

**Bev Miller,
Chair of UNISON's Black Members' Committee**



"I'm proud UNISON is campaigning with NAAR to highlight the benefits of multiculturalism.

"In the 60th anniversary year of the NHS, and at a time when the BNP is using racist propaganda to secure votes, it is timely to reflect on the contributions made by migrants from Africa, Asia and the Caribbean to British society. We must counter the myths and celebrate the diverse cultures that enrich our lives because multiculturalism is an inclusive concept that recognises the cultural and racial heritage of all who live in Britain.

"This campaign promotes racial harmony and I commend it to all."

**Manny Del Moro,
Staff nurse in North Middlesex University Hospital**



"I first left the Philippines to work in Dubai but was very unhappy there as migrant workers are treated badly. In 2001, I arrived in Liverpool to work as a charge nurse before moving to London. In Britain I definitely feel I have

the chance of equality and job security.

"Living in London has exposed me to many different religions and cultures. I have learnt to understand people from different backgrounds and this knowledge helps make the patients I care for more comfortable. I am proud to be Filipino and enjoy sharing my culture with other people too."

What you can do

- Invite a speaker from NAAR to promote the positive case for multiculturalism
- Order T-shirts, stickers, badges and other campaign materials from NAAR for stalls
- Pass union policy in support of multiculturalism

For more campaigning ideas and an in-depth briefing, visit www.naar.org.uk/campaigns/multiculturalism.asp

One society, many cultures

Racism, discrimination and poverty are the main barriers to integration, not cultural diversity.

The alternative to multiculturalism is to follow countries such as France, Denmark and the Netherlands in a model of enforced assimilation, where minorities are told that their labour and taxes are welcome but they should abandon their cultural heritage. These policies cause isolation and prevent social cohesion.

By contrast, multiculturalism assists the process of integration and counters racism. Of course, multiculturalism cannot eliminate racism automatically. Anti-discrimination laws need to be strengthened; strong messages for equality and against racism must be promoted by local and national government.

NAAR, working with UNISON, has developed the **One Society Many Cultures** campaign to promote and celebrate multiculturalism and debunk the myths.

The campaign has produced a range of materials that can be used. They can be found at www.naar.org.uk and relevant articles at www.respecttrust.org.uk. For workplace-related race equality issues, visit www.unison.co.uk

This campaign is funded by UNISON's General Political Fund

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**Multiculturalism
– a cause for
celebration!**



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Britain – a nation born out of migration

Britain's diversity is the result of centuries of inward migration: Romans, Saxons, Jutes, Vikings, Normans, Dutch Protestants, French Huguenots, the Irish fleeing famine, Jews fleeing Nazi persecution, refugees from war, Empire Windrush and Commonwealth citizens and subsequent migration from Africa, Australia, New Zealand, the Balkans and Eastern Europe more recently.

These different peoples have brought with them their cultural traditions and heritage, successively building up the rich diversity that exists in Britain today.

What is multiculturalism?

Multiculturalism is the right of groups and individuals to pursue their own cultural choices, heritage and faiths while respecting the rights of others to do the same. The British approach stands in contrast to that of other countries which insist that people assimilate into one culture. That approach caused tensions in other parts of Europe.

Multiculturalism is of Britain's liberal tradition. John Stuart Mill, in his famous work, *On Liberty*, said that "the sole end for which mankind are warranted... in interfering with the liberty of action of any of their number, is self-protection." Imposing a single cultural identity seeks to constrain individual choice.

Multiculturalism – a necessary part of the campaign against racism

Celebrating and respecting the contribution of different cultures to British society dismantles many of the racist myths that exist. For example, Notting Hill, the largest carnival outside the Caribbean and Latin America, was a response to a wave of racist attacks and violence in London in 1958.

In the 1970s, support for neo-Nazi groups was countered through carnivals of music and culture, bringing together Black communities in a coalition with the organised labour movement and musicians.

The attacks on multiculturalism

Recent years have seen sustained attempts to undermine multicultural Britain, blaming it for many problems in our society. Multiculturalism is scapegoated as a barrier to integration, responsible for Muslim radicalisation. It is even held responsible for the attacks in London on 7 July 2005. Such myths have encouraged far right groups who are increasing their votes off the back of racist hostilities.

Society is becoming more integrated, not segregated

Claims that we live in increasingly segregated 'ghettos' are gaining favour. However, research from population statisticians demonstrate that the opposite is true. Segregation is decreasing. Data from the last census reveals a pattern of increased dispersal and greater integration.

Britain is now a more racially diverse and integrated society than at any time in its history. This diversity has significantly contributed to the country's economic and social development and continues to do so today.

Dr Ludi Simpson, Researcher in population trends

"Segregation is not increasing, it is decreasing – government and academic studies all show that each group is increasingly spread throughout Britain."



2007 Notting Hill carnival

Multiculturalism helps promote a safer, more united society

Despite campaigns in the tabloid press and hostile reports claiming multiculturalism threatens our security, the opposite is in fact the case.

Politicians and the police must work with all communities, the vast majority of whom oppose terrorism, to gain effective intelligence to prevent any future attacks.

Following the 2005 bombings, the loyalty of the entire Muslim community has been questioned. However, a MORI poll conducted in 2007 showed that Muslims overwhelmingly support western democracy.

Multiculturalism unites society because every culture is respected equally and given a stake. Those who seek to divide society, including through the use of terror, oppose multiculturalism.