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MULTICULTURAL: EFFECTIVENESS IN FORMING AN INCLUSIVE SOCIAL IDENTITY

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ABSTRACT

Forming an inclusive social identity in a multicultural society is a very significant and important thing to form. This abstract highlights the need to form an inclusive social identity amidst cultural, religious and ethnic diversity. The method used in analyzing literature from various multicultural societies. The results of this research will show that an inclusive approach that encourages dialogue, recognition of differences and cooperation between these groups is the key to forming an inclusive social identity. Apart from that, public policies that support diversity, empowerment of minority groups, and multicultural education also have an important role in creating an inclusive environment for all individuals. The implications of this research require collaboration between groups, government support and individual awareness to create an inclusive and harmonious multicultural society.

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INTRODUCTION

The concept of multiculturalism is something that is very relevant to be discussed and applied further. Multiculturalism means an approach that recognizes and respects cultural differences and seeks to create a society that is inclusive and fair towards different ethnicities and cultures. Effectiveness in an inclusive aspect is a fundamental element in creating a competitive society. Social identity in this case includes recognition and appreciation in different backgrounds.

The effectiveness referred to in this discussion is the ability to build an environment so that each individual feels accepted and appreciated and also enjoys the opportunity to contribute.

In the increasingly advanced and developing era of globalization, society in various countries is increasingly varied due to migration, cultural exchange and developments in information technology. This can create a more diverse society from various ethnic, religious and cultural groups living side by side. This situation requires the existence of a system that accommodates and respects differences, which is called multiculturalism. Multiculturalism is very important in terms of efforts to achieve social justice and equality. Modern societies consisting of various ethnic and cultural groups really need to ensure that all individuals have equal access to educational opportunities, employment and public services. Social identity is very important because every individual can feel accepted and involved in a community regardless of their different cultural backgrounds.

. For this reason, it is very necessary to evaluate the effectiveness of a multicultural approach in forming an inclusive social identity. Inclusivity in social identity is ensuring that all groups with different backgrounds can be recognized and given the same opportunities to participate in various social lives.

An inclusive social identity also plays an important role in creating social harmony, reducing conflict between groups and building a harmonious society. As for Indonesia, which has very diverse cultural diversity, it is also very important to understand and apply multiculturalism in order to maintain national unity and unity. This research will focus on how effective a multicultural approach is in forming an inclusive social identity. By understanding the effectiveness of a multicultural approach, it is hoped that we can provide useful recommendations for increasing social harmony and inclusiveness in various societal contexts.

METHOD

This research uses a qualitative method using a library approach (Library Search), namely a research method that uses a method of collecting and obtaining data through libraries whose research objects are very diverse, including books, encyclopedias, scientific journals, newspapers and documents (Nana Syaodih, 2009). Literature search is research that critically reviews the knowledge, ideas, literature obtained and contributes theoretically and methodologically to the topic (Farisi, 2010). The focus of this research is to analyze and solve research questions formulated in

the background of the problem. This research also uses descriptive analysis which describes the data obtained in an orderly manner so that it can be understood well by readers.This method is used to provide a general overview to convey the actualization of the situation from the topic title taken. This approach was chosen because the research focus is on understanding concepts and theories related to multiculturalism and inclusive social identity. Kartono in 1995, page 170.

RESULTS AND DISCUSSION

Results

Basic Concepts of Multiculturalism

The origin of the words multi (Plural) and Kultural (about culture), Multicultural refers to validation of the reality of cultural diversity, which means it includes traditional diversity including ethnic, racial and religious diversity as well as the diversity of life that will continue to be seen in every society's life. The term multiculturalism is also well known and accepted by Indonesian society. Parsudi Suparlan also wrote in the contents of his book that "The concept of multiculturalism cannot be equated with the concept of diversity, which in terms of ethnicity and nationality is something that is a characteristic of a pluralistic society, because multiculturalism emphasizes more on the concept of cultural diversity in equality. The study of Multiculturalism also requires investigating related issues which also support ideology, namely politics and democracy, justice and law enforcement, opportunities for work and business, human rights and quality in productivity.

Multiculturalism is a concept that refers to the existence and interaction of various cultures in a society or country. The following are several definitions of multiculturalism according to experts:

a) Bhikhu Parekh: According to Bhikhu Parekh, multiculturalism is the recognition and acceptance of cultural diversity that exists in society. He emphasized the importance of dialogue between cultures and equality in differences. (Parekh Bhikhu, 2012: 85)
b) Will Kymlicka: Will Kymlicka defines multiculturalism as a policy that supports the rights of minority groups to maintain and develop their cultural identity, while still participating in the broader political and economic life of society.
c) Charles Taylor: Charles Taylor views multiculturalism as the recognition of individual and group cultural identities as an integral part of human rights.

According to him, this recognition is important for social justice and social cohesion.

d) James Banks: James Banks, in the context of education, defines multiculturalism as an effort to create awareness and understanding of cultural diversity in the educational environment, with the aim of promoting equality and justice for all students.

e) Amartya Sen: Amartya Sen sees multiculturalism as respect for the diversity of individual identities, where individuals are not only seen based on one single identity (for example, ethnicity or religion), but as a combination of various identities that form their uniqueness.

Each of these definitions shows that multiculturalism is not only about the existence of diverse cultures, but also about how society manages, respects and facilitates interactions between these cultures in order to create an inclusive and harmonious environment.

The birth of an understanding of multiculturalism was motivated by the desire to be recognized for the cultural diversity that is a reality in the daily life of the nation, including Indonesia. With this, it is also necessary to realize that muktikuralism as an ideology is also an intermediary in strengthening respect for equality among all humans operationally through social systems, namely culture which acts as a guide to the life of a group of people on a daily basis (Ana Irhadiyaningsih, 2012 , p.2-5)

The basic concept of multiculturalism itself is differences in understanding. According to Bikhu Parekh's statement quoted by Fedyani (2006), the word multiculturalism has three basic components including (1) Principles related to culture, (2) principles aimed at matters related to cultural diversity, (3) Principles related to This includes intercultural dialogue. According to Parekh (1997), multiculturalism consists of five theories, including the following:

a. Accommodative Multiculturalism Theory is a society that has a culture that dominates in making modifications to the cultural needs of minority groups, meaning that this society prepares and enacts its own laws for minorities in order to maintain their own culture and also gives freedom to minorities so that they can introduce their own culture.

b. The theory of autonomous multiculturalism, namely that a plural group of people tries to get recognition and fair treatment from the government and the general

public and they also want to have the authority to make decisions that affect their own lives without excessive external interference.

c. The theory of critical or interactive multiculturalism is that cultural community groups are focused on maintaining their cultural autonomy but the focus is more on creating a culture that reflects their own values, beliefs and perspectives.
d. The theory of cosmopolitan multiculturalism, namely a cultural society that does not want to be bound by cultural boundaries so that instead it creates a society that is free to experiment with interactions between different cultures which can later mutually develop different cultural lives. (Azyumardi Azra 2007)
e. Normative multiculturalism theory, namely a positive support for the diversity of a community that is formed on the basis that the rights of that group can be respected and recognized in a society that has wide moral and cultural diversity (Heywood 2007).

The word effective in the KBBI means having an influence, in another sense it means being able to produce results. The word effective also comes from English, effective, which means successful. The concept of effectiveness in this case includes a very broad concept starting from internal or external factors. Effectiveness in the aspect of forming an inclusive social identity means that a group can achieve the expected goals in a more appropriate and efficient way. Achieving goals includes achieving equality and solidarity within the group, as well as managing existing differences and diversity. In effectiveness theory, group effectiveness is measured by the level of achievement of the goals that have been set. In the context of social identity, the effectiveness of forming an inclusive social identity is a group that can unite the differences and diversity of its members, and create similarities and positive solidarity. This effectiveness can be achieved by understanding the attributes that determine social identity, as well as developing an inclusive culture and social norms (Fiska, Gramedia, p.2)

According to several experts regarding social identity, these are:

a. According to Richard (1996) in his book entitled 'Social Identity Third Edition," social identity is an individual's view regarding who he is, how he is, and how his relationship is with other people. From this explanation, each individual is differentiated in terms of social identity relationships with other individuals.

b. In the opinion of Michael A. Hogg and Domonic Abrahams (1998), social identity is defined as an individual's knowledge that indicates he or she belongs to a certain social group.
c. According to Taylor and Moghdadam (1994) in the book "Theories of Intergroup Relations" the social identity of each individual exists in every social identity. What this means is that part of each individual's self-concept is formed because of an awareness of the individual as a group.

Discussion

Forming an Inclusive Social Identity

Forming an inclusive social identity means building awareness and appreciation for differences and diversity in society. An inclusive social identity makes it possible for every individual and group to live side by side, respecting differences in religious, ethnic and cultural identities. The formation of groups based on the same religious beliefs can also form an inclusive social identity. These groups will later become a forum for mutual support, interaction and strengthening the social identity of the community.

Forming an inclusive social identity is an important step in creating a more just, harmonious and productive society. The addition that can be done in the school environment is by adding extracurricular activities which can later build interaction between students from various different cultural backgrounds. This is one of the steps in creating an inclusive educational environment, where all students feel accepted, appreciated and can encourage them. to develop together. By implementing a multicultural education system in the curriculum and teaching methods, it will provide understanding and respect for cultural differences. Furthermore, by carrying out open communication and dialogue with groups who have different backgrounds, this is also a way that can help create understanding, tolerance and cooperation (Vera Dwi Apriliani, et al, p. 428-429)

Forming an inclusive social identity can also be done through religion. Several roles of religion in forming an inclusive social identity include, first, teaching universal values such as love, justice and respect for others. This teaching can later become the basic foundation for an inclusive society because this will encourage acceptance and respect for all individuals regardless of different backgrounds. Second, forming individual identity, meaning that religious identity can also influence how individuals see themselves and how they interact with other people. From the methods explained

above, religion can also be a force that supports the formation of an inclusive social identity, helps build society for each individual, even though each individual has a different background, this is not a reason to live in peace and mutual respect. .

Forming an inclusive social identity requires an approach that involves various aspects of people's lives. Here are some steps you can take to achieve this:

a. Inclusive Education

Increase awareness of curriculum integration that includes education about cultural diversity, religion, gender and other identities. Training for teachers to understand and teach about inclusivity and how to overcome bias and stereotypes.

Implement programs that challenge discrimination and support students from diverse backgrounds. Create and enforce policies that prohibit discrimination in a variety of sectors, including education, employment, and public services. Provide special support, such as access to education and health services, to marginalized groups.

b. Community Empowerment

Intercultural dialogue and facilitating dialogue between different groups to increase understanding and cooperation. Hold activities that involve various community groups, such as cultural festivals, workshops and seminars.

c. Media and Representation

Inclusive content to encourage media to show diverse and positive representation of various groups. Run campaigns to raise awareness about the importance of inclusivity and the negative impact of stereotypes and discrimination.

d. Inclusive Work Environment

Promote recruitment policies that ensure representation from diverse backgrounds. Conduct regular training for employees about the importance of inclusivity and how to create an inclusive work environment. Implement policies that support equal opportunity for all employees, including support for minority groups.

e. Individual Roles

Encourage individuals to become aware of and overcome their personal biases. Promote empathy and tolerance through direct experiences and

interactions with people from different backgrounds. Encouragement of active participation in activities that promote inclusivity and diversity.

Comprehensively combining these steps can help shape an inclusive social identity, where all members of society feel valued and recognized, regardless of their background.

Strategies for Building an Inclusive Social Identity

Building an inclusive social identity requires effective strategies in uniting differences within a group. Developing inclusive discourse and reducing disempowerment. In terms of the digital context, social relations in digital communities can contribute to social inclusion in a digital community. They can contribute to social inclusion if done in an effective way, such as by developing an inclusive political system and reducing differences. Strategies for building an inclusive social identity include several effective approaches. Several strategies that can be used to build an inclusive social identity formation strategy are:

1. Through multiculturalism education, by building multicultural education in which various cultures and religions are introduced. With the aim of helping reduce hatred and injustice and increasing awareness of diversity. (Achmad, et al, 2023, p.362)
2. Increasing awareness, by increasing and raising awareness among the public regarding rights and obligations in social life, can help reduce demeaning views on individuals, violence and discrimination against different groups. (Stkip Widyayuwana, 2016, p.41)
3. Changes by making changes to policies in politics and multicultural education will help reduce conflict and increase awareness of diversity. (Stkip Widyayuwana, 2016, p. 41-43)
4. Building unity within various parties, building communication networks and cooperation between various parties who are also connected to isolated individuals and groups in making a full contribution to social life. By building this communication network, it will be able to help the process of building a positive and inclusive network. (Stkip Widyayuwana, 2016, p. 41-43)

In the social aspect, open and heterogeneous social networks can create a strong shared identity in promoting cooperation between individuals. Social networks based on shared norms and a climate of cooperation can enable social capital to develop and increase inclusiveness. Strategies for building an inclusive

social identity include developing inclusive discourse, overcoming obstacles, developing an inclusive social identity and reducing discrimination. In this way, society can increase community involvement and pride, as well as create an inclusive environment and positive solidarity. (Annisa Istiqamah, 2014, p. 369)The obstacles faced in building an inclusive social identity can also be found in several aspects, including:

a. This limited diversity is also an obstacle in building an inclusive social identity which causes a lack of understanding of different cultures. which results in barriers to inclusivity.
b. Language and communication barriers can also hinder effective communication and understanding, leading to isolation and difficulties in promoting inclusivity.
c. Socioeconomic disparities can create social disparities and hinder efforts to promote inclusiveness in remote areas.
d. Social isolation means a condition where an individual does not want to interact with the community around him and avoids interacting with other people because they are considered threatening to the individual. (Siti Komariyah, Hildayanti, et al, 2023, p. 329-330)

Complexity in the Context of Inclusive Social Identities

Complexity in the context of inclusive social identities refers to the challenges and dynamics that arise when trying to accommodate, respect and integrate various identities in society. Here are some aspects of this complexity:

a) Diversity of Identity

Every individual has multi-layered identities, such as ethnicity, religion, gender, sexual orientation, social class, and others. Accommodating all of these dimensions simultaneously can be a challenge. These identities interact with each other and can create unique experiences of discrimination or privilege that need to be understood in building inclusivity.

Identity diversity refers to the variations and differences that exist in the characteristics and backgrounds of individuals in a society. A person's identity is formed from various interacting elements, and this diversity includes, but is not limited to, the following aspects. Ethnic identity refers to a person's relationship with a particular ethnic group that shares a common culture, language, history, or geographic origin. Religious identity encompasses a person's religious beliefs, practices, and

affiliations, which can vary greatly from individual to individual. Gender identity is how a person understands and expresses himself in relation to the concepts of masculinity, femininity, or identities outside of traditional gender binaries. Sexual orientation refers to a person's emotional, romantic, or sexual attraction to other people, which can be different such as heterosexual, homosexual, bisexual, and others.

Social class identity relates to a person's economic and social position in society, which can be influenced by factors such as income, employment, and education. Identities related to physical and mental abilities include a person's lived experiences with certain physical or mental health conditions, which influence the way they interact with the world. Age-based identities encompass various life stages such as children, adolescents, young adults, adults, and seniors, each of which has different characteristics and experiences. A person's educational background, including the level of education achieved and educational experiences, also shapes his or her identity. Geographic identity relates to a person's place of origin, such as a village, city, or country, which influences their culture, language, and life experiences.

Identity diversity is important because it reflects complex and diverse social realities. Recognition and appreciation of diverse identities can bring several important benefits, including: Valuing diverse identities helps build a more inclusive and just society, where every individual feels accepted and valued. Diversity of perspectives and backgrounds can encourage creativity and innovation, both in the work environment and in the community. The interaction between various cultural identities enriches the cultural life of a society and broadens intercultural understanding. Managing and celebrating diverse identities can strengthen social cohesion, reduce conflict, and increase harmony in society.

Diversity of identities is a wealth that must be appreciated and managed wisely to create a harmonious, just and dynamic society.

b) Stereotypes and Prejudice

Negative stereotypes Confronting and overcoming stereotypes and prejudices that have long existed in society can be difficult and take time. Unconscious bias by individuals or groups can influence decisions and behavior unfairly. (Sleter Grant, 2009: 78)

Stereotypes and prejudice are two important concepts in understanding social dynamics and interactions between groups in society. The two are often interrelated and contribute to discrimination and social injustice.

Stereotypes are overly generalized and simplistic generalizations about a group of people based on certain characteristics, such as race, ethnicity, gender, sexual orientation, religion, or social status. Stereotypes tend to ignore individual differences within the group and are often inaccurate.

Prejudice is a negative attitude or unfair judgment towards a person or group of people based on their characteristics. Prejudice is often based on stereotypes and can develop into discrimination or actions that harm the group. (Kymlicka, 2011: 49)

Examples of Prejudice:

1. Someone who thinks that all immigrants are a threat to the country's security.
2. The belief that people of certain racial groups are inferior or superior to others.
3. Assuming that someone is incompetent or unworthy simply because of their gender.

Impact of Prejudice: Prejudice can lead to discriminatory actions, where individuals or groups are treated unfairly based on identity. Individuals or groups who are targets of prejudice often experience exclusion from various aspects of social life. Prejudice can create or exacerbate tensions and conflicts between groups in society.

The Relationship Between Stereotypes and Prejudice. Stereotypes often form the basis for prejudice. When stereotypes are used to make judgments or decisions about individuals, this can result in unfair attitudes and actions. For example, the stereotype that “older people can't use technology” may lead to prejudice against older people in jobs involving technology, which in turn may lead to discrimination in hiring or training. (Mendenhal, 2012: 59-70)

Overcoming Stereotypes and Prejudice. Educating the public about diversity and individual uniqueness can help reduce stereotypes and prejudice. Increasing interaction and dialogue between different groups can help reduce misunderstanding and prejudice. Encouraging individuals to reflect on and be aware of their own biases can be an important step in reducing prejudice. Implementing policies that support inclusivity and prohibit discrimination can help reduce the impact of prejudice in various aspects of life. By recognizing and addressing stereotypes and prejudice, society can move toward greater inclusivity and social justice.

c) Policy and Law

Creating and implementing effective inclusive policies often faces resistance, both from individuals and institutions. Ensure local laws and regulations align with the

principle of inclusivity, which may sometimes require legislative changes or policy reforms.

Education and Awareness

Variations in understanding, levels of understanding and acceptance of inclusivity vary among individuals and groups, which can hinder collective efforts to build inclusive societies. Access to education means that not all individuals have equal access to education about diversity and inclusion. (Vertovec, s, 2010: 61)

d) Social and Cultural Environment

Social norms are existing social norms and values that may conflict with the principle of inclusivity, and changing them requires ongoing efforts. Collective identity to form an inclusive social identity must be balanced with the collective identity of the existing community, which is sometimes exclusive.

e) Economy and Employment

Economic inequality can exacerbate discrimination and social exclusion, so inclusiveness efforts must consider economic aspects. Creating fair and inclusive employment opportunities for all groups requires changes in recruitment practices and workplace culture.

f) Media and Representation

Media can reinforce negative stereotypes or lack of representation of certain groups. Social media influence Social media has the potential to spread both inclusive and discriminatory messages, and its influence is difficult to control.

Strategies for Overcoming Complexity

1. Continuing Education: Increase awareness and understanding through sustainable and inclusive education programs at all levels.
2. Strong Inclusive Policies: Develop and implement strong policies against discrimination and supporting diversity.
3. Intercultural Dialogue: Promote ongoing dialogue between diverse groups to overcome prejudice and build understanding.
4. Economic Empowerment: Increase economic access and employment opportunities for marginalized groups.
5. Monitoring and Evaluation: Continuously monitor and evaluate inclusivity efforts to ensure effectiveness and adjust strategies as needed. (Sue, 2009: 88)

Building an inclusive social identity is complex, but with a holistic and sustainable approach, these challenges can be overcome.

Of course, every human being also basically has similarities with one another, but also has social differences. These differences include religion, race, ethnicity, ideology, gender and culture. As is the case in Indonesia, it is a country built on diversity, where each region has its own unique cultural characteristics. However, there are definitely challenges in wanting every existing religion to be well accepted by every group that also has these differences. Like accusing different groups with accusations whose truth cannot be ascertained, attitudes tend to easily underestimate other groups by assuming their group is the most correct and looking down on other groups. These challenges may be unavoidable if we want to implement acceptance of diversity, but the challenges that occur can be prevented by people who are willing to be open with each other so that they can create an attitude of respect for each other's differences and protect each other's wealth, which in turn can increase broader insight regarding identity. (Gay G, 2010: 99)

The concept of multiculturalism refers more to an emphasis on understanding and living with social and cultural differences, both individually and in groups of society. Glaze stated, in a multicultural society, loyal individuals are multiculturalists because loyal individuals have their own culture which is not originally from their ethnic group but also has a culture which originates from another ethnic group. Multiculturalism is a very relevant concept in understanding diversity in global society. A deep understanding of multiculturalism and Islamic perspectives enables the building of an inclusive and harmonious society. The implications of multiculturalism include strengthening community identity, increasing intercultural understanding, and challenging dominant power structures.

In a social and political context, multiculturalism has a broad impact, including in strengthening community identity and understanding cultural diversity as a source of strength for a nation. The importance of multiculturalism values in building an inclusive, just and harmonious society is also highlighted. In a sociological perspective, all identities are identifications are socially constructed and can use various elements such as geography, socio-cultural attributes, political control, history, biology, collective memory, or even religious institutions Therefore, multiculturalism plays an important role in appreciating cultural differences and promoting mutually respectful relationships between different cultural groups. (Muhammad Azriel, 2023, p, 2)

CONCLUSION

The method used in analyzing literature from various multicultural societies. Apart from that, public policies that support diversity, empowerment of minority groups, and multicultural education also have an important role in creating an inclusive environment for all individuals. The implications of this research require collaboration between groups, government support and individual awareness to create an inclusive and harmonious multicultural society. Multiculturalism is very important in terms of efforts to achieve social justice and equality. In this case too, the concept of multiculturalism is something that is very relevant to be discussed and applied further.

The term multiculturalism is also well known and accepted by Indonesian society. The basic concept of multiculturalism itself is differences in understanding. By implementing a multicultural education system in the curriculum and teaching methods, it will provide understanding and respect for cultural differences. Furthermore, by carrying out open communication and dialogue with groups who have different backgrounds, this is also a way that can help create understanding, tolerance and cooperation.

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