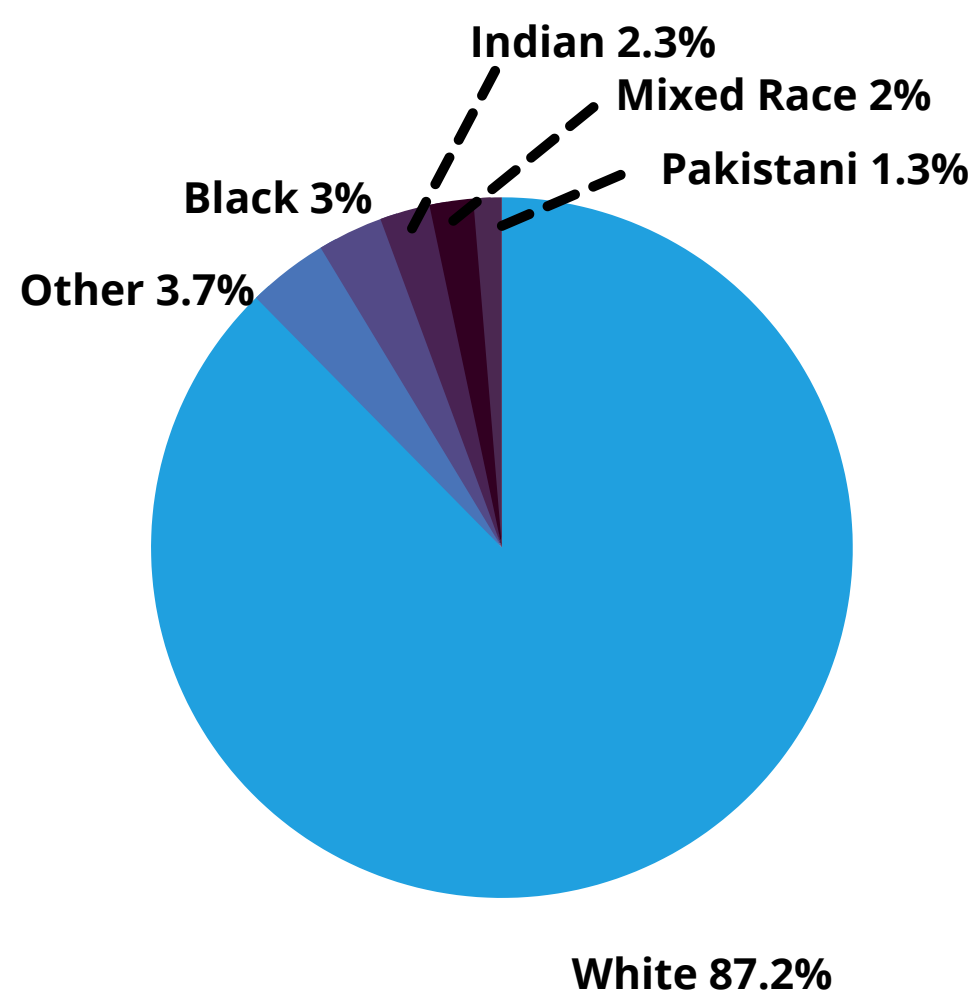


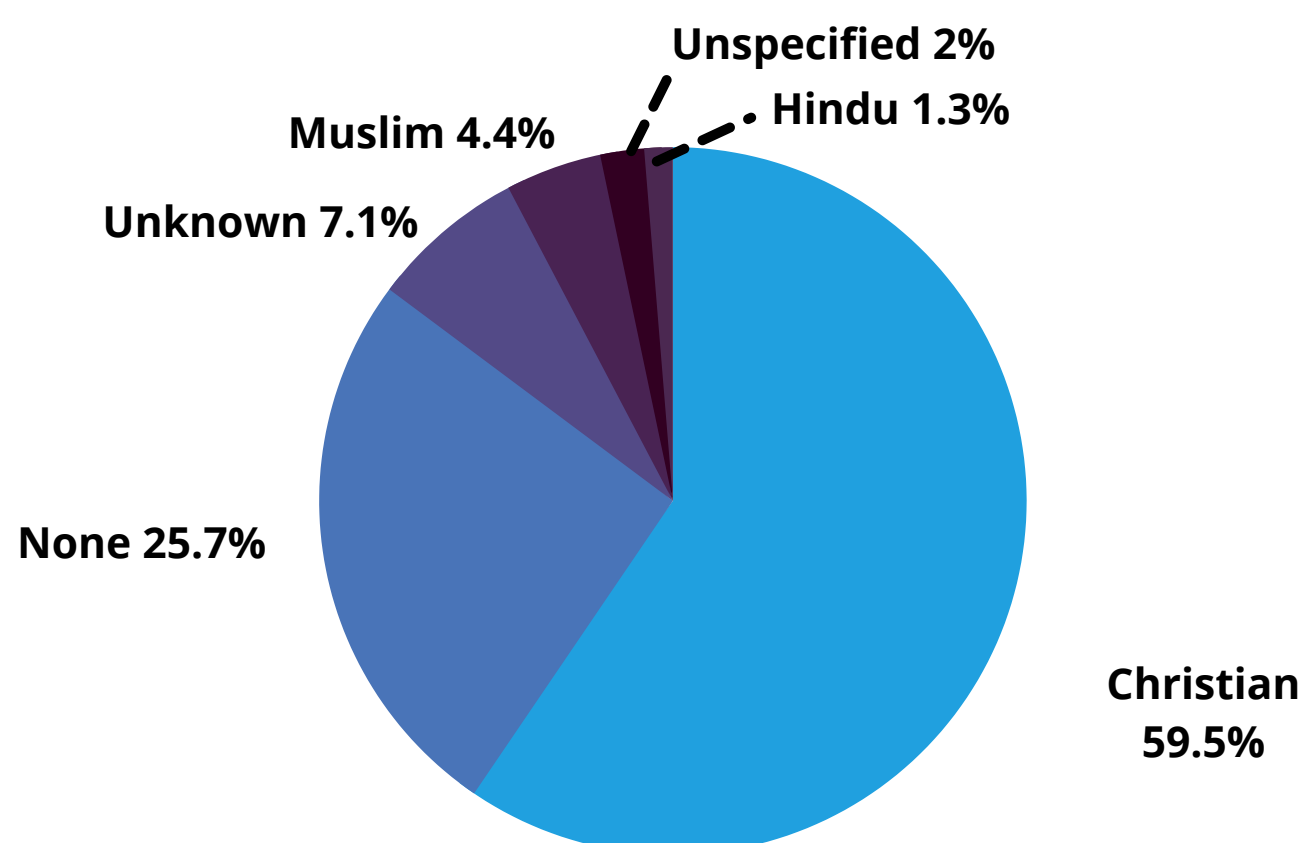
HISTORICAL CONTEXT

The United Kingdom (UK) has an imperial history as the home of the British Empire. Widespread decolonization efforts in the late 20th century caused formerly colonized populations to immigrate to the UK, increasing its ethnic diversity.

DEMOGRAPHICS



RELIGION



MULTICULTURALISM POLICY

- **Term:** diversity, used very sparsely.
- **Approach:** top-down, with constitutional reference to diversity and government policies regarding ethnic groups, culture, and race.

DOMESTIC

- The Constitution Reform Act (2005) encourages diversity (undefined in legislation).
- The Race Relations Amendment Act (2000) and Equality Act (2010) prohibit racial and religious discrimination.
- Laws protect the culture and languages of the Irish, Ulster Scots, and Welsh.
- The government provide arts and cultural funding to ethnic groups and has implemented programs to tackle employment inequities.

INTERNATIONAL

Treaties

- ✓ International Convention on the Elimination of All Forms of Racial Discrimination
- ✓ International Covenant on Civil and Political Rights

United Kingdom

Background

- Population: 65.76 million (in 2020)ⁱ
- Demographics: 87.2% White, 3% Black, 2.3% Indian, 1.9% Pakistani, 2% mixed, 3.7% other (in 2011)ⁱⁱ
- Languages: English (and regional languages)ⁱⁱⁱ
- Religion: 59.5% Christian, 25.7% none, 4.4% Muslim, 1.3% Hindu, 2% unspecified (in 2011)^{iv}
- Terms: “diversity” used sparsely
- Approach: top-down

The United Kingdom (UK) is of interest to this project for its unique imperial history and increasing ethnic minority population. Unlike most nations, the UK’s constitution is “uncodified” and made up of various pieces of legislation -- including the 1215 Magna Carta.^v Following widespread decolonialization efforts in the late 20th century, many previously colonized populations began to immigrate to the UK.^{vi} Scholars point out that in contrast to countries like Canada and New Zealand that consider multiculturalism to be part of their national identity, multiculturalism poses a threat to conventional concepts of British identity that embrace Britain’s imperial past.^{vii} As such, the UK’s diversity policies emphasize immigrant integration^{viii} and prohibiting discrimination, rather than the active promotion of minority cultures outside of the countries that make up the UK.

Comparative Analysis: Domestic Legal

Approach

Government-led.

2000 Race Relations Amendment Act prohibits discrimination and widens obligations among “public authorities” to comply^{ix}

2010 Equality Act merged nine pieces of existing legislation including the 1976 Race Relations Act and 2003 Employment Equality Regulations pertaining to religious beliefs^x

Constitutional Protections

Constitutional Protections for Equal Rights^{xi}:

2005 Constitutional Reform Act:

- Article 64 encourages “diversity” regarding judicial appointments (diversity undefined)

Northern Ireland Act 1998:

- Article 28D seeks to “enhance” and maintain the Irish and Ulster Scots languages and the Ulster Scots “heritage and culture”
- Discusses discrimination against an unspecified “class of person”

Government of Wales Act 2006:

- Article 61 authorizes Welch Ministers to carry out actions to support Welch language and culture (specific facets of Welsh land and culture are mentioned)

Comparative Analysis: Domestic Practical

Valuing and Active Promotion of Diversity

1992 Home Office's Ethnic Minority Grant Program provided arts funding to ethnic groups.^{xii}

Equality and Human Rights Commission created under the 2006 Equality Act to protect and enforce equality laws.^{xiii}

The BBC (British Broadcasting Corporation) is committed to representing the UK's "ethnic, cultural and religious" diversity.^{xiv}

Multiculturalism as a Means to Integration

2005 strategy (Improving Opportunity, Strengthening Society) aimed to "increase race equality and social cohesion."^{xv}

2007 plan (The children's plan: building brighter futures) created by the Department for Children, Schools and Families encourages schools to promote "community cohesion" and "diversity."^{xvi}

Affirmative Action Policies

Section 159 under the 2010 Equality Act allows employers to take "positive action" if they believe an equally qualified candidate is at a disadvantage.^{xvii}

Comparative Analysis: International

International Treaties

International Convention on the Elimination of All Forms of Racial Discrimination (1969) signed in 1966 and ratified in 1969.^{xviii}

International Covenant on Civil and Political Rights (1976) signed in 1968 and ratified in 1976.^{xix}

i "United Kingdom," The World Factbook, Central Intelligence Agency, accessed November 19, 2020, <https://www.cia.gov/library/publications/the-world-factbook/geos/uk.html>

ii Central Intelligence Agency, "United Kingdom."

iii Central Intelligence Agency, "United Kingdom."

iv Central Intelligence Agency, "United Kingdom."

v "What is the UK Constitution?" University College London, accessed November 18, 2020, <https://www.ucl.ac.uk/constitution-unit/what-uk-constitution/what-uk-constitution>.

vi Richard T. Ashcroft, and Mark Bevir, "Multiculturalism in contemporary Britain: policy, law and theory," *Critical Review of International Social and Political Philosophy* 21, no. 2 (November 2017): 1-21. <https://www.tandfonline.com/doi/full/10.1080/13698230.2017.1398443>

vii Ashcroft and Bevir, "Multiculturalism in contemporary Britain," 1-21.

viii Ashcroft and Bevir, "Multiculturalism in contemporary Britain," 1-21.

ix "Summary: the Race Relations (Amendment) Act 2000," *The Guardian*, February 22, 2001, <https://www.theguardian.com/society/2001/feb/22/equality.raceequality>.

x "What is the Equality Act?" Equality and Human Rights Commission, accessed on November 18, 2020, <https://www.equalityhumanrights.com/en/equality-act-2010/what-equality-act>.

xi "United Kingdom 1215 (rev. 2013)," Constitute Project, accessed on November 18, 2020, https://www.constituteproject.org/constitution/United_Kingdom_2013?lang=en.

xii "United Kingdom," Multiculturalism Policies in Contemporary Democracies, Queen's University, accessed on November 18, 2020, <https://www.queensu.ca/mcp/immigrant-minorities/evidence/united-kingdom>.

xiii "Who we are," Equality and Human Rights Commission, accessed on November 18, 2020, <https://www.equalityhumanrights.com/en/about-us/who-we-are>.

^{xiv} Queen's University, "United Kingdom."

^{xv} "Improving opportunity, strengthening society - UK," European Urban Knowledge Network, last modified January 11, 2011, <https://www.eukn.eu/news/detail/improving-opportunity-strengthening-society-uk/>.

^{xvi} Queen's University, "United Kingdom."

^{xvii} "Equality Act 2010," UK Public General Acts, [legislation.gov.uk](https://www.legislation.gov.uk/ukpga/2010/15/section/159), accessed on November 18, 2020, <https://www.legislation.gov.uk/ukpga/2010/15/section/159>.

^{xviii} "Ratification of 18 International Human Rights Treaties," Status of Ratification Interactive Dashboard, Office of the United Nations High Commissioner for Human Rights, accessed November 18, 2020, <https://indicators.ohchr.org/>.

^{xix} "Ratification of 18 International Human Rights Treaties," Status of Ratification Interactive Dashboard, Office of the United Nations High Commissioner for Human Rights, accessed November 18, 2020, <https://indicators.ohchr.org/>.