop intercultural programs (Office of the Minister of Integration, 2009).
- ⤴ There have been cuts to program funding since 2008 as a result of the economic downturn. This includes cuts to the National Consultative Committee on Racism and Interculturalism (Fitzgibbon, 2013).
- ⤴ The Multiculturalism Policy Index notes that funding of NGOs and local organizations was a significant inclusion in Ireland's 2017-2020 Migrant Integration Strategy. This included a Communities Integration Fund that was established in 2017 and as of 2019, had funded 246 different projects (Tolley et al., 2021).

## **Bilingual or Mother Tongue Education**

**Original MCP Score:** Ireland scores a 0 in 1980 and 2000, and a 0.5 in 2010 and 2020.

**Year by Year Score:** Ireland scores a 0 from 1960-2004, and a 0.5 from 2005-2020

**Evidence:**

- ⤴ A 2009 OECD report on migrant education notes that the position of Ireland's Department of Education is that migrants who do not speak English should be trained in English. This report

notes that there is limited support for mother tongue language education in Ireland (OECD, 2009b, 72).

- ⤴ As early as 1996 mother tongue education was made available to immigrants outside of school hours, generally on Sunday mornings (Department of Justice, Equality, and Law Reform, 1999, 16).
- ⤴ In 2008 the Department of Education Language Policy Division published a report promoting a plurilingual approach to language education. The report noted that the number of languages being offered to students for examination had risen from 5 in 2005 to 19 in 2008 (OECD, 2009b, 73-74).
- ⤴ The 2005-2007 Language Education Policy Profile Report notes that the Department of Education and Science was at the time funding mother tongue education for immigrant communities (Language Policy Division and Department of Education and Science, 2007, 26-27).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Affirmative Action**

**Original MCP Score:** Ireland scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Ireland scores a 0 from 1960-2020

**Evidence:**

- ⤴ The 1998 Employment Equity Act makes clear that nothing in the Act prohibit affirmative action, but it does not require employers to undertake affirmative action either (O'Farrell, 2012, 121).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## Italy

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### **Constitutional, Legislative, or Parliamentary Affirmation of Multiculturalism**

**Original MCP Score:** Italy scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Italy scores a 0 from 1960-2020

**Evidence:**

- ⤴ Italy does not have policies that recognize ethnic or cultural minorities (Bodo and Bodo, 2013).
- ⤴ Italy does not consider itself an immigration country or a multicultural country (Chaloff, 2005).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **The Adoption of Multiculturalism in Schools**

**Original MCP Score:** Italy scores a 0 in 1980, and a 0.5 in 2000, 2010, and 2020

**Year by Year Score:** Italy scores a 0 from 1960-1993, a 0.5 from 1994-2003, a 0 in 2004 and 2005, and a 0.5 from 2006-2020

**Evidence:**

- ⤴ Intercultural education made its first appearance in Italy a 1994 Ministerial Memorandum (Bodo and Bodo, 2013).
- ⤴ A Unit for the Integration of Foreign Students was created in 2004, but this corresponded with cuts to tutors and cultural and learning facilitators. The Unit did not mention multicultural education (Bodo and Bodo, 2013).
- ⤴ In 2006 a couple of initiatives for intercultural education were developed including the National Observatory for the Integration of Foreign Students and Intercultural Education, and the Guidelines for the First Reception and Integration of Foreign Students. These programs have sought to integrate foreign students while still allowing them to maintain their cultural differences (Intercultural Dialogue, n.d.b).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **The Representation of Ethnic Minorities in the Media**

**Original MCP Score:** Italy scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Italy scores a 0 from 1960-2020

**Evidence:**

- ⤴ New minority languages have no access to national television and radio networks, though there are some private minority language stations (Bodo and Bodo, 2013).
- ⤴ During the past couple of decades the Italian media have portrayed largely negative and stereotyped images of immigrants (Kosic and Triandafyllidou, 2005, 16).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Exemptions from Dress Codes**

**Original MCP Score:** Italy scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Italy scores a 0 from 1960-2020

**Evidence:**

- ⤴ There is no general concept of reasonable accommodation for religious groups, though there are some religion specific arrangements (Favilli, 2012, 33).
- ⤴ In 2001 Turin stipulated that foreign women had to give photos without wearing a hijab. In response, the Italian Foreign Ministry issued a circular allowing Muslim women to wear



headscarves in photos, drawing comparisons to headdress worn by Catholic nuns (Islamic Human Rights Commission, 2004).

- ⤴ In 2005 Italy increased penalties for failure to reveal their identity by wearing a burqua (Barnett, 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Dual Citizenship**

**Original MCP Score:** Italy scores a 0 in 1980, and a 1 in 2000, 2010, and 2020

**Year by Year Score:** Italy scores a 0 from 1960-1991, and a 1 from 1992-2020

**Evidence:**

- ⤴ In 1992 Italy stopped requiring Italians who naturalize in another state to give up Italian citizenship. Italy endorsed dual citizenship in that year (Faist and Geddes, 2008, 6; Zincone and Basili, 2013, 1).
- ⤴ Nothing in the 1992 Citizenship Act prohibits dual citizenship (Act No. 91 of 5 February 1992, Citizenship, 1992).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Funding of Ethnic Minorities**

**Original MCP Score:** Italy scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year MCP Score:** Italy scores a 0 from 1960-2020

**Evidence:**

- ⤴ Funding for immigrants in Italy is largely confined to social services and orientation. There are some additional funds for housing and employment centre projects (Chaloff, 2005, 6).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Bilingual or Mother Tongue Education**

**Original MCP Score:** Italy scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year MCP Score:** Italy scores a 0 from 1960-2020

**Evidence:**

- ⤴ None of the main languages spoken by foreigners have been recognized or taught in schools (Bodo and Bodo, 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Affirmative Action**

**Original MCP Score:** Italy scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year MCP Score:** Italy scores a 0 from 1960-2020

**Evidence:**

- ⤴ The Decrees on non-discrimination have not included an support for affirmative action (Favilli, 2012, 56).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.



## Japan

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### Constitutional, Legislative, or Parliamentary Recognition of Multiculturalism

**Original MCP Score:** Japan scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year MCP Score:** Japan scores a 0 from 1960-2020

**Evidence:**

- ⤴ There is little concrete evidence to suggest that there is support for multiculturalism in Japan (Burgess, 2007).
- ⤴ Nothing in the Foundations for Cultural Administration that supports multiculturalism (Agency for Cultural Affairs, 2011a).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Adoption of Multiculturalism in Schools

**Original MCP Score:** Japan scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year MCP Score:** Japan scores a 0 from 1960-2020

**Evidence:**

- ⤴ There is limited inclusion of education programs that address ethnic minorities in education. To the extent that they exist, critics have suggested these programs are more likely to reinforce negative stereotypes about ethnic minorities than to correct them (Burgess, 2007).
- ⤴ the Ministry of Cultural Affairs notes the importance of bringing into contact with different cultures, but does not mention multiculturalism (Agency for Cultural Affairs, 2011b).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Representation of Ethnic Minorities in the Media

**Original MCP Score:** Japan scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year MCP Score:** Japan scores a 0 from 1960-2020

**Evidence:**

- ⤴ There is little national ethnic-media and little government support for it. There is some ethnic minority media run by NGOs at the local level (Burgess, 2007).
- ⤴ Nothing in the Promoting Media and Arts strategy speaks to support for ethnic minority programming (Agency for Cultural Affairs, 2011c).
- ⤴ There is no mention of cultural or ethnic diversity in the most recent public broadcaster's (NHK) annual report (NHK, 2013)
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### Exemptions from Dress Codes

**Original MCP Score:** Japan scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year MCP Score:** Japan scores 0 in 1960-2020

**Evidence:**

- ⤴ The hijab is not banned but individuals can be denied work because they wear a hijab (Song, 2008).
- ⤴ The Multicultural Policy Index evidence document notes that Korean children harassed for wearing traditional Korean dress to school were urged to wear mainstream Japanese school uniforms (Tolley, 2011, 67).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Dual Citizenship**

**Original MCP Score:** Japan scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year MCP Score:** Japan scores a 0 from 1960-2020

**Evidence:**

- ⤴ Dual citizenship is not permitted in Japan (Burgess, 2007; United States Office of Personnel Management, 2001, 103).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Funding for Ethnic Minorities**

**Original MCP Score:** Japan scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Japan scores a 0 from 1960-2011

**Evidence:**

- ⤴ There is almost no support for ethnic minority holidays and festival (Burgess, 2007).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Bilingual or Mother Tongue Education**

**Original MCP Score:** Japan scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Japan scores a 0 from 1960-2020

**Evidence:**

- ⤴ There is a lack of accreditation for Korean private schools (Burgess, 2007).
- ⤴ In so far as there is support for foreign language teaching in Japan it is primarily oriented towards the teaching of English as a second language (Ministry of Education, Culture, Sports, Science, and Technology, 2003).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Affirmative Action**

**Original MCP Score:** Japan scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Japan scores a 0 from 1960-2020

**Evidence:**

- ⤴ Japan has a poor record when responding to issues of discrimination in schooling, housing, and employment (Burgess, 2007).
- ⤴ The Multicultural Policy Index evidence document notes that Japan lacks some of the most basic anti-discrimination measures (Tolley, 2011, 68).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## Netherlands

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### Constitutional, Legislative or Parliamentary Affirmation of Multiculturalism

**Original MCP Score:** The Netherlands scores a 1 in 1980, a 0.5 in 2000, and a 0 in 2010 and 2020

**Year by Year Score:** The Netherlands scores a 0 from 1960-1978, a 1 from 1979-1994, and a 0 from 1995-2020

**Evidence:**

- ⤴ While the Netherlands never officially adopted multiculturalism, the 1979 Dutch Minorities Policy had a many of the characteristics of a multiculturalism policy (Entzinger, 2006, 182).
- ⤴ After the 1994 election, the Christian Democrats replaced Dutch Minorities Policy with the Integration Policy. This shifted Dutch integration policy away from the recognition and maintenance of cultural diversity. The Integration Policy focused heavily on the socio-economic incorporation of immigrants (Bruquetas-Callejo, 2007, 17; Entzinger, 2006, 183; Vasta, 2007, 717).
- ⤴ Since 1998 new immigrants have been required to take an integration course (Entzinger, 2006, 9; Vasta, 2007, 718)
- ⤴ Since 2003 naturalization has been conditional on passing a civics exam (Klave and Ode, 2009, 8)
- ⤴ In 2006 the Dutch Minister of Culture introduced a cultural Canon of the Netherlands (van Hamersveld and Bina, 2013).
- ⤴ In 2007 the New Civic Integration Act broadened compulsory integration programs to all foreigners from outside of the European Union (Klave and Ode, 2009, 6).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Adoption of Multiculturalism in Schools

**Original MCP Score:** The Netherlands scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** The Netherlands scores a 0 from 1960-2020

**Evidence:**

- ⤴ While the Dutch government has pushed teachers to pay attention to multicultural education, the content and pedagogies of intercultural education have not been officially prescribed in the Netherlands. Intercultural education is not a priority subject in the curriculum (Leeman and Reid, 2006, 65).
- ⤴ Starting at the end of the 1980s, the cultural components of programs targeting ethnic minority pupils in education have been replaced by programs that speak to socio-economic disadvantage (Rijkschroeff et al., 2005, 424).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Representation of Ethnic Minorities in the Media

**Original MCP Score:** The Netherlands scores a 0 in 1980, a 1 in 2000, and a 0.5 in 2010 and 2020

**Year by Year MCP Score:** The Netherlands scores a 0 from 1960-1982, a 0.5 from 1983-1994, a 1 from 1995-2007, and a 0.5 from 2008-2020

**Evidence:**

- ⤴ In 1983 the Dutch government in reports on both media and minorities recognized a need “to put minorities in a better position in a better position to aspire to emancipation” (Bink, n.d., 3).
- ⤴ The Paspoort program was an important program to ethnic minority television viewers from 1982 until its cancellation in 1992 (Awad and Roth, 2011, 406-407).

- ⤴ Between 1989 and 1991 the national broadcast service maintained some air time for ethnic minority programming (Bink, n.d., 3).
- ⤴ When a national public broadcaster was created in 1995 it paid special attention to cultural programs. It allocated a minimum of 20% of television time and 25% of radio time to minority programming (Awad and Roth, 2011, 407).
- ⤴ Around 2006 the Dutch stopped dedicating broadcast time towards ethnic minority targeted programs (Entzinger, 2006, 182).
- ⤴ In 2008 the last ethnic group targeted programs on the public broadcaster were replaced by a Dutch language program. This program attempts to reach all ethnic minorities as a whole (Awad and Roth, 2011, 401).
- ⤴ The national broadcaster has been putting significant funding towards ethnic minority targeted funding between 2006-2011 (van Hamersveld and Bina, 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Exemptions from Dress Codes**

**Original MCP Score:** The Netherlands scores a 0 in 1980, a 0.5 in 2000 and 2010, and a 0 in 2020

**Year by Year Score:** The Netherlands scores a 0 between 1960-1997, a 0.5 between 1998-2018, and a 0 from 2019-2020

#### **Exemptions:**

- ⤴ Since the 1980s courts and the Equal Treatment Commission have ruled that headscarves can only be banned from public places on narrow grounds (Barnett, 2013).
- ⤴ In 1998 the National Committee on Equal Treatment decided in favour of a teacher who wanted to wear a headscarf in school (Islamic Human Rights Commission, 2004).
- ⤴ In 2000 the Dutch police service proposed to include headscarves within the Dutch uniform, but no action was taken on this after public debate on the subject (Islamic Human Rights Commission, 2004).
- ⤴ In 2008 the Equal Treatment Commission ruled a prohibition of a female officer wearing a headscarf while on duty was ruled to be breach of equal treatment. The Commission did consider in the ruling that the officer had limited contact with the public (Holtmaat, 2012, 24).
- ⤴ The Multiculturalism Policy Index notes that legislation was introduced in 2018 forbidding individuals from covering their faces in public, with the legislation coming into effect in 2019 (Tolley et al., 2021).

### **Dual Citizenship**

**Original MCP Score:** The Netherlands scores a 1 in 1980, and a 0.5 in 2000, 2010, and 2020

**Year by Year Score:** The Netherlands scores a 0.5 from 1960-1991, a 1 from 1992-1996, and a 0.5 from 1997-2020

#### **Exemptions:**

- ⤴ In 1953 the Dutch government retroactively applied 1892 automatic citizenship acquisition retroactively to third generation immigrants. This was done even though it was likely to create a significant number of cases of dual citizenship (van Oers et al., 2013, 5).
- ⤴ The 1985 Nationality Act allows dual citizenship when an applicant cannot be reasonably expected to renounce their foreign citizenship. The individual has to have done all possible to try to renounce foreign citizenship (Vink, 2001, 885-886).
- ⤴ In 1992 the requirement for individuals to applying for Dutch citizenship to renounce foreign citizenship was removed (Entzinger, 2006, 190; van Oers et al., 2013, 1)

- ⤴ In 1997 the policy allowing dual citizenship was repealed. Citizenship laws reverted to the way that they were prior to 1992 (Entzinger, 2006, 190; van Oers et al., 2013, 1).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Funding for Ethnic Minorities**

**Original MCP Score:** The Netherlands scores a 0.5 in 1980, 2000, 2010 and a 0 in 2020

**Year by Year Score:** The Netherlands scores a 0.5 from 1960-2012, and a 0 from 2013-2020

#### **Evidence:**

- ⤴ As early as the 1950s and 1960s funding existed for some immigrants to assist with settlement. By the 1970s the funding was being extended to help ethnic minority groups preserve their identity (Oostindie, 2010, 40-41).
- ⤴ Funding for ethnic-minority programs in the Netherlands has been substantial through the 1970s and 1980s (Entzinger, 2006, 182).
- ⤴ In the 1990s funding to ethnic minorities was cut significantly (Entzinger, 2006, 190).
- ⤴ The Multiculturalism Policy Index notes that consultative bodies that had previously received support from the national government no longer do so (Tolley et al., 2021). The Migration Policy Index identifies this support as being cut at the beginning of 2013 (MIPEX, 2015). The European Commission further notes that immigrant civil society organizations have lost state support, though the European Commission does not specify an exact year for when this occurred (European Commission, 2019).

### **Bilingual and Mother Tongue Education**

**Original MCP Score:** The Netherlands scores a 1 in 1980, and a 0 in 2000, 2010, and 2020

**Year by Year Score:** The Netherlands scores a 0 from 1960-1973, a 1 from 1974-1993, and a 0 from 1994-2020

#### **Evidence:**

- ⤴ In 1974 immigrant minority language education was introduced for a large number of primary school students (Entzinger, 2006, 180; Vermeulen, 1997, 79).
- ⤴ Mother tongue education teaching began to disappear in 1994 from with the shift from the Minorities Policy to the Integration Policy (Entzinger, 2006, 183).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Affirmative Action**

**Original MCP Score:** The Netherlands scores a 0 in 1980, a 1 in 2000, and a 0 in 2010 and 2020

**Year by Year Score:** The Netherlands scores a 0 from 1960-1993, a 1 from 1994-2003, and a 0 from 2004-2020

#### **Evidence:**

- ⤴ Between 1986 and 1995 the government tried to increase the number of ethnic minorities they employed to 5% in response to an Advisory Council Report. They failed to do so (Vermeulen, 1997, 49).
- ⤴ The Fair Employment of Ethnic Minorities Bill from 1994 required firms with more than 35 employees to the number of ethnic minorities they have working for them. They also need to report on what they have done to increase the number of ethnic minority employees they have (Vermeulen, 1997, 50).
- ⤴ Compliance with the Fair Employment of Ethnic Minorities Bill was limited and in 2004 the reporting requirement of the legislation was removed (Entzinger, 2006, 191).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## New Zealand

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### Constitutional, Legislative, Parliamentary Affirmation of Multiculturalism

**Original MCP Score:** New Zealand scores a 0.5 in 1980, 2000, 2010, and 2020

**Year by Year Score:** New Zealand scores a 0 from 1960-1984, and a 0.5 from 1985-2020

**Evidence:**

- ⤴ The Treaty of Waitangi provides a basis for bicultural recognition of the state with respect to the Maori since 1840. This bicultural recognition has been a barrier to the recognition of New Zealand as multicultural. The Maori see multiculturalism as a threat to the status they have with respect to bicultural recognition (Spoonley, 2005, 19-21).
- ⤴ The 1985 Law Commission Act requires the Law Commission to review laws while taking into account both the special place of the Maori in New Zealand and New Zealand's multicultural character (Law Commission Act 1985, 2005).
- ⤴ New Zealand created an Office of Ethnic Affairs in 2001 to promote ethnic diversity and to engage and assist ethnic minorities in a variety of ways (Office of Ethnic Affairs, 2012).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Adoption of Multiculturalism in Schools

**Original of MCP Score:** New Zealand scores a 0.5 in 1980, and a 1 in 2000, 2010, and 2020

**Year by Year Score:** New Zealand scores a 0 from 1960-1988, and a 1 from 1989-2020

**Evidence:**

- ⤴ The National Education Guidelines of 1989 require that schools develop charters that reflect both New Zealand's cultural diversity, and the special place of the Maori (Ministry of Education 2012).
- ⤴ Curriculum reports in New Zealand in 1994 and 1997 note the active adoption of multiculturalism in the English and Social Studies Curriculums respectively (Keown et al., 2005, 131, 145).
- ⤴ In 2004 respect for diverse ethnic and cultural heritage in New Zealand is included as a National Education Goal (Ministry of Education, 2009).
- ⤴ The 2007 and 2010 Statements of Intent on education both include a mention of the importance of preparing children to engage with a multicultural world (Ministry of Education (New Zealand), 2007, 26; Ministry of Education, 2010a, 8).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Representation of Ethnic Minorities in the Media

**Original MCP Score:** New Zealand scores a 0 in 1980, and a 1 in 2000, 2010, and 2020

**Year by Year Score:** New Zealand scores a 0 from 1960-1988, and a 1 from 1989-2020

**Evidence:**

- ⤴ The 1976 Broadcasting Act does not include ethnic or cultural diversity in the principles that should guide either public or general broadcasting (Broadcasting Act 1976, 1981).
- ⤴ The 1989 New Zealand Broadcasting Act requires the Broadcasting Commission to ensure that programming reflects New Zealand's diverse religious and ethnic communities (Broadcasting Act 1989, 2013)
- ⤴ New Zealand's public broadcaster (NZ On Air) includes diversity as one of its core broadcasting values (NZ On Air, 2009).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.



## **Exemptions from Dress Codes**

**Original MCP Score:** New Zealand scores a 0.5 in 1980 and 2000, and a 1 in 2010 and 2020

**Year by Year Score:** New Zealand scores a 0 from 1960-1971, a 0.5 from 1972-2007, and a 1 from 2008-2020

### **Evidence:**

- ⤴ The 1971 Race Relations Act, which came into force in 1972, makes it unlawful to deny people access to public places based on race, ethnic, or national origin. This Act played a role in allowing Sikh police officers to wear turbans with their uniforms (Human Rights Commission, 2012).
- ⤴ The Human Rights Act of 1993 prohibits discrimination on grounds such as religion. The Human Rights Commission has noted that the prohibition of wearing Islamic dress to school contravenes this Act (Human Rights Commission, 2005a).
- ⤴ In 2004 a New Zealand court judge did not allow a Muslim woman to give testimony wearing a burqa, but did allow her to give testimony behind a screen visible to only the judge, counsel, and female court staff) (Human Rights Commission, 2013).
- ⤴ The 2020 update of the Multiculturalism Policy Index scored New Zealand a 1 in 2020 and revised its score to 1 in 2010 based on evidence from Spennemann (2020) that Sikhs were allowed exemptions to wear turbans in place of motorcycle helmets in 2005 and that religious exemptions were allowed for police uniforms in 2008.

## **Dual Citizenship**

**Original MCP Score:** New Zealand scores a 1 in 1980, 2000, 2010, and 2020

**Year by Year Score:** New Zealand scores a 1 from 1960-2020

### **Evidence:**

- ⤴ Nothing in the 1997 Citizenship Act prevents individuals from holding dual citizenship (Citizenship Act 1977, 2012; United States Office of Personnel Management, 2001, 145).
- ⤴ There is nothing that suggests that 1948 British Nationality and New Zealand Citizenship Act prohibited dual citizenship (Archives New Zealand, 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Funding of Ethnic Groups**

**Original MCP Score:** New Zealand scores a 0 in 1980, a 1 in 2000, and a 1 in 2010 and 2020

**Year by Year Score:** New Zealand scores a 0 from 1960-1985, and a 1 from 1986-2020

### **Evidence:**

- ⤴ The Community Organization Grants Scheme has been in operation since 1986. It has provided support to a variety of different community organizations. Ethnic minority organizations are listed as priority organizations for grants dating at least as far back as 2003. Money has continued to go to ethnic minority organizations through the COGS program through 2009 (Department of Internal Affairs, 2004, 5; Martin Jenkins, 2010, 42).
- ⤴ Since 2004 funding has been available to Chinese community organizations through the Chinese Poll Tax Heritage Trust Fund. This money is part of restitution for New Zealand's poll tax on members of the Chinese community (Department of Internal Affairs, 2011).
- ⤴ Since 2007 New Zealand has been running the Connecting Diverse Communities program, seeking to build connections between members of different ethnic and cultural communities (Minsitry of Social Development, n.d.).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Bilingual or Mother Tongue Education**

**Original MCP Score:** New Zealand scores a 0 in 1980 and 2000, and a 1 in 2010 and 2020

**Year by Year Score:** New Zealand scores a 0 from 1960-2009, and a 1 in 2010 and 2020

### **Evidence:**

- ⤴ Up until 2005 New Zealand lacked a strategy with respect to language education. In the 2007 and 2008 there was still limited policy in place to ensure that immigrants could obtain mother tongue education (Human Rights Commission, 2008, 4).
- ⤴ The 2009/2010 Workforce Advisory Group recommended bolstering New Zealand's capacity to in a variety of cultural identities and languages (Ministry of Education, 2010b, 18).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Affirmative Action**

**Original MCP Score:** New Zealand scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** New Zealand scores a 0 from 1960-2020

### **Evidence:**

- ⤴ In 2004 the Equal Employment Opportunity Act was designed to eliminate discrimination in the workplace. The Act only includes limited reporting requirements and as a result progress in terms of equal hiring outcomes has been limited (Human Rights Commission, 2005b, 7-9).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.



## Norway

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### Constitutional, Legislative, and Parliamentary Affirmation of Multiculturalism

**Original MCP Score:** Norway scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Norway scores a 0 from 1960-2020

**Evidence:**

- ⤴ Since the 1980s Norway has adopted immigrant integration policies that focus more on socio-economic integration than on multiculturalism (Hagelund, 2002, 402-403).
- ⤴ In 1988 a government white paper noted that immigrants should have the freedom of choice to maintain their culture and language, but that this should not come at the expense of learning Norwegian or acquiring knowledge about Norwegian society (Hagelund, 2002, 407).
- ⤴ There is some recognition of national minorities in Norway, such as the Sami, Jews, Kvens, or Roma, but no recognition of ethnic minorities (Mangset and Kleppe, 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Adoption of Multiculturalism in Schools

**Original MCP Score:** Norway scores a 0 in 1980 and 2000, a 0.5 in 2010, and a 1 in 2020

**Year by Year Score:** Norway scores a 0 from 1960-2003, a 0.5 from 2004-2011, and a 1 from 2012-2020

**Evidence:**

- ⤴ The 1998 Norwegian Education Act does note the importance of cultural diversity in education, but it also notes the importance of education based on Christian and Humanist values (Act of 17 July 1998 no. 61 Relating to Primary and Secondary Education and Training, 2010).
- ⤴ The Equal Education in Practice program targeted at ethnic minority education has been in place since 2004 (Norwegian Ministry of Education and Research, 2007a, 7).
- ⤴ The goals of the Equal Education in Practice make some reference to creating an education that is more responsive to immigrants. At the same time, it placed a heavy emphasis on integration particularly on increased Norwegian language acquisition (Norwegian Ministry of Education and Research, 2007a, 7).
- ⤴ The Multiculturalism Policy Index notes that in 2012 additions to the Norwegian curriculum included an emphasis on the value of diversity and multiculturalism. This was coupled with offers of training in multicultural pedagogy for teachers. The importance of diversity and identity was also included in the core and primary school curriculum for in 2017 (Tolley et al., 2021).

### The Representation of Ethnic Minorities in the Media

**Original MCP Score:** Norway scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Norway scores a 0 from 1960-2020

**Evidence:**

- ⤴ Neither the 1992 Broadcasting Act, nor the 1997 Media Ownership Act, contain measures that speak to sensitivity towards ethnic or cultural broadcasting (Act No. 127 of 4 December 1992 Relating to Broadcasting, 2005; Media Ownership Act, 1997).
- ⤴ The 2008 Nordic Council Report noted that the Norwegian media is culturally homogenous (Mangset and Kleppe, 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Exemptions from Dress Codes**

**Original MCP Score:** Norway scores a 0 in 1980 and 2000, a 0.5 in 2010, and a 0 in 2020

**Year by Year Score:** Norway scores a 0 from 1960-2003, a 0.5 from 2004-2017, and a 0 from 2018-2020

### **Evidence:**

- ⤴ In 2004 the Gender Equality Ombud ruled against a firm that had fired a woman for refusing to take off her hijab (Islamic Human Rights Commission, 2004).
- ⤴ In 2010 a Norwegian Court ruled that a police ban on officers wearing a hijab was illegal (Al Arabiya News, 2010).
- ⤴ In 2013 The Minister of Culture decided that the hijab would not be incorporated into police uniforms in spite of Faith and Ethics Policy Committee Recommendations to the contrary (Norway Post, 2013).
- ⤴ The Multiculturalism Policy Index notes that in 2018 the Norwegian government banned burqas and niqabs from daycares, schools, and universities (Tolley et al., 2021).

## **Dual Citizenship**

**Original MCP Score:** Norway scores a 0 in 1980, 2000, and 2010 and a 1 in 2020

**Year by Year Score:** Norway scores a 0 from 1960-2019 and a 1 in 2020

### **Evidence:**

- ⤴ Prior to 2020 Norway did permit dual citizenship, except in cases where an individual receives citizenship from her parents, or where an individual is born in a foreign country to Norwegian parents (Norwegian Directorate of Immigration, 2012; United States Office of Personnel Management, 2001, 150).
- ⤴ The Multiculturalism Policy Index notes that as of January 1, 2020, Norwegians are allowed to hold dual citizenship (Tolley et al., 2021).

## **Funding of Ethnic Minorities**

**Original MCP Score:** Norway scores a 0 in 1980 and 2000, and a 1 in 2010 and 2020

**Year by Year Score:** Norway scores a 0 from 1960-2005, and a 1 from 2006-2020

### **Evidence:**

- ⤴ 2006 saw a significant increase in grants to funding projects for cultural diversity, with funding jumping from 4.2% in 2003 of grants for cultural programs to 7.5% in 2006 (Mangset and Kleppe, 2013).
- ⤴ In 2006 299 organizations were awarded grants to work on programs that contributed to or promoted the interests of immigrants (Ministry of Children, Equality, and Social Inclusion, 2008).
- ⤴ In 2008 Norway introduced an additional trial funding program that granted money to voluntary associations assisting with immigrant integration (Ministry of Children, Equality, and Social Inclusion, 2008).
- ⤴ In 2012 Norway continued to support local and national organizations that supported immigrant integration (Ministry of Children, Equality, and Social Inclusion, 2012).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Bilingual or Mother Tongue Education**

**Original MCP Score:** Norway scores a 0 in 1980 and 2000, and a 1 in 2010 and 2020

**Year by Year Score:** Norway scores a 0 from 1960-2003, and a 1 from 2004-2020

**Evidence:**

- ⤴ The 2004 amendment to section 2-8 of the Education Act requires municipalities to provide separate, mother tongue, education tuition to students with a limited knowledge of Norwegian (Directorate-General for Education and Culture, 2004, 3-4; Mangset and Kleppe, 2013).
- ⤴ The 2007 Equal Education in Practice Plan included new curriculum for both basic Norwegian classes for immigrant children as well as for mother tongue education (Norwegian Ministry of Education and Research 2007b, 23).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

**Affirmative Action**

**Original MCP Score:** Norway scores a 0 in 1980 and 2000, and a 0.5 in 2010

**Year by Year Score:** Norway scores a 0 from 1960-2006, and a 0.5 from 2007-2011

**Evidence:**

- ⤴ In 2003 a Norwegian court found laws reserving some university positions for women to be unlawful, but did suggest that it would be possible to adopt some moderate quotas with respect to affirmative action (Lismoean, 2003).
- ⤴ The Multicultural Policy Index evidence document notes that Norway to introduce moderate affirmative action quotas for immigrants in 2007 (Tolley, 2011, 80).

## Portugal

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### Constitutional, Legislative, or Parliamentary Affirmation of Multiculturalism

**Original MCP Score:** Portugal scores a 0 in 1980, and a 0.5 in 2000, 2010, and 2020

**Year by Year Score:** Portugal scores a 0 from 1960-1995, and a 0.5 from 1996-2020

**Evidence:**

- ⤴ The Coordinating Office for Multicultural Education Programs was launched in 1991. It focuses specifically on multiculturalism as it relates to education (Santos, 2004).
- ⤴ The High Commissioner for Immigration and Ethnic Minorities in Portugal was established in 1996 (Santos, 2004; Gomes et al., 2013)
- ⤴ In 2002 the High Commissioner for Immigration and Ethnic Minorities became the High Commission for Immigration and Ethnic Minorities, and in 2007 the Commission became the High Commissioner for Immigration and Intercultural Dialogue (Family Reunification Project, 2013; Santos, 2004).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Adoption of Multiculturalism in Schools

**Original MCP Score:** Portugal scores a 0 in 1980, and a 0.5 in 2000, 2010, and 2020

**Year by Year Score:** Portugal scores a 0 from 1960-1990, and 0.5 from 1991-2020

**Evidence:**

- ⤴ In 1991 the Coordinating Office for Multicultural Education Programmes was launched, and the Ministry of Education undertook a project to reform the Portuguese education system to make it more responsive to cultural diversity (Martins, 2008, 197; Santos, 2004).
- ⤴ The second phase of the implementation of intercultural education took place in 1993. This phase paid particular attention to the integration of immigrants (Martins, 2008, 198).
- ⤴ The first multicultural education programs to be implemented were done so in 1996. These programs covered a limited number of state primary schools (Gomes et al., 2013).
- ⤴ Intercultural education programs continued to be developed in Portugal through 2001 and 2007 (Martins, 2008, 199-202).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Representation of Ethnic Minorities in the Media

**Original MCP Score:** Portugal scores Portugal scores a 0 in 1980 and 2000, and a 0.5 in 2010 and 2020

**Year by Year Score:** Portugal scores a 0 from 1960-1998, and a 0.5 from 1998-2020

**Evidence:**

- ⤴ Legislation that provided for the legal recognition of immigrant associations also granted them a right to participate in assignment of public broadcasting time process. This was done in 1999. (Sardinha, 2007, 14-15).
- ⤴ There are references to catering to the needs of specific groups, and to pluralism in general in the 2007 Television Act. There are no, however, references to ethnic or cultural minority programming (Approves the Television Law, 2011).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### Exemptions for Dress Codes

**Original MCP Score:** Portugal scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Portugal scores a 0 from 1960-2020

**Evidence:**

- ⤴ There are no exemptions to health and safety regulations for religious or ethnic groups in Portugal (Malheiros and Rosado, 2012, 70).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Dual Citizenship**

**Original MCP Score:** Portugal scores a 1 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Portugal scores a 0 from 1960-1980, and a 1 from 1981-2020

**Evidence:**

- ⤴ Portugal allowed dual citizenship in 1981 (Faist and Gerdes, 2008, 6).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Funding of Ethnic Minorities**

**Original MCP Score:** Portugal scores a 0 in 1980, and a 1 in 2000, 2010, and 2020

**Year by Year Score:** Portugal scores a 0 from 1960-1998, and a 1 from 1999-2020

**Evidence:**

- ⤴ Legislation recognizing immigrant associations legally in 1999 also made them eligible for state funding (Sardinha, 2009, 125).
- ⤴ 88 requests for funding were granted to different immigrant associations between 2002 and 2005 (Sardinha, 2007, 15)
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Bilingual and Mother Tongue Education**

**Original MCP Score:** Portugal scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Portugal scores a 0 from 1960-2020

**Evidence:**

- ⤴ Specialized language classes have been offered to immigrants to assist with the learning of Portuguese, but this has not coincided with support for mother tongue education (Fonseca et al., Gomes et al., 2013)
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Affirmative Action**

**Original MCP Score:** Portugal scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Portugal scores a 0 from 1960-2020

**Evidence:**

- ⤴ Article 27 of the Labour Code states that affirmative action measures are not considered discriminatory, but it is not clear that any affirmative action measures have been implemented (Malheiros and Rosado, 2012, 76, 86).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## Spain

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### Constitutional, Legislative, or Parliamentary Affirmation of Multiculturalism

**Original MCP Score:** Spain scores a 0 in 1980 and 2000, and a 0.5 in 2010 and 2020

**Year by Year Score:** Spain scores a 0 from 1960-2002, and a 0.5 from 2003-2020

**Evidence:**

- ⤴ National Action Plans on Social Inclusion dating back to 2001 stress the need to improve the socio-economic integration of immigrant groups (Villarroya and Ateca-Amestoy, 2013).
- ⤴ The 2003 and the 2007-2008 National Action Plans for Social Inclusion include significant support and funding for programs to integrate immigrants (Ministerio de Education, Poltica Social Y Deporte, 2008, 7; Ministerio de Trabajo Y Asuntos Sociales, 2005, 8).
- ⤴ The 2007 Plan recognizes the value of immigrants in so far as they contribute to a culturally pluralistic society. It takes interculturality as an important principle of integration programs in Spain (Ministerio de Education, Poltica Social Y Deporte, 2008, 11, 21).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Adoption of Multiculturalism in Schools

**Original MCP Score:** Spain scores a 0 in 1980 and 2000, a 0.5 in 2010, and a 0 in 2020

**Year by Year Score:** Spain scores a 0 from 1960-2006, and a 0.5 from 2007-2013, and a 0 from 2014-2020

**Evidence:**

- ⤴ As early as 1990 the Constitutional Law on the General Organization of the Education System noted a need to fight ethno-cultural discrimination. Despite this implementation of intercultural education does not appear to have clearly taken place in 1990 (Zapata-Barrero and de Witte, 2007, 6).
- ⤴ The 2006 Education Law established attention to diversity as a basic principle within the Spanish education system (Zapata-Barrero and de Witte, 2007, 12-13).
- ⤴ From 2007 forwards, an “Education for Citizenship and Human Rights” program has been a part of the Spanish curriculum (Villarroya and Ateca-Amestoy, 2013).
- ⤴ The 2007 Strategic Plan for Citizenship and Integration notes the development of intercultural programs for both children and youth (Ministerio de Trabajo Y Asuntos Sociales, 2007, 32).
- ⤴ In 2009 the Ministry of Education published a report on good practices and recommendations for intercultural education programs (Villarroya and Ateca-Amestoy, 2013).
- ⤴ The Multiculturalism Policy Index update notes that the *Law on the Improvement in Education* that came into force in 2014 did not include references to intercultural education or to the principles of diversity. The implementation of this law cancelled the mandatory citizenship education program, and with it, the intercultural programing that was a part of that program (Tolley et al., 2021).

### The Representation of Ethnic Minorities in the Media

**Original MCP Score:** Spain scores a 0 in 1980 and 2000, and a 0.5 in 2010 and 2020

**Year by Year Score:** Spain scores a 0 from 1960-2006, and a 0.5 from 2007-2020

**Evidence:**

- ⤴ The State and Radio Television Act requires the public broadcaster (RTVE) to promote Spain's linguistic and cultural diversity (Villarroya and Ateca-Amestoy, 2013).
- ⤴ Articles 2 and 3 of the 2007 Broadcasting Law require pluralism and diversity within public broadcasting (Jefatura Del Estado, 2006, 3-4).



- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Exemptions from Dress Codes**

**Original MCP Score:** Spain scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Spain scores a 0 from 1960-2020

**Evidence:**

- ⤴ In 2010 a 16 year old girl was refused permission to wear a hijab in school. A Muslim lawyer was also ejected from a court room for wearing a hijab (Govan, 2010).
- ⤴ There is no requirement for reasonable accommodation for ethnic or religious minorities. There are some exemptions for religious holidays (Cachon, 2012, 44).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Dual Citizenship**

**Original MCP Score:** Spain scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Spain scores a 0 from 1960-2020

**Evidence:**

- ⤴ Dual citizenship is not recognized except in the case of some treaties with particular countries (Howard, 2005, 709; United States Office of Personnel Management, 2001, 184).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **The Funding of Ethnic Minorities**

**Original MCP Score:** Spain scores a 0 in 1980 and 2000, and a 0.5 in 2010 and 2020

**Year by Year Score:** Spain scores a 0 from 1960-2005, and a 0.5 from 2006-2020

**Evidence:**

- ⤴ Direct funding to ethnic minority organizations is developed in the 2007 Strategic Action Plan for Social Inclusion. This Plan includes funding for organizations such as the Red Cross, Association for the Catholic Migration Commission, and the Spanish Commission for Refugee Aid. (Ministerio de Trabajo Y Asuntos Sociales, 2007, 28, 35).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Bilingual and Mother Tongue Education**

**Original MCP Score:** Spain scores a 0 in 1980, and a 1 in 2000, 2010, and 2020

**Year by Year Score:** Spain scores a 0 from 1960-1984, and a 1 from 1985-2020

**Evidence:**

- ⤴ The Arabic Language and Moroccan Cultural learning program (based on agreement signed with Morocco in 1980) was implemented in 1985 (Ministerio de Education, 2009, 2).
- ⤴ The Portuguese bilingual education program began in 1989 in Leon, and was extended to Gipuzkoa in 1993 (Exteberria, n.d., 14).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Affirmative Action**

**Original MCP Score:** Spain scores a 0 in 1980 and 2000, and a 0.5 in 2010 and 2020

**Year by Year Score:** Spain scores a 0 from 1960-1999, and a 0.5 from 2000-2020

**Evidence:**

- ✦ Directives in 2000 and 2003 make clear that positive action is not prohibited by equality laws and make clear that employers may take special measures to achieve employment equality (Cachon, 2012, 84-85).
- ✦ The 2008-2010 Strategic Action Plan on Social Inclusion includes some special measures for disadvantaged groups that could be construed as affirmative action, but they are not clearly targeted towards employment (Cachon, 2012, 85).
- ✦ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.



## Sweden

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### Constitutional, Legislative, or Parliamentary Affirmation of Multiculturalism

**Original MCP Score:** Sweden scores a 1 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Sweden scores a 0 from 1960-1973, and a 1 from 1974-2020

**Evidence:**

- ⤴ Article 2 Chapter 1 of the 1974 Swedish Constitution mandates public institutions promote equal opportunity and combat ethnic discrimination. It also states that ethnic and religious minorities should be able to preserve their cultures (Constitution of Sweden, 1974).
- ⤴ Swedish immigration policy set in 1975 and reconfirmed in 1986 include cultural and linguistic diversity within its core principles (Soininen, 1999, 687; Vermeulen, 1997, 87).
- ⤴ In 1997 the Swedish parliament introduced an integration policy that was based upon respect of Sweden's ethnic diversity (Regeringskansliet, 2002).
- ⤴ The 2008 integration developed by the Swedish government included recognition of Sweden's diversity (Ministry of Education and Gender Equality, 2009).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Adoption of Multiculturalism in Schools

**Original MCP Score:** Sweden scores a 0 in 1980, and a 1 in 2000, 2010, and 2020

**Year by Year Score:** Sweden scores a 0 from 1960-1984, a 0.5 from 1985-1993, and a 1 from 1994-2020

**Evidence:**

- ⤴ The concept of intercultural education was first introduced in Sweden in a 1983 government report. There was limited implementation of this report (von Bromssen et al., 2010, 122).
- ⤴ A 1985 report called for an intercultural perspective to be included in teacher education. Implementation of this was slow (Norberg, 2000, 517).
- ⤴ The Swedish curriculum included culturally diverse education in 1994 at the high school level, and in 1998 at the primary school level (von Bromssen et al., 2010m 122).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Representation of Ethnic Minorities in the Media

**Original MCP Score:** Sweden scores a 0 in 1980, and a 1 in 2000, 2010, and 2020

**Year by Year Score:** Sweden scores a 0 from 1960-1993, and a 1 from 1994-2020

**Evidence:**

- ⤴ The broadcasting charter for Sweden's public broadcaster (SVT) requires it to produce a diverse set of cultural programs that reflect the needs of linguistic and cultural minorities. The charter was introduced in 1994 (SVT, 2012; Yoshiko, 2009, 9).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### Exemptions from Dress Codes

**Original MCP Score:** Sweden scores a 0 in 1980 and 2000, and a 1 in 2010 and 2020

**Year by Year Score:** Sweden scores a 0 from 1960-2004, and a 1 from 2004-2010

**Evidence:**

- ⤴ In 2005 the Swedish military allowed a Sikh recruit to wear a turban and beard with his uniform (Sikh Coalition, 2005).

- ⤴ In 2006 the Swedish police adopted a change to its uniform police, allowing individuals to wear religious headdress (World Jewish Congress 2006).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Dual Citizenship**

**Original MCP Score:** Sweden scores a 0 in 1980 and 2000, and a 1 in 2010 and 2020

**Year by Year Score:** Sweden scores a 0 from 1960-2000, and a 1 from 2001-2020

**Evidence:**

- ⤴ The 2001 Act on Swedish citizenship does not require applicants for citizenship to renounce foreign citizenship (Act on Swedish Citizenship, 2006).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **The Funding of Ethnic Minorities**

**Original MCP Score:** Sweden scores a 1 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Sweden scores a 0 from 1960-1974, and a 1 from 1975-2020

**Evidence:**

- ⤴ The introduction of cultural freedom of choice as a principle for immigrant integration in 1975 made funding for cultural activities available to a large number of ethnic minority organizations (Knocke and Ng, 1999, 100).
- ⤴ Since 1999 the Swedish Council for Cultural Affairs has given support to publishing done by new immigrant groups (Camauer, 2003, 76).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Bilingual and Mother Tongue Education**

**Original MCP Score:** Sweden score a 1 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Sweden scores a 0 from 1960-1976, and a 1 from 1977-2020

**Evidence:**

- ⤴ In 1976 the Home Language Reform allowed for education in ethnic minority languages (Vermeulen, 1997, 87).
- ⤴ In October 1990 65% of students who spoke a minority language at home were enrolled in a minority language program (Vermeulen, 1997, 88).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Affirmative Action**

**Original MCP Score:** Sweden scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Sweden scores a 0 from 1960-2020

**Evidence:**

- ⤴ Sweden's Discrimination Act makes no provision for affirmative action. Affirmative action programs in Sweden cannot involve direct discrimination based on ethnicity (Norberg, 2012, 90-92).
- ⤴ In some cases quotas for hiring ethnic minorities have been found to be in contravention of laws prohibiting discrimination (Diakite, 2006, 5-6).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## Switzerland

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### Constitutional, Legislative, or Parliamentary Recognition of Multiculturalism

**Original MCP Score:** Switzerland scores a in 1980, 2000, 2010, and 2020

**Year by Year Score:** Switzerland scores a 0 from 1960-2020

**Evidence:**

- ⤴ From 2004-2007 integration strategy focuses on anti-discrimination measures (Kaya, 2005, 9).
- ⤴ To the extent that the Swiss government does pursue integration, its policies are aimed at integrating individuals into society (Kaya, 2005, 9).
- ⤴ The 2007 Ordinance on the Integration of Foreigners laid out strict guidelines for integration that allowed for the revocation of residence permits if residents had not demonstrated a sufficient level of integration (Schindall, 2009).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Adoption of Multiculturalism in Schools

**Original MCP Score:** Switzerland scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Switzerland scores a 0 from 1960-2020

**Evidence:**

- ⤴ Switzerland participates in a number of international exchange programs designed to foster intercultural contact, but does not appear to do much else in so far as multicultural education is concerned (Weckerle, 2013).
- ⤴ The Multiculturalism Policy Index evidence document notes that Switzerland lacks support for multicultural education (Tolley, 2011, 97).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Representation of Ethnic Minorities in the Media

**Original MCP Score:** Switzerland scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Switzerland scores a from 1960-2020

**Evidence:**

- ⤴ The Federal Act on Radio and Television from 1991 requires the Swiss Broadcasting Corporation to promote understanding and cohesion across the different linguistic, cultural, and social communities in Switzerland, but does not make mention of ethnic-minorities. It does not ensure ethnic minority representation within the media (Federal Act on Radio and Television, 2010).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### Exemptions from Dress Codes

**Original MCP Score:** Switzerland scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Switzerland scores a 0 from 1960-2020

**Evidence:**

- ⤴ In 2010 a Swiss court upheld a ban on wearing the hijab while playing basketball, which was enforced in 2009 (BBC, 2010).
- ⤴ The Zurich Cantonal Parliament rejected a referendum in favour of banning the hijab from schools (Evrova, 2010).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Dual Citizenship**

**Original MCP Score:** Switzerland scores a 0 in 1980, and a 1 in 2000, 2010, and 2020

**Year by Year Score:** Switzerland scores a 0 from 1960-1991, and a 1 from 1992-2020

### **Evidence:**

- ⤴ Dual citizenship was formally permitted in 1992. In 2005 dual citizenship was reviewed (Kaya, 2005, 9).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Funding for Ethnic Minorities**

**Original MCP Score:** Switzerland scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year MCP Score:** Switzerland scores a 0 from 1960-2020

### **Evidence:**

- ⤴ Funding for ethnic minority organizations differs from Canton to Canton, but is generally very limited. Funding that does exist tends to focus on integration as opposed to multiculturalism (Confederation Suisse, 2013; Confederation Suisse, 2010).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Bilingual and Mother Tongue Education**

**Original MCP Score:** Switzerland scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** Switzerland scores a 0 from 1960-1990, and a 1 from 1991-2020

### **Evidence:**

- ⤴ Language policy education emphasizes the acquisition of an official language by immigrants as quickly as possible (Kaya, 2005, 10).
- ⤴ In 1991 the Cantons committed to an agreement to support mother tongue education for immigrants (Conference Suisse des Directeurs Contonaux l'Instruction Publique, n.d.; Conference Suisse des Directeurs Contonaux l'Instruction Publique, 1991).
- ⤴ This commitment was reaffirmed in 2004. Cantons made a commitment to allow immigrants to maintain language competence in their mother tongue language (Conference Suisse des Directeurs Contonaux l'Instruction Publique, 2004).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Affirmative Acton**

**Original MCP Score:** Switzerland scores a 0 from 1980, 2000, 2010, and 2020

**Year by Year Score:** Switzerland scores a 0 from 1960-2020

### **Evidence:**

- ⤴ The Swiss constitution commits Switzerland to a policy of non-discrimination, but not affirmative action (Weckerle, 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## United Kingdom

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### Constitutional, Legislative, and Parliamentary Affirmation of Multiculturalism

**Original MCP Score:** The UK scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** The UK scores a 0 from 1960-2020

**Evidence:**

- ⤴ The United Kingdom has undertaken a number of efforts to increase cohesion and connections across ethnically diverse communities. In 2001 the Community Cohesion Report recognized the need to recognize that the UK is a diverse society (Home Office, 2001, 18). In 2005 the Improving Opportunity, Strengthening Society strategy was launched in order to reduce inequality between racial groups and increase cohesion across communities (Department for Communities and Local Government, 2006, 8). In 2006 the Commission on Integration and Cohesion was announced to look at how local areas can benefit from increasing diversity (Department for Communities and Local Government, 2006, 63-63).
- ⤴ The Equality and Human Rights Commission in the UK protects equal rights and dignity for ethnic minorities, but does not mention multiculturalism in its vision, mission, or roles (Equality and Human Rights Commission, n.d.).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Adoption of Multiculturalism in Schools

**Original MCP Score:** The UK scores a 0 in 1980, a 0.5 in 2000, 2010, and 2020

**Year by Year Score:** The UK scores a 0 from 1960-1984, and a 0.5 from 1985-2020

**Evidence:**

- ⤴ Until at least 1979 still sought to integrate immigrant children in a manner that would create a culturally homogenous society. In 1981 the Home Affairs Committee Report found that efforts to meet the needs of ethnic minority students in education were limited (Swann, 1985, 196, 219-220).
- ⤴ The 1985 Swann Report recommended the adoption of multicultural education. These recommendations were accepted and a small amount of money was allocated towards their application (Bleich, 1998, 85).
- ⤴ By 1991 95% of local authorities had adopted either multiculturalism or anti-racism policies (Bleich, 1998, 85-86).
- ⤴ In 1997 the New Labour government set up a unit in the education department to address ethnic minority educational achievement (Tomlinson, 2005, 161).
- ⤴ The 2000 Race Relations Act Amendment requires schools to be proactive in developing anti-discrimination policies (Tomlinson, 2005, 155-156).
- ⤴ The 2007 Children's Plan for Education makes no mention of multiculturalism (Department for Children, Schools, and Families, 2007).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Representation of Ethnic Minorities in the Media

**Original MCP Score:** The UK scores 0 in 1980, and a 1 in 2000, 2010, and 2020

**Year by Year Score:** The UK scores a 0 from 1960-1981, and a 1 from 1982-2020

**Evidence:**

- ⤴ The 1988 Future of Broadcasting House of Commons Report noted that broadcasting targeted towards ethnic minorities including broadcasting in ethnic minority languages. This has been running on BBC Channel 4 since 1982 (Zolf, 1989, 20).

- ⤴ The 1980s saw a substantial increase in the number of ethnic-minority media organizations (Alibhai-Brown, 1998, 112-114).
- ⤴ The 2000 Race Relations Amendment Act in 2000 requires each of the UK's four Arts Councils to demonstrate they are promoting racial equality (Fisher and Ormstron, 2013).
- ⤴ The 2003 Communications Act requires the Office of Communications to consider that interest of different groups including ethnic minorities when performing its duties (Communications Act, 2003, 4).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Exemptions from Dress Codes**

**Original MCP Score:** The UK scores a 1 in 1980, 2000, 2010, and 2020

**Year by Year Score:** The UK scores a 0 from 1960-1975, and a 1 from 1976-2020

**Evidence:**

- ⤴ The wearing of religious headdress is protected by the 1976 Race Relations Act (Islamic Human Rights Commission, 2004).
- ⤴ Muslim headscarves and Sikh turbans have generally been allowed in school rooms since a 1983 House of Lords Ruling (Barnett, 2013).
- ⤴ The 1989 Employment Act grants Sikhs an exemption from wearing construction helmets if they wear a turban as part of their religious practice (Employment Act, 1989, 10).
- ⤴ In 2006 the House of Lords rejected the claim of a student who wanted to wear a hijab with her school uniform (Barnett, 2013).
- ⤴ In 2007 the UK Department of Children, Schools, and Families established general guidelines supporting religious accommodation. Full-face veils can be banned (Barnett, 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Dual Citizenship**

**Original MCP Score:** The UK scores a 1 in 1980, 2000, 2010, and 2020

**Year by Year Score:** The UK scores a 1 from 1960-2020

**Evidence:**

- ⤴ There is no prohibition on dual citizenship in the 1948 British Nationality Act (British Nationality Act, 1948).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Funding for Ethnic Minorities**

**Original MCP Score:** The UK scores a 0 in 1980, and a 1 in 2000, 2010, and 2020

**Year by Year Score:** The UK scores a 0 from 1960-1985, and a 1 from 1986-2020

**Evidence:**

- ⤴ In 1967 the Labour government introduced an Urban Programme that was meant to tackle urban poverty, particularly in ethnic minorities. The Conservatives was halted in 1979 (Vermeulen, 1997, 39).
- ⤴ Through the 1980s there was pressure to increase British funding of ethnic minority arts programs. By 1984-85 the Minority Arts Advisory Service was established but by 1984-84 only 0.03% of the Art's Council music budget and only 0.08% of the drama budget was put towards ethnic minority arts (Kahn, 2006, 22).



- ⤴ In 1986 a quota was set up under the Ethnic Minority Arts Action Plan to try to get the percentage of Arts Council funding up to 4%. This did not get a large amount of artist support, but did increase the amount of arts funding going to ethnic minorities (Kahn, 2006, 22-23).
- ⤴ As a result of 1989 initiatives undertaken, led to increases in funding for ethnic minorities up to 1994-1995 (Kahn, 2006, 23).
- ⤴ 26% of Capital Lottery funds have been allocated towards diversity projects since 2000 (Kahn, 2006, 25).
- ⤴ The Tackling Race Inequalities Fund was set up in 2009 to help communities increase equality for ethnic minority communities (BIG Lottery Fund, n.d.).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Bilingual and Mother Tongue Education**

**Original MCP Score:** The UK scores a 0 in 1980, 2000, and 2010 and a 0.5 in 2020

**Year by Year Score:** The UK scores a 0 from 1960-2010 and a 0.5 from 2011-2020

### **Evidence:**

- ⤴ The 1977 Directive on the Education of Children of Migrant Workers obligated European Community states to promote mother tongue education, but did not amount to right to mother tongue education (Swann, 1985, 402-403).
- ⤴ Afro-Caribbean and Muslim schools that were initially set up as separate schools in the 1970s and 1980s were not concerned with offering mother tongue education (Wei, 2006, 77).
- ⤴ The degree to which schools that teach mother tongue education are separate from the mainstream curriculum make it difficult for them to receive funding (Creese et al., 2006, 24-25).
- ⤴ Support for learning English is available for students for whom English is a second language (Department for Children, Schools, and Families, 2007, 77).
- ⤴ The Multiculturalism Policy Index 2020 update notes that Free Schools, which were established in 2010, have started offering a wide range of bilingual education programs. These programs have been coupled with curriculum revisions in 2008 that offered a broader array of foreign language courses and increased funding for supplementary schools offering mother-tongue language instruction (Tolley et al., 2021).

## **Affirmative Action**

**Original MCP Score:** The UK scores a 0.5 in 1980 and 2000, and a 1 in 2010 and 2020

**Year by Year Score:** The UK scores a 0 from 1960-1975, a 0.5 from 1976-1999, and a 1 from 2000-2020

### **Evidence:**

- ⤴ The 1976 Race Relations Act makes affirmative action possible (Vermeulen, 1997, 41).
- ⤴ The 2000 amendment to the Race Relations Act places a positive duty on employers to promote equality between members of different religious and racial groups (Race Relations (Amendment) Act, 2000).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## United States

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### Constitutional, Legislative, and Parliamentary Affirmation of Multiculturalism

**Original MCP Score:** The US scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** The US scores a 0 from 1960-2020

**Evidence:**

- ⤴ The United States created the Community Relations Service in 1964 to resolve racial tension and restore racial stability and harmony. The Community Relations Service does not have a clear multicultural mandate (United States Department of Justice, 2011).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Adoption of Multiculturalism in Schools

**Original MCP Score:** The US scores a 0.5 in 1980, 2000, 2010, and 2020

**Year by Year Score:** The US scores a 0.5 from 1960-2020

**Evidence:**

- ⤴ Efforts to deconstruct and reconstruct notions of race and ethnicity in education in some American school districts go back to the 1930s and 1940s (Johnson, 2007, 29-30).
- ⤴ New York's school board introduced a "Charter for Intercultural Education" in 1944 (Johnson, 2007, 31).
- ⤴ In 1943 Detroit's schools board appointed an Administrative Committee on Intercultural and Interracial Relations (Johnson, 2007, 33).
- ⤴ In 1941 in Pittsburgh the American Service of Allegheny County was created to reduce ethnic and racial tension (Johnson, 2007, 35).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### The Representation of Ethnic Minorities in the Media

**Original MCP Score:** The US scores a 0.5 in 1980, 2000, 2010, and 2020

**Year by Year Score:** The US scores a 0 from 1960-1967, and a 0.5 from 1968-2020

**Evidence:**

- ⤴ The 1967 Public Broadcasting Act notes that it is in the public interest to create programming that speaks to the needs of unserved and underserved audiences. Minorities are included in this group (Public Broadcasting Act of 1967 as Amended, n.d.).
- ⤴ The 1967 Public Broadcasting Act also stipulates that a substantial amount of program funding should go towards programs for ethnic minorities (Public Broadcasting Act of 1967 as Amended, n.d.).
- ⤴ The Corporation for Public Broadcasting has as one of its goals the support of programming targeting ethnic minorities (Corporation for Public Broadcasting, n.d.).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### Exemptions from Dress Codes

**Original MCP Score:** The US scores a 0.5 in 1980, a 0 in 2000 and 2010, and a 0.5 in 2020

**Year by Year Score:** The US scores a 0.5 from 1960-1983, a 0 from 1984-2016, and a 0.5 from 2017-2020

**Evidence:**

- ⤴ The US Army had a full exemption for Sikhs allowing them to maintain religious practice while in the army until 1984 (CNN, 2009).



- ⤴ In 2009 the US Army granted a limited exemption for a Sikh doctor wanting to wear a turban with his military uniform (CNN, 2009).
- ⤴ Prior to 2017, the United States Department of Defence gave commanding officers discretion to make accommodations to military uniform dress codes for religious purposes provided that accommodations do not affect “mission accomplishment, military readiness, unit cohesion, standards, or discipline.” (United States Department of Defence, 2009).
- ⤴ The Multiculturalism Policy Index 2020 update notes that in 2017 changes were made to the US armed services regulations regarding uniforms to allow for a range of religious accommodations including allowing Muslim and Sikh men to wear beards and to allow the wearing of turbans, patka, head scarves, and hijabs. The air force and navy adjusted their regulations to make the same allowances in 2020 (Tolley et al., 2021).

## **Dual Citizenship**

**Original MCP Score:** The US scores a 0.5 in 1980, 2000, 2010, and 2020

**Year by Year Score:** The US scores a 0.5 from 1960-2020

### **Evidence:**

- ⤴ Dual citizenship has been permitted in the United States going back to court rulings in 1952 (United States Office of Personnel Management, 2001, 9).
- ⤴ The Oath of Allegiance requires those becoming American citizens to renounce all other “foreign allegiances (United States Citizenship and Immigration Service, 2012, 28).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **The Funding of Ethnic Minorities**

**Original MCP Score:** The US scores a 0 in 1980, 2000, 2010, and 2020

**Year by Year Score:** The US scores a 0 from 1960-2020

### **Evidence:**

- ⤴ In the United States the INS provides no support for immigrant integration and has no authority to provide grants to organizations to assist with immigrant integration. There is some support for the settlement of refugees (Bloemraad, 2005, 870-872).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

## **Bilingual or Mother Tongue Education**

**Original MCP Score:** The US scores a 0.5 in 1980, 2000, 2010, and 2020

**Year by Year Score:** The US scores a 0 from 1960-1967, and a 0.5 from 1968-2020

### **Evidence:**

- ⤴ Since the colonial period there has been some significant foreign language education in the United States. This became much more restricted after 1914 (Ovando and Wiley, 2007, 111).
- ⤴ In 1968 the United States Congress passed the Bilingual Education Act, noting that one of the most acute problems with education in the United States involves students who have difficulty with English (State Education Department, 1972, 5).
- ⤴ In 1969 the New York State Department of Education established the Office of Bilingual Education for the purposes of meeting the needs of students who have difficulty with English (State Education Department, 1972, 11).
- ⤴ In 1998 California passed Proposition 227 making English the primary language of instruction for language minority students (Ovando and Wiley, 2007, 113).

- ⤴ In 1999 the Clinton administration restored some federal funding to bilingual education that had been cut back by Republican Congresses in 1994 and 1996 (Ovando and Wiley, 2007, 113).
- ⤴ The 1980s and 1990s witnessed the spread of English-only education laws. 25 out of 50 states now have English-only education laws (Hero and Preuhs, 2006, 133-134).
- ⤴ At the federal level the Office of English Language Acquisition provides support to programs that provide foreign language education to students whose first language is not English (U.S. Department of Education, 2013).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

### **Affirmative Action**

**Original MCP Score:** The US scores a 1 in 1960, 2000, 2010, and 2020

**Year by Year Score:** The US scores a 0 from 1960-1964, and a 1 from 1965-2020

**Evidence:**

- ⤴ Title VII of the 1964 United States Civil Rights Act prohibits discrimination based on ethnicity or nationality (U.S. Equal Employment Opportunity Commission, n.d.).
- ⤴ Executive Order 11246, signed by President Lyndon Johnson in 1965, required the federal government to pursue affirmative action in order to ensure equal hiring practices within the federal government (United States Department of Labour, n.d.).
- ⤴ Since 1973 the U.S. Federal Government has required contractors and sub-contractors to have affirmative action policies in place (United States Department of Labour, 2002).
- ⤴ No change to this score was noted in the 2020 update of the Multiculturalism Policy Index.

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