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Critical Diversity, Social Cohesion & the Layers of Belonging

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CONTEXT

- ▣ **Advocacy and policy development across identity categories**
- ▣ **Hate crime – comparative experiences**
- ▣ **Vulnerability in the criminal justice system**
- ▣ **Emergence of critical diversity frameworks**

GENESIS OF ARGUMENTS

“There have been many changes . . . the latest of which now sees the Government moving its focus from ‘race’ to ‘diversity’. The question we should ask before we change to diversity is this: have we fully addressed the issues of race?” (Lawrence, 2009)

“Are Whites still good for Australia? Have they been living in ghettos for too long? Are Whites dividing Australia? Do we need to have an assimilation program to help ease them in the multicultural mainstream?” (Hage, 2004)

CRITICAL DIVERSITY

▣ **Critical Diversity (Herring & Henderson, 2011)**

- decentres diversity
- recognises social cohesion can be generated from heterogeneity

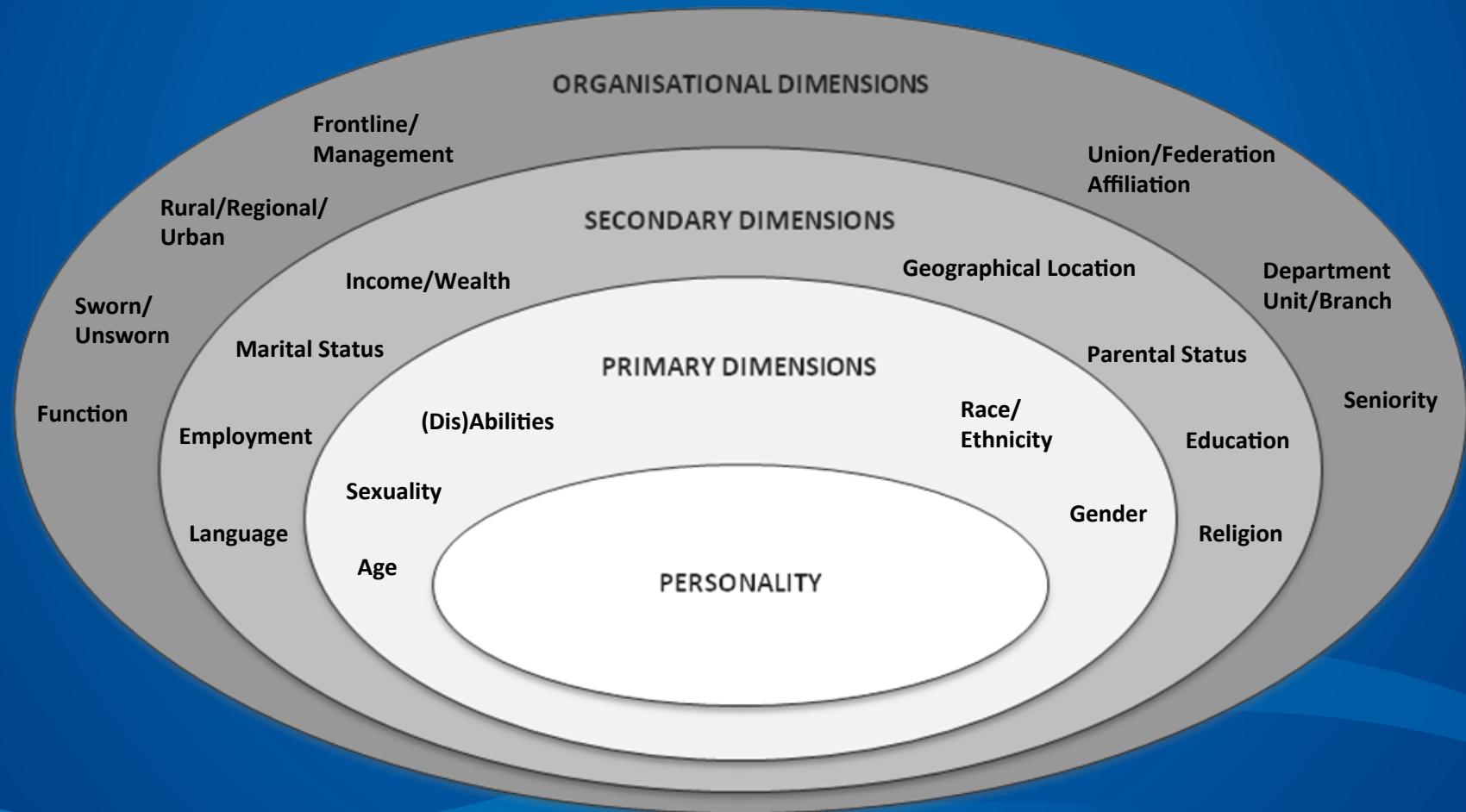
▣ **Unlike its predecessors, critical diversity:**

- embraces ‘cultural differences that exist between groups...’ (2011, p. 630)
- acknowledges the rich tapestry of difference
- retains the need for compensatory justice

LAYERS NOT LABELS (Luna 2009)

- ▣ **Adopting a critical diversity approach also allows us to consider the ways in which diversity**
 - is a relational category
 - can shift over time and with changes in social distributions of power
- ▣ **Social exclusion results from a lack of recognition of the layers of subordinated differences**
- ▣ **Gender, sexuality, age, class and disability equally important to social exclusion and cohesion**

DIMENSIONS OF DIVERSITY IN POLICING ORGANISATIONS



CRITICAL DIVERSITY

- ▣ **Critical Diversity allows for:**
 - complexity in individual or sub-population identity
 - accounts for the dynamic character of identity
 - challenges hegemonic constructions of culture

- ▣ **Shift away from processes encumbered by siloed practices**

CRITICAL DIVERSITY IN PRACTICE

- ▣ **Embedding diversity in policy and practice as the norm**
- ▣ **Assists us in identifying the *situations* that create exclusion**
- ▣ **Maximises the opportunity for cultural capability**
- ▣ **Transferability of skills of inclusion**

CRITICAL DIVERSITY & SOCIAL COHESION

- ▣ **Social cohesion requires recognition of our interdependency (Honneth 1995): love/care; social recognition; rights**

- ▣ **Focus of conventional approaches has been on maximising social recognition (ie multiculturalism)**

- ▣ **Across all three axes, youth & older people, people with disabilities and people who identify as LGBTIQ lack recognition of their interdependency**
 - Family exile
 - Lack of esteem or valuation of contributions
 - Limited rights

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