

The Intercultural Dialogue Index (ICDI)

Overall Analysis and Country Report

Prepared by

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*Some parts of this report including the methodology section have been published before in
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Abbreviations

CIA	Central Intelligence Agency
COVID-19	Coronavirus disease
EU	European Union
ICD	Intercultural Dialogue
ICDI	Intercultural Dialogue Index
ICELDS	International Centre for Ethnic and Linguistic Diversity Studies
MIPEX	Migrant Integration Policy Index
IOM	International Organization for Migration
OECD	Organisation for Economic Co-operation and Development
OHCHR	Office of the United Nations High Commissioner for Human Rights
UK	United Kingdom
UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organization
US	United States

Executive summary

This report discusses the findings of the Intercultural Dialogue Index (ICDI), an index measuring the level of intercultural relations across 51 countries. Since it's the framing of ICD as an approach for the management of diversity (Council of Europe 2008), there haven't been many attempts to empirically measure country-level intercultural environment. The ICDI is a novel attempt that measures ICD by integrating three dimensions of diversity and issues affecting its management. Based on detailed analysis and research that formed the empirical foundations for this index (Mansouri & Elias 2021), the countries included in this report display a great level of divergence in terms of their approach and considerations of ethno-cultural diversity and intercultural relations. Though we only include 51 countries in this initial report, it is important to note that we have countries representing all six continents, countries from the global north and global south, and countries with a long history of migrant settlements, and countries with little or more recent contact with diversity.

Furthermore, not all countries can be characterised as representative of liberal, democratic forms of governance, with many examples from the global south particularly exhibiting a high level of diversity in terms of political governance. For these and other reasons, some countries have well-established, robust policies that address issues affecting their diverse populations, while others have limited experience in this regard, and thus offer reduced opportunities for ethnic/religious minorities. The report integrates the diversity and distinction of each country as it contextualises each country's ICDI score to its intercultural and multicultural environment.

The ICDI scores range from 0 to 1, with higher values indicating better performance. Overall, the findings across the 51 countries indicate that the scores ranged between 0.3 and 0.7. The country with the highest ICDI score was Sweden (ICDI = 0.814), and Iran had the lowest score (ICDI = 0.341). The mean and standard deviation for the overall scores is 0.55 and 0.11. In terms of the distribution of scores based on regions, (see the map, Figure 2), developed countries including Sweden Canada, Australia, Finland, and United Kingdom (in this order) have the highest ICDI score. Other developed countries such as Germany, United States, New Zealand, and France have high scores in some components but fell short in the overall score compared to the former countries. Countries with the lowest ICDI include Iran, Malaysia, and China with scores ranging from 0.33 to 0.36. In these countries, the three dimensions comparably contribute to their low index scores.

This report highlights that ICD incorporates multiple dimensions conducive to creating intercultural understanding across difference requiring both an acceptance of cultural diversity (or super-diversity) and a commitment to cross-cultural contact and dialogue. Multicultural policies have for decades sought to achieve the first with varying degrees of success across countries. However, achieving mutual understanding and social cohesion while maintaining the recognition of diversity calls for an intercultural approach. The findings reported in relation to the proposed ICDI have some key theoretical and practical implications.

First, the ICDI contributes to intercultural theory by providing researchers with an analytical instrument for measuring intercultural relations. Previously comparative assessment of pro-diversity conditions has been limited by the lack of benchmark data with comparable characteristics. In future, the ICDI and improved versions of the index will enable clearer measurement of ICD at the national level.

Second, the ICDI is expected to have more practical implications in policy circles. The index will provide policymakers with a tool to assess the state of intercultural relations in their jurisdictions. This means, regularly generated ICDI data will serve as an indicator for examining the effects of more policy interventions and pro-diversity strategies. If a country introduces a diversity or multicultural policy, anti-discrimination policy, or improves its position in other indicators, it will achieve better standing in ICDI.

Third, the ICDI may stimulate more discussions and debates around the intercultural agenda, in both academic and policy circles. In the absence of international data on ICD, quantifying and visualising an intercultural approach as a distinct social policy framework has not always been easy. This index may allow researchers and policymakers to better articulate ICD as a concept and policy framework.

Introduction

Today's super-diverse societies are complex in many respects (Vertovec 2007). They are socially dynamic and highly interconnected, with a combination of factors, such as immigration, globalisation, racism, inequality, and intercultural conflict, contributing to continuous social transformations worldwide. As super-diversity becomes the norm, the urgency for meaningful cross-cultural interactions and intercultural understanding is becoming increasingly apparent. This is particularly the case, as countries face economic, socio-political, and health challenges, amid the unprecedented global pandemic of the novel coronavirus disease (COVID-19). The pandemic has indeed accentuated social fissures imbued by rising levels of xenophobic nationalism and racism, with dialogue becoming elusive as a way of solving differences (Bieber 2020; Elias et al. 2021). And as such, the realisation of peaceful coexistence within contemporary multiracial and multicultural societies will not be possible without dialogic and transformative cross-cultural interaction. The notion of intercultural dialogue (ICD) has emerged with the purpose of addressing the challenges associated with super-diversity and sociocultural exclusion.

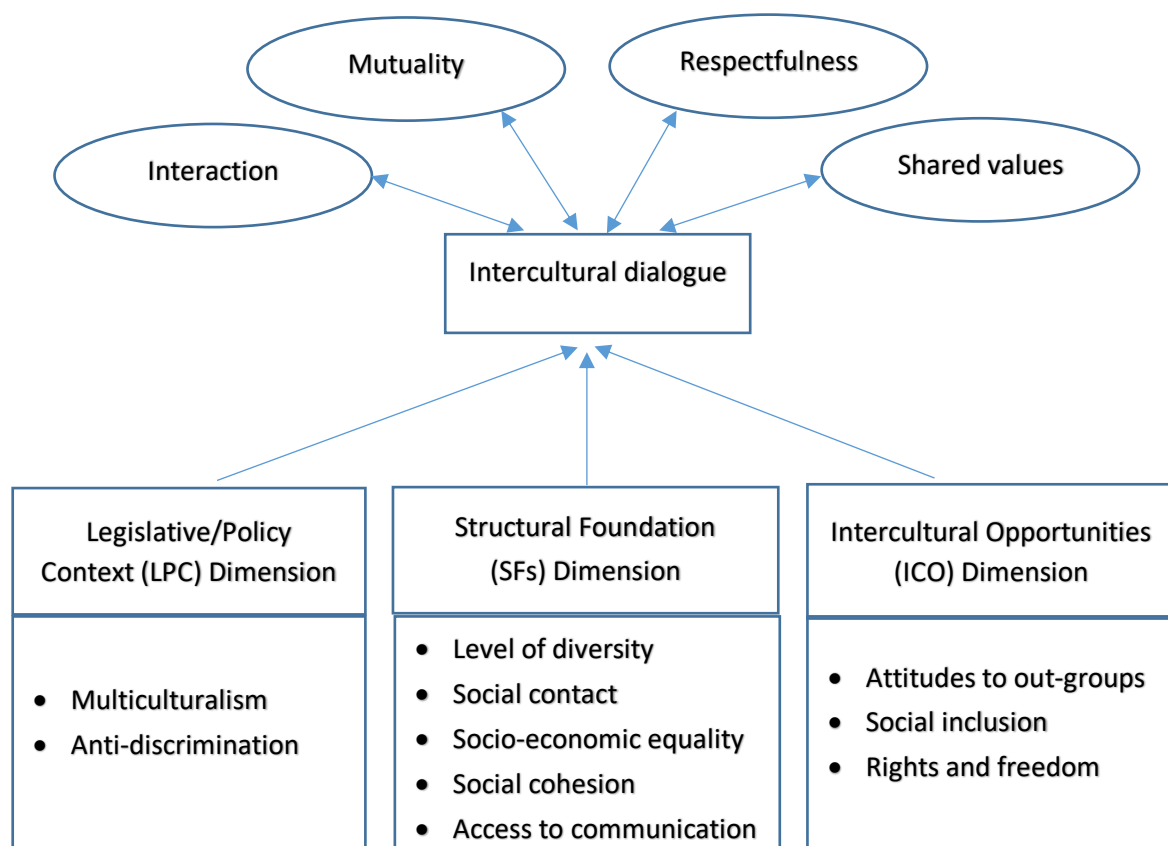
Broadly conceived, ICD is a process of interaction, exchange, and dialogue among individuals from diverse cultural backgrounds, with an emphasis on fostering social harmony and peaceful coexistence (Council of Europe 2008; UNESCO 2017). Scholarly research on ICD, and the broader related concept of interculturalism, exhibits significant divergence in the understandings of the theoretical novelty of ICD, particularly in comparison to other well-established concepts such as multiculturalism, cosmopolitanism, and transnationalism. A comprehensive review of this literature, particularly in relation to the definitions of ICD and interculturalism (Elias and Mansouri 2020), reports that the most popular definitions of ICD are those provided by the Council of Europe and UNESCO. The Council of Europe (2008, p. 17) defines ICD as “a process that comprises an open and respectful exchange of views between individuals and groups with different ethnic, cultural, religious and linguistic backgrounds and heritage, on the basis of mutual understanding and respect.” Similarly, UNESCO defined ICD as the “equitable exchange and dialogue among civilizations, cultures and peoples, based on mutual understanding and respect and the equal dignity of all cultures is the essential prerequisite for constructing social cohesion, reconciliation among peoples and peace among nations” (UNESCO 2017).

Based on the above definition, a range of factors contribute to a well-functioning and successful ICD (Elias and Mansouri 2020). As outlined in Figure 1 below, notions of respect, mutuality, shared values, and interaction are the key domains that determine its occurrence. Research also indicates that while ICD mainly focuses in fostering cross-cultural understanding and social cohesion, has a lot in common with other forms of managing diversity, particularly with multiculturalism (Mansouri & Modood 2020). Stokke and Lybæk (2018) propose that ICD and multiculturalism can complement each other and combine to address issues of diversity and ethnic equality. Others suggest a multi-level integration of intercultural and multicultural approaches may offer optimal approach to addressing diversity issues (Banting & Kymlicka 2013; Fossum et al. 2020). The Intercultural Dialogue Index (ICDI) has been constructed taking into consideration these interconnections and integrating them as the three dimensions (legislative, structural, and intercultural) of the index.

The main contribution of the ICDI relates to addressing one of the key challenges in the implementation and evaluation of ICD as a diversity approach, namely the issue of measuring

intercultural dialogue. Scholars have developed different indices to measure multiculturalism (Huddleston and Vink 2015), but little has been done before in measuring ICD at a country level. Mansouri and Elias (2021) recently developed an index for ICD using publicly available data for 51 countries. This country report extends the index, by contextualising the ICDI scores for the 51 countries with their immigration and diversity policies. The report is also designed to provide contextual detail for the global findings of the ICDI. It breaks down the ICDI by countries, detailing how each country performed in terms of providing inclusive social environment for diverse groups and policies that promoted intercultural relations. This will also serve as a broad assessment of how each country's multicultural and intercultural environment changed overtime (IOM 2020a).

Figure 1. Underlying structure of intercultural dialogue



Source: Mansouri and Elias (2021, p. 417).

Methodology¹

ICDI was developed by identifying and methodically combining 31 key relevant indicators based on intercultural theory. Following established index construction methods from the literature (e.g., Foa and Tanner 2012; OECD 2008), the ICDI was developed based on three main criteria: coverage of sufficient number of countries, relevance to intercultural and diversity issues, and reproducibility of the index construction procedure. A detailed treatment of the approach and methodology for the development of the index, including complete list of the data sources for all indicators are available in Mansouri and Elias (2021). In this country report a brief description of the methods has been adapted from Mansouri and Elias (2021).

Table 1. Dimensions, components, and indicators used for assessing intercultural dialogue

Dimensions	Components	Indicators
Basic legislative & policy context (LPC)	Multiculturalism	Multicultural/diversity: act or policy Measures on integration of migrants Dual citizenship
	Anti-discrimination	Anti-discrimination: act or policy Ratification of international anti-discrimination convention
Structural foundations (SFs)	Platform for social contact	Tourism arrivals Cultural participation Number of living indigenous languages Number of living immigrant languages
	Fractionalization	Ethnic Fractionalization index Linguistic Fractionalization index Religious Fractionalization index
	Socio-economic inequality	Gini coefficient Intergenerational social mobility Level of educational attainment
	Access to communication	Newspapers published Mobile telephone subscription Internet users
	Cohesion and stability	Intergroup cohesion State Fragility Index Fragile States Index
	Intercultural attitudes and competence	Racism (Attitudes towards other groups) Global social tolerance index (tolerance) Global tolerance index (intolerance)
Intercultural opportunities (ICO)	Minority representation	Religious Restriction Index Inclusion for Minorities Index Intergroup relations (ethnic exclusion) Discrimination of ethnic minorities
	Freedom and rights	Press Freedom Index Freedom of domestic movement Freedom of foreign movement and travel

Note: This table provides a list of dimensions, components, and indicators for ICDI. Overall, 31 indicators have been identified and assembled reflecting the 10 components and three dimensions of the index.

¹ This section has been adapted from Mansouri and Elias (2021).

The ICDI was developed drawing on established methods of index development such as those suggested in OECD's *Handbook on Constructing Composite Indicators* (OECD 2008). These data selection and analytical tools were widely utilised in other well-known indices, including the Doing Business Indicators (World Bank 2019), Global Peace Index (Institute for Economics and Peace 2017) and the Social Progress Index (Porter et al. 2014). The OECD guideline suggests at least 10 key steps as a checklist for index construction. Each of the above recommendations have been incorporated in constructing the ICDI. One of these relates to theoretical framework, providing justification for inclusion of indicators. Table 1 outlines the conceptual architecture of the ICDI, with three levels of analysis. First, the 31 indicators, listed in column 3, were selected and generated from available indices and reliable public data sources. They all represent relevant measures that relate to the core ICD dimensions (see section 3). Second, the ten components (column 2) were generated by weighting, transforming, and combining the relevant indicators. Each component has between three and five indicators. A component represents unique but interrelated input, tool, support structure, and social outcome, and combines with the rest to make up a dimension. The dimensions (column 1) represent the primary elements that combine to measure a country's readiness for intercultural interaction. The components are the broad conceptual categories that we argue affect the possibility of ICD in a country. A country's dimension score is calculated as the average of the component in that dimension.

The other nine methodological suggestions in the OECD guideline relate to selection, completion, optimal incorporation, and analysis of the underlying data. Below is a list of these nine steps along with the corresponding section in the current article detailing their application:

- Data should be selected based on 'analytical soundness, measurability, country coverage and relevance' (OECD 2008, p. 19),
- Applying imputation to complete the dataset,
- Applying multivariate analysis to examine the structure of the datasets,
- Applying normalisation of variables for comparability,
- Weighting and aggregation based on underlying theory,
- Conducting robustness test,
- Reflecting on the overall performance of the index,
- Linking the index to other indicators through statistical models,
- Applying visualisation of the results,

Each of these methodological guidelines ensure that the index is consistently measured for all countries, can be replicated, and is fairly transparent in terms of the analysis and the results.

Indicator selection criteria

The indicators for the ICDI index were selected on the basis of three main criteria that are commonly used in the literature (OECD 2008):

- (1) Relevance to intercultural and diversity issues. (Does the indicator have direct relevance to ICD? If so, how is it related? Does it enhance/sustain or prevent ICD from taking place?)
- (2) Data quality and availability. (Are there sufficient, reliable, and accessible data for the indicator? Is it available for sufficient number of countries?)

(3) Data comparability and measurability. (Are the data comparable across countries? Can they be measured consistently?)

Selection of countries

Countries were selected depending on availability of reliable data. In some cases, countries did not have values for certain indicators for at least two reasons: data were not reported to international organizations; or a source did not include certain countries. A country was excluded if more than one indicator value was missing for two or more components. Other indices have used less strict criteria for missing values (see for example, Porter et al. 2014). For the included countries, an indicator's missing value was filled with an estimated value based on regressions run at the component level. For countries with estimated values exceeding/below a reasonable limit, the theoretical maximum/minimum based on available recorded data for the indicator was used instead of the estimated value. For example, Dual citizenship is a dichotomous variable with yes/no options. If the estimated value is calculated to be a negative value, 0 was used instead. For retention of maximum variance, missing data were replaced before excluding countries with significant number of missing values. This enabled us to generate complete data for countries that were included.

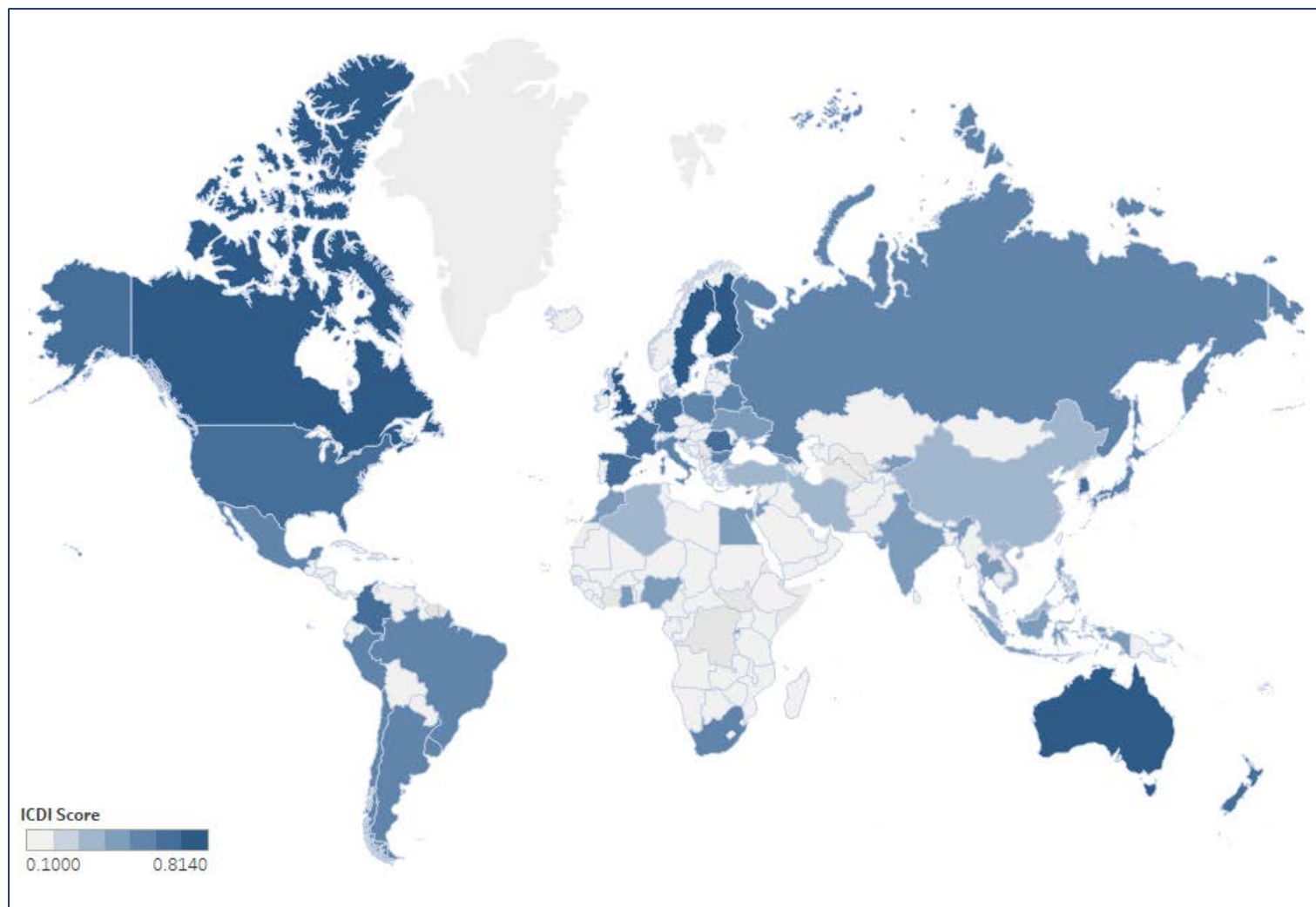
Data sources

Data for the ICDI was compiled beginning in February 2018. First, we identified data sources that could potentially be used in the construction of the ICDI based on our selection criteria. These data were assessed for relevance, data quality, and coverage in terms of time period and geographic unit before they were utilised in the calculation of the index. The main data sources were:

- (i) National constitutions, legislations, and policy documents
- (ii) National statistics
- (iii) Existing global indices
- (iv) International databases

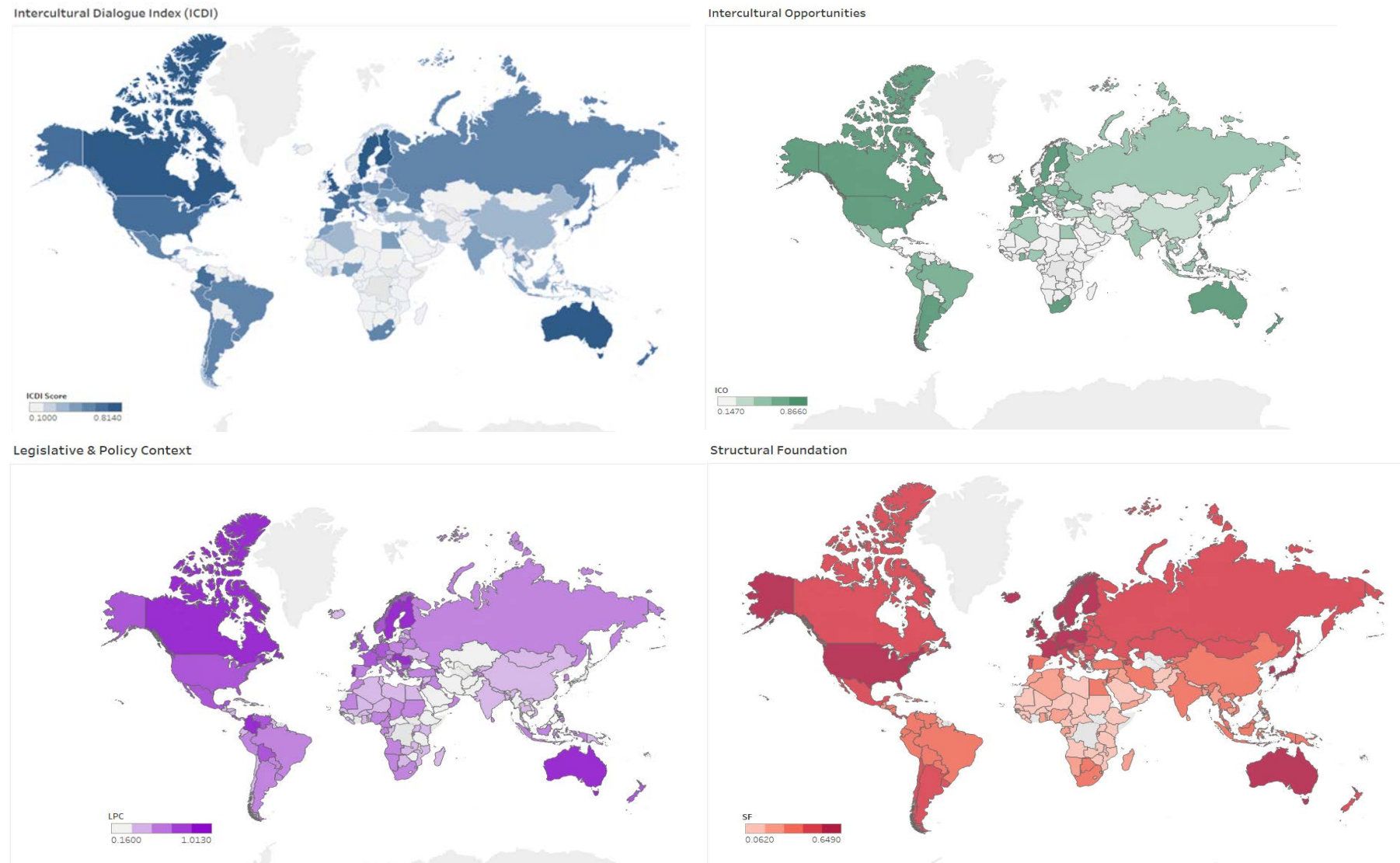
The ICDI followed a consistent process for data collection to maintain overall data quality and ensure comparability across countries. Data for the index were mostly collected from web-based public sources. Where internationally comparable data and/or indices were not available for an indicator, particularly for indicators involving national legislations, we applied score rankings based on available legislations and constitutions. For example, in the case of multicultural acts, we assessed the existence or absence of such legislation (e.g., the Multicultural Act in Canada and the Australian Multicultural Policy). For the structural foundation and intercultural opportunities dimensions, data were sourced from peer-reviewed publications and available international indices (e.g., State Fragility Index, Fractionalization Index). Where standardised indices were not available, raw data were used (e.g., number of immigrants' living languages, UNESCO Educational Attainment database). For some relevant indicators (e.g., intercultural, or inter-ethnic/interracial attitudes, racism), data and measures were usually available at individual-level from local or national surveys. However, most of these are not comparable globally, therefore, we used available measures from existing global surveys (e.g., the PEW Global Attitude survey, the World Values Survey, etc.). Though for most indicators, we used global indices or international databases.

Figure 1. The Global Intercultural Dialogue Index (ICDI), 2019



Note: This map reports the ICDI score for countries with complete data. Countries with a more conducive environment for ICD (i.e. higher ICDI score) are indicated in darker blue scale. Source: Mansouri and Elias (2021).

Fig. 2. The Intercultural Dialogue Index (ICDI): Dimensions (Source: Mansouri and Elias, 2021)



Country Reports

Below, we provide a summary report of how countries for which sufficient data could be gained performed overall in the ICDI. Here the aim is not really to rank countries in a hierarchical manner implying superiority of one over others, but rather to gain an evidence-base on where countries are doing well, and where they can improve if certain conditions are met. Building positive intercultural relations and ensuring that diversity is a societal advantage, requires an ongoing commitment to a justice and inclusion agenda that involves all key stakeholders and not just states and governing elites. Furthermore, and as the literature on intercultural contact has argued for the last sixty years, intercultural understanding, achieved through contact and dialogue, can only be sustained if key structural conditions are met. Chief among these structural conditions are issues pertaining to representation, recognition, justice, and inclusion. Indeed, these structural conditions form the basis of our three key domains for analysing and measuring this intercultural index.

Fifty-one countries are reported in this pilot project with ICDI scores ranging from 0.34 to 0.81. Each country report includes basic description of the country, its demographic composition, a summary of its ICDI, component and dimension scores, along with descriptive highlights, and an outlook regarding intercultural relations in the country. This is accompanied by reports on the performance of countries based on the index by highlighting key areas that indicate the sociocultural and political economic dynamics underlying intercultural relations within the reported countries. For every country, the report first describes its multicultural policy context, and then summarizes the state of intercultural relations in the country and the key factors that facilitated or inhibited ICD, contributing to its ICDI score. The report also provides an outlook projection, indicating stating how a country's performance may be improved in future.

1. Sweden

Sweden is a multicultural country with significant immigrant population of which 20% are ethnic minority, and 40% are affiliated with non-Lutheran religions (CIA Fact Book 2021). Sweden adopted immigrant multiculturalism in 1974, promoting opportunities for ethnic, linguistic, and religious minorities in the country (Tolley 2011). Today, Sweden is considered one of the few countries with official multicultural policy (Borevi 2013). This policy has been implemented in the national curriculum, support for ethnic organizations, and support for bilingual education (Camauër 2003).

Sweden's constitution offers protection from discrimination. An anti-discrimination Act was legislated in 2008 focussing on combating all forms of discrimination, including discrimination against ethnic minorities and migrants (Borevi 2013). Sweden's immigration policies focus on immigrants' participation and integration. The integration policy was adopted in 1997, with the ensuring of equal rights and opportunities for all individuals and groups from ethnic and cultural background. Sweden has a well-developed intercultural education, cultural representation in media, and funds ethnic community organisations. Its inclusive integration policies that ensure equal rights for ethnic minorities and migrants has resulted in greater participation (Borevi 2013). According to the Solano and Huddleston (2020, p. 228) immigrants and the Swedish public both "enjoy similarly positive attitudes, satisfaction with life, trust in society and sense of belonging, as well as heightened awareness of discrimination." This positive inclusive culture provides wide opportunity for greater intercultural relations in the society.

Components	Score
Multiculturalism	0.923
Anti-Discrimination	1.000
Social Contact	0.056
Fractionalisation	0.835
Inequality	0.741
Access to communication	0.684
Cohesion and Stability	0.859
Attitudes	0.984
Inclusion	0.564
Freedoms and Rights	0.993
Dimensions	
Legislative Dimension	0.961
Structural Dimension	0.635
Opportunities Dimension	0.847
Overall ICDI Score	0.814

Note: the higher values of the scores the more favourable the results.

Summary

Sweden has achieved an overall intercultural dialogue index (ICDI) score of 0.814, the highest in the current articulation of the ICDI results. Many of the components of the intercultural dialogue have scores above 0.80. The high scores in the multiculturalism and anti-

discrimination components indicate a conducive, positive legislative environment. Relatively mixed scores in the structural dimension indicate slightly less positive social connectedness and a level of inequality. Similarly, the Swedish intercultural environment tends to mix a high level of acceptance of minorities, greater civil liberties, with an above average degree of social cohesion.

Current Situation and Outlook

Compared to its positive situation around the legislative dimension, Sweden achieves relatively lower scores in some components of the structural dimension. These are particularly related to the level of social contact and level of equality. Sweden's ICDI score could improve if more attention is given to encourage more intercultural interaction among its diverse population. However, if this situation around structural dimensions persists, there is a possibility that social cohesion will be weakened, and intercultural relations further compromised as conflict and contestation around social vulnerability and cultural marginalisation deepen.

2. Canada

Along with Sweden and Australia, Canada is often considered one of the few countries that adopted official multicultural policy (Kymlicka 2012). Moreover, it is the only country with a Multicultural Act legislated at the federal level since 1988. In the provincial state of Quebec, interculturalism is the official diversity policy, and aims to protect the dual lingual heritage in Quebec. Given Canada's comprehensive immigrant integration policies, immigrants are accepted in the society as equal citizens, with broad public support for newcomers (Solano and Huddleston 2020). Across diverse sectors in the society, such as political participation, education and labour market, ethnic minorities and migrants are guaranteed equal opportunity and inclusion.

Multicultural and intercultural policies in Canada affirm longstanding support for the integration of immigrants, through policies that promote diversity, equity, and inclusion (Tolley 2011). Multiculturalism is incorporated in national curriculum, media, citizenship laws, and multicultural programs that "provide funding to support the integration and inclusion of ethnic, racial, religious and linguistic minorities" (Tolley 2011, p. 26). Canada's multiculturalism is also applied through anti-discrimination and anti-racism policies protecting minorities against all forms of discrimination, and provision of equal rights guaranteed by legislation (Solano & Huddlestone 2020). Funding for the preservation of languages is also part of the multicultural program implemented in relation to the Indigenous population in the country. The dual multicultural and intercultural diversity policies in Canada are often the subject of debate, yet Canada continues to enjoy an inclusive and robust platform for intercultural dialogue.

Component	Score
Multiculturalism	1.025
Anti-Discrimination	1.000
Social Contact	0.179
Fractionalisation	0.284
Inequality	0.837
Access to communication	0.356
Cohesion and Stability	0.861
Attitudes	0.886
Inclusion	0.822
Freedoms and Rights	0.891
Dimensions	
Legislative Dimension	1.013
Structural Dimension	0.503
Opportunities Dimension	0.866
ICDI Score	0.794

Note: Higher values indicate score that are more favourable.

Summary

Canada's inclusive and favourable intercultural policy environment is reflected in its high ICDI score of 0.79. The legislative environment reflects a robust multiculturalism and anti-discrimination policies characterised by immigrant integration, equal opportunities, and support for minority groups. While the scores for social contact and access to communication

components indicate slightly less positive social connectedness, Canada achieved high scores in social attitudes, inclusion and rights which create wide opportunities for intercultural and social cohesion.

Current Situation and Outlook

Canada today has multicultural legislation at the national level, and intercultural dialogue in Quebec that guarantees support for pluralism and inclusivity. The relatively lower scores in the structural dimension such as in social contact and access to communication indicates that limited intercultural contact can hinder greater cross-cultural dialogue and integration at the community level. Canada can achieve higher ICDI score by giving focusing on intercultural interaction and widening access to communication to disadvantaged communities. While Canada's relatively equitable and inclusive environment provides opportunity for greater social cohesion, failure to address participation and contact among the diverse communities can hinder intercultural dialogue.

3. Australia

Australia is one of the few countries with official commitment to multiculturalism. Established as a settler society with Anglo-white majority, it evolved gradually into a diverse multicultural society, with a population consisting of 25.5 million people, of which 26% are born overseas, 18% are non-English speaking background, and 2.1% are Indigenous people (2017). For more than two centuries, Australia has pursued an aggressive immigration policy that contributed to a steady growth of a white majority population. After the abolition of the White Australia Policy, the population has become more diverse. Since 1973, the Australian government officially announced multiculturalism as a policy.

Today, Australia has several programs aimed at the integration of immigrants. Following the Galbally Report (1978), there is a robust multicultural policy, which promotes multi/intercultural education in schools, funds ethnic communities and organisations, incorporates language programs, and provides for ethnic representation in media. While the Australian government remained committed to multiculturalism, there has been a growing emphasis in recent years on social cohesion and harmony, as the diversity agenda gained increasing ground.

Component	Score
Multiculturalism	0.923
Anti-Discrimination	1.000
Social Contact	0.294
Fractionalisation	0.630
Inequality	0.753
Access to communication	0.368
Cohesion and Stability	0.849
Attitudes	0.835
Inclusion	0.746
Freedoms and Rights	0.879
Dimensions	
Legislative Dimension	0.961
Structural Dimension	0.579
Opportunities Dimension	0.820
ICDI Score	0.787

Note: Higher values indicate score that are more favourable.

Summary

Overall, Australia has achieved a high ICDI score of 0.814. Half of the component scores are above 0.80, with three more above 0.70. The high scores in the multiculturalism and anti-discrimination components indicate a conducive, positive legislative environment. Relatively low scores in the social contact and access to communication components indicate slightly less positive social connectedness. However, Australia's high scores in intercultural environment tends to show high level of acceptance of minorities, greater civil liberties, above average degree of social cohesion.

Current Situation and Outlook

Australia's multicultural legislative environment offers opportunity for social inclusivity. However, in comparison to the legislative dimension, Australia has achieved relatively lower

scores in some the structural dimension. For example, social contact and access to communication have low scores, indicating that contact is lacking among culturally diverse groups while access to communication may be limited for some communities. Australia could improve its ICDI score by giving more attention to intercultural interaction and provision of more access to communication for remote communities. However, social cohesion will be weakened, with intercultural relations further compromised and social marginalisation deepened if the structural dimensions remain unaddressed.

4. Finland

Finland is an ethnically homogenous country, with small ethnic minority of Finland-Swedes, Sami, and Roma people. Towards the end of the 20th century and beginning of 21st, immigration became one of the drivers of population growth as in the number of immigrants, mostly from Russia, Sweden, Estonia, and Somalia increased. Finland has two official languages – Finnish and Swedish – but its constitution also recognizes the Sami and Roma, and their rights to develop their languages and cultures.

While the discourse on multiculturalism is relatively recent, the Finnish government affirmed its commitment towards promoting multiculturalism in metropolitan Helsinki (Tolley 2011). In 2003, the government affirmed that multiculturalism will be considered when designing public policies. This was reiterated and expanded in a 2007 program noting that Finland belonged to all citizens “regardless of the place of residence, life situation, mother tongue, or ethnic background” (Tolley 2011). This commitment is also reflected in the country’s endorsement of multiculturalism in the national curriculum, supports for ethnic representation in media, anti-discrimination program, and support for bilingualism.

Component	Score
Multiculturalism	0.923
Anti-Discrimination	1.000
Social Contact	0.033
Fractionalisation	0.825
Inequality	0.377
Access to communication	0.680
Cohesion and Stability	0.882
Attitudes	0.836
Inclusion	0.665
Freedoms and Rights	0.998
Dimensions	
Legislative Dimension	0.961
Structural Dimension	0.560
Opportunities Dimension	0.833
ICDI Score	0.785

Note: Higher values indicate score that are more favourable.

Summary

Finland has achieved an ICDI score of 0.785. Scores above 0.90 in the components of Multiculturalism, Freedoms and Rights and Legislative dimensions reflect positive social and legal attitudes towards cultural diversity. Similarly, scores above 0.80 in the components of Fractionalisation, Cohesion and Stability, Attitudes, and Opportunities dimensions reinforce a conducive environment, which promotes social cohesion. In sharp contrast, lower scores in components of Anti-Discrimination, Social contact and Inequality components indicate lower levels of integration between migrants, minorities, and the dominant ethnic communities.

Current Situation and Outlook

Finland’s multicultural, legislative environment driven on the basis of freedom and rights serves as a conducive opportunity for social inclusion. Yet, lower scores in social contact, and inclusion indicate that contact is lacking between the different communities while access to

communication may be limited for some communities. Finland could improve its ICDI score by reducing its structural risk through increasing the provision of access to communication for migrant, refugee and minority communities, creating opportunities for increased social interaction and promoting anti-discrimination policies.

5. United Kingdom

The United Kingdom consists of a multiethnic population with a significant share of migrants (13.8%: IOM 2020b; Vargas-Silva & Rienzo 2019). An estimated 39% of these migrants come from countries in the European Union. Over centuries of the UK's history, the population has been transformed through invasions, wars, migration, and colonial expansion. Today, the UK is home to people from hundreds of nationalities speaking English and multiple other languages. Most of the ethnic migrants are from former British colonies who immigrated since the decolonisation of Asia and Africa. The demographic transformation of the UK society and the concomitant ethnic diversity has led to periodic debates on race relations and ethnic inequality from the 1960s onwards. These as well as related socio-cultural and political discourse within the country continue to raise robust debates on multiculturalism and interculturalism.

There has been no official multicultural policy in the UK while multiculturalism exists as a demographic reality (Tolley 2011). The Race Relations Act of 1965 affirms the protection of minorities from discrimination while policies ensuring the inclusion of minorities in education and media representation exist to some extent. Sometimes, there have been occasional funding programs towards ethnic organisations and activities. Contemporary discourse on religious and cultural diversity in the UK is geared towards social cohesion, interculturalism and the integration of migrants.

Component	Score
Multiculturalism	0.615
Anti-Discrimination	1.000
Social Contact	0.110
Fractionalisation	0.772
Inequality	0.796
Access to communication	0.545
Cohesion and Stability	0.745
Attitudes	0.821
Inclusion	0.592
Freedoms and Rights	0.801
Dimensions	
Legislative Dimension	0.808
Structural Dimension	0.594
Opportunities Dimension	0.738
ICDI Score	0.713

Note: Higher values indicate score that are more favourable.

Summary

The UK has achieved an overall ICDI score of 0.713 and has one of the highest scores in the anti-discrimination component. Moreover, the UK achieved above 0.70 for across components including fractionalisation, (in)equality, cohesion and stability, attitudes, and freedom and rights, signalling that there are political and legal provisions, which facilitate intercultural contact and dialogue among different groups. In contrast, a steep low score for the component of social contact indicates that there are low levels of cultural participation, along with low numbers of living indigenous and immigrant languages.

Current Situation and Outlook

Compared to its positive positioning in terms of legislative and opportunities dimensions, the UK has achieved relatively lower scores in components of the structural dimensions. These lower scores are related to possibilities and opportunities for intergroup contact and levels of equality, indicating that migrant populations could be disproportionately concentrated across the UK. The ICDI scores could improve if there are increased platforms for social contact through promotions of inter-cultural participation. Combined efforts towards improving access to communication and increased minority representation can also contribute to an improved ICDI score for the UK.

6. France

Built upon the principles of the Enlightenment, modern France has the equality of all citizens as its core national values. The majority of French are the descendants of three main ethnic groups (Celtic, Latin and Teutonic (Frankish)), while migrants account for 13.1% of the population (IOM 2020b). However, the constitution affirms that France recognizes no minorities “whether they be ethnic, religious, linguistic or other.” For centuries, France has adopted assimilationist social policies in relation to its culturally diverse population. While the government considers its integration policy as a two-way process assigning responsibility to migrants and the state, migrants are generally expected to integrate into the French culture and society (Tolley 2011). Several organizations and government agencies are tasked with facilitating the assimilation process.

France doesn’t support multiculturalism although it remains a culturally diverse country with significant number of migrants and ethnic minorities. The national curriculum mentions respecting other cultures, yet, neither multiculturalism nor interculturalism has been adopted in education. While the constitution has provisions giving the right of association for ethnic minority groups, there is no support for bilingual education, ethnic representation in media, and exemption for dress codes.

Component	Score
Multiculturalism	0.615
Anti-Discrimination	1.000
Social Contact	0.139
Fractionalisation	0.813
Inequality	0.604
Access to communication	0.350
Cohesion and Stability	0.778
Attitudes	0.888
Inclusion	0.560
Freedoms and Rights	0.816
Dimensions	
Legislative Dimension	0.808
Structural Dimension	0.537
Opportunities Dimension	0.755
ICDI Score	0.700

Note: Higher values indicate score that are more favourable.

Summary

France has achieved an overall ICDI score of 0.700, a high score in the current articulation of the ICDI results. A strong score of 1 in the component of Anti-discrimination and relative high score in the component of multiculturalism contribute to France’s strong legislative and policy environment. High scores above 0.8 in the components of attitudes, freedom and rights signal favourable intercultural attitudes amongst the population. On the other hand, a high score of above 0.8 in the component of Fractionalisation signals ethnic, lingual, and religious fractures in the country, thereby, weakening the structural dimension. France is one of the most popular tourist destinations. However, relatively low scores in the components of social contact, and access to communication signal that there is low levels of cultural participation and social

cohesion. This could also be evident through low numbers of living indigenous and immigrant languages.

Current Situation and Outlook

Compared to its positive situation pertaining to the legislative dimension and opportunities dimensions, France achieves a moderate score in some of the components of the structural dimension. France could encourage and facilitate increased minority representation, which will aid in strengthening the Inclusion score. This will contribute to the country's structural dimension as opportunities for interaction and dialogue emerge, mitigating the negative effects of diversity.

7. New Zealand

New Zealand has been established as settler society with a sizeable proportion of indigenous Maori population. Owing to its demographic composition and colonial history, it has biculturalism as a founding principle based on the 1840 Treaty of Waitangi. The constitution acknowledges the Maori people as the first peoples of the country. The *Office of Ethnic Affairs* established in 2001 caters to issues pertaining to ethnic minorities and migrants. However, New Zealand has not explicitly affirmed multiculturalism in policies and legislations.

While there is no official affirmation of multiculturalism, many aspects of life in New Zealand are cognizant of the culturally diverse makeup of the society. The national curriculum promotes multiculturalism as a core value and supports bilingual education, and the government supports ethnic representation in media. Although funding for ethnic organisations is limited, the New Zealand government does provide interpretation services to facilitate access to government services, and various community organizations. Other supports for cultural diversity in the country include provisions for equal opportunity in employment, and resources for the promotion of intercultural competence and cross-cultural dialogue.

Component	Score
Multiculturalism	0.558
Anti-Discrimination	1.000
Social Contact	0.027
Fractionalisation	0.578
Inequality	0.422
Access to communication	0.419
Cohesion and Stability	0.846
Attitudes	0.871
Inclusion	0.748
Freedoms and Rights	0.959
Dimensions	
Legislative Dimension	0.779
Structural Dimension	0.458
Opportunities Dimension	0.859
ICDI Score	0.699

Note: Higher values indicate score that are more favourable.

Summary

New Zealand has achieved an overall ICDI score of 0.699. Scores above 0.7 in the components of attitudes, inclusion, freedom, and rights indicate a high degree of minority representation and a favourable attitude towards different cultures. On the other hand, lower scores in the components of social contact, socio-economic inequality and access to communication indicate a weaker structural foundation, which diminish the possibility and opportunities for intergroup contact. New Zealand scores moderately in the components of multiculturalism and anti-discrimination which signals that a relatively positive legislative environment.

Current Situation and Outlook

Compared to its positive situation in the legislative and intercultural opportunities dimensions, New Zealand achieves a relatively lower score in the structural dimension. New Zealand's

ICDI score could improve if more attention is provided to increasing intercultural opportunities for the population to engage in intergroup interactions.

8. United States

Race and ethnicity constitute the key markers of identity, permeating social discourse in the US. After four centuries of race relations, characterised by slavery, Jim Crow segregation, and civil rights struggle, the society is yet to come to terms with its multiracial reality. Despite its demographic diversity, multiculturalism has never been affirmed in legislations. Instead, the US is often considered as a melting pot of multiple cultures, with migrants generally to assimilate to the dominant Anglo-European culture.

Under the 1964 Civil Rights Act, the Equal Employment Opportunity Commission ensures the protection of minorities against discrimination on the basis of race, colour, sex, religion and national origin. The US' approach towards racial and ethnic minorities is not uniform, varying from state to state. In some states, particularly those with significant cultural diversity, multicultural principles are often adopted in schools although there is no federally mandated multicultural policy. While there are no funding schemes for ethnic organisations and activities, since the civil rights legislations of the 1960s, affirmative action policies have been widely implemented at the federal level. Structural racism and a broken immigration system are among the most politically contentious policies that have long unsettled the US society. In the absence conditions conducive for meaningful intercultural relations, exclusionary nationalism and racism may exacerbate the division within the society.

Component	Score
Multiculturalism	0.388
Anti-Discrimination	1.000
Social Contact	0.362
Fractionalisation	0.497
Inequality	1.120
Access to communication	0.406
Cohesion and Stability	0.715
Attitudes	0.844
Inclusion	0.718
Freedoms and Rights	0.768
Dimensions	
Legislative Dimension	0.694
Structural Dimension	0.620
Opportunities Dimension	0.777
ICDI Score	0.697

Note: Higher values indicate score that are more favourable.

Summary

The United States of America has achieved an ICDI score of 0.697. Scores above 0.70 in the components of intercultural attitudes, minority inclusion and freedom and rights indicate a favourable landscape for intercultural opportunities to emerge. On the other hand, relatively mixed scores in the structural and legislative dimensions signal a less positive climate for legislative protections and social connectedness. Above average scores in the components of Anti-Discrimination and Inequality, signal the presence of anti-discrimination and multiculturalism laws and favourable conditions for the promotion of economic quality, intergenerational social mobility, and education attainment.

Current Situation and Outlook

The US' scores in the opportunities dimension can be related to opportunities for minority representation and media freedom and rights. However, lower scores in the components of multiculturalism and social contact indicate a lack of diversity policies low migrant integration measures. The overall ICDI score for the United States can be improved by increasing platforms for social contact, encouraging cultural participation between the different ethnic communities across nation and promoting multicultural policies. These measures will also aid in strengthening the country's intercultural attitudes towards different communities and its global social tolerance index.

9. Germany

Modern Germany emerged from the destruction of the Second World War, and the collective guilt associated with the Holocaust and the crimes of the Third Reich. Since the unification of West and East Germany in 1989, the country has become an important destination for immigrants from culturally diverse backgrounds (Eckardt 2007). However, Germany doesn't officially recognise itself as a multicultural society. The discourse on ethnic diversity is often clouded by controversy around the notion of "multiculturalism" and debates of immigration. With immigration often being a politically sensitive issue, migrants with regular residence are generally expected to integrate in the society, unconditionally accepting German laws, and learn the German language.

Although multiculturalism is not adopted in German schools, there is a nonbinding intercultural education that encourages students to be cognizant of their cultural socialisation, acquire knowledge about different cultures, and become curious, open and understanding of other cultures (Tolley 2011). In Germany, there is no explicit support for multicultural expression, the state does not guarantee or fund ethnic representation in media, affirmative action programs (Tolley 2011). However, a range of programs supporting the activities of immigrants and ethnic organizations do exist at various levels of government.

Component	Score
Multiculturalism	0.480
Anti-Discrimination	1.000
Social Contact	0.146
Fractionalisation	0.710
Inequality	0.820
Access to communication	0.466
Cohesion and Stability	0.828
Attitudes	0.691
Inclusion	0.470
Freedoms and Rights	0.906
Dimensions	
Legislative Dimension	0.740
Structural Dimension	0.594
Opportunities Dimension	0.689
ICDI Score	0.674

Note: Higher values indicate score that are more favourable.

Summary

Germany has achieved an overall ICDI score of 0.674. The country's sturdy legislative dimension is supported by an above average score of 1.0 in the component of anti-discrimination, signalling the presence of anti-discrimination policies. In contrast, a score of 0.146 in the component of social contact signals lower levels of cultural participation. A score of above 0.80 in the components of (in)equality, cohesion and stability indicate stronger degrees of intergenerational social mobility, higher levels of education attainment and low state fragility.

Current Situation and Outlook

Compared to its positive situation around the legislative dimension, Germany achieves relatively lower scores in some components of its structural and opportunities dimensions. The country's legislative dimension can be further strengthened with additional multicultural or diversity acts or policies. Germany can also improve its structural dimension by encouraging cultural participation and facilitate access to communication to increase platforms for social contact amongst the different communities in the country. Its intercultural opportunities dimension can be strengthened by mitigating racist attitudes towards other groups, which will also aid in improving its global social tolerance index. This move will be supported by its strong framework for the practice of intercultural dialogue, exhibited by an above average score of 0.906 in the freedom of expression dimension.

10. Slovenia

Slovenia is a small European country, in the Balkans and was part of Yugoslavia for most of the 20th century. Almost 17% of the population are ethnic Balkan minority while 42% are religious minority (CIA Factbook 2021). However, Slovenia doesn't have official multicultural policy. Like many European countries, Slovenians enjoy basic rights and security, but it has less developed integration policies, with weak access to equal opportunities (Solano & Huddleston 2020). Over the last decade, Slovenia has seen improvements in integration policies "in the labour market, education, political participation and anti-discrimination" (Solano & Huddleston 2020). In 2016, Slovenia adopted an anti-discrimination act, however, there remains weakness in implementation. This is reflected in slightly unfavourable conditions across education, political participation, and citizenship. While immigrants can settle in Slovenia and are fairly protected from discrimination, the integration policies treat them as potential rather than equal citizens. Immigrants are therefore not seen as strangers rather than neighbours (Solano & Huddleston 2020).

Component	Score
Multiculturalism	0.685
Anti-Discrimination	0.667
Social Contact	0.015
Fractionalisation	0.744
Inequality	0.760
Access to communication	0.366
Cohesion and Stability	0.805
Attitudes	0.681
Inclusion	0.682
Freedoms and Rights	0.800
Dimensions	
Legislative Dimension	0.676
Structural Dimension	0.538
Opportunities Dimension	0.721
ICDI Score	0.645

Note: Higher values indicate score that are more favourable.

Summary

Slovenia has achieved an overall intercultural score of 0.645. High scores in the components of cohesion and stability, and freedom and rights indicate low levels of state fragility and existing opportunities for intercultural awareness and understanding to be facilitated. Slovenia also has an above average degree of social cohesion as indicated by a score above 0.80 in the component of cohesion and stability. Scores just above 0.6 in the components of Multiculturalism and anti-discrimination signal a less positive legislative environment.

Current Situation and Outlook

Slovenia's opportunities dimension promotes press and human freedom and rights. However, in comparison to the opportunities dimension, Slovenia has achieved relatively lower scores in some components of the legislative and structural dimensions. A well-developed integration policy that ensures the political participation and inclusion of immigrants is essential to create conditions for better multicultural and intercultural environment. In addition, the components

of social contact and access to communication have low scores, indicating that contact is lacking among culturally diverse communities while access to communication may be limited for others. Slovenia could improve its ICDI score by enhancing opportunities for intercultural interaction and provision of increased access to communication for remote communities. It is also prudent to consider that social cohesion could continue to weaken if the legislative and structural dimensions remain unaddressed.

11. Cyprus

The Republic of Cyprus has a population made up of two main ethnic groups, with nearly four fifths of Greek Cypriots and one fifth Turkish Cypriots. Migrants also contribute to the diverse Cypriot society although they account for a small minority. Until 1990, Cyprus had restrictive immigration policy which was abandoned to meet the country's economic development objectives (Trimikliniotis & Demetriou 2007). Since its accession to the European Union in 2004, Cyprus' immigrant population increased to around 20% (Trimikliniotis 2013). With it also came some improvements in human rights, anti-discrimination, and equal employment legislations. In education, an intercultural approach is pursued as part a drive to Europeanise the education system. However, some aspects of the integration policies remain restrictive (Akçali 2007; Trimikliniotis 2013). In particular, non-EU migrants in Cyprus have restricted access to basic rights and are denied opportunities in the education, health, and political system (Solano & Huddleston 2020). Migrants thus face challenges to integrate in the society and are generally seen as strangers rather than equal or potential citizens. This influences social attitudes to migrants and limits intercultural relations.

Component	Score
Multiculturalism	0.718
Anti-Discrimination	0.833
Social Contact	0.010
Fractionalisation	0.695
Inequality	0.648
Access to communication	0.279
Cohesion and Stability	0.577
Attitudes	0.506
Inclusion	0.787
Freedoms and Rights	0.808
Dimensions	
Legislative Dimension	0.775
Structural Dimension	0.442
Opportunities Dimension	0.700
ICDI Score	0.639

Note: Higher values indicate score that are more favourable.

Summary

Cyprus has achieved an overall ICDI score of 0.639. An above average score of 0.808 in the component of freedom and rights signal a high degree of press freedom and freedom of both domestic and foreign movement along with travel. Also, a high score in the component of anti-discrimination indicates the presence of anti-discrimination laws and related initiatives. In contrast, moderate scores in the components of fractionalisation and (in)equality along with lower scores in the components of social contact and access to communication lend to a less positive structural dimension in comparison to the country's legislative and opportunities dimensions.

Current Situation and Outlook

Cyprus's legislative and opportunities dimensions promote the presence of anti-discrimination laws and related initiatives and, encourage freedom of expression amongst and between the

different communities. Cyprus's ICDI score could improve if more attention is given to strengthening its structural dimension where low scores in the components of social contact and access to communication indicate that contact is lacking among the different ethnic communities, while access to communication could be restricted for others. Should the structural dimension persist, there is a possibility for social cohesion to be weakened.

12. Netherlands

Like many western countries, the Netherlands, experienced increased level of post-War migration that had impact on its diversity. As a result, immigration and diversity have become issues of growing political debate, particularly since the 1980s. In the 1990s, the Dutch government introduced policies to manage immigration and ethnic diversity with the purpose of achieving civic integration (Boog 2019). The composition of immigrants from Africa, South America, or Asia including labour migrants from former Dutch colonies comprises slightly below a quarter of the population. Since the late 1990s, the discourse on the government's civic integration policy took an exclusionary direction. Right-wing politicians have begun fomenting a discourse that marginalised and denigrated minorities. For example, the government problematized issues of social and cultural gaps between Dutch natives and immigrants in its 2003 revised national integration policy. (Boog 2019, p. 1999). Muslim migrants were particularly framed as possessing cultural practices that were incompatible with Dutch norms. This representation of Muslims and Islam has been at the heart of debates on multiculturalism in contemporary Dutch society.

While multiculturalism is not endorsed by legislation in the Netherlands, ethnically diverse schools could opt for the adoption of multicultural curriculum (Tolley 2011). Netherlands has also anti-discrimination policies that ensure social equality, including the representation of ethnic minorities. Yet, there remains a persistent inequality the Dutch society, with limited representation of ethnic minorities in media and other sectors.

Component	Score
Multiculturalism	0.388
Anti-Discrimination	0.667
Social Contact	0.020
Fractionalisation	0.566
Inequality	0.616
Access to communication	0.536
Cohesion and Stability	0.828
Attitudes	0.923
Inclusion	0.684
Freedoms and Rights	0.988
Dimensions	
Legislative Dimension	0.527
Structural Dimension	0.513
Opportunities Dimension	0.865
ICDI Score	0.635

Note: Higher values indicate score that are more favourable.

Summary

Netherlands has achieved an overall ICDI score of 0.635. The country has achieved high scores above 0.9 in the components of intercultural attitudes and freedoms and rights, indicating a conducive and positive intercultural opportunities dimension. On the other hand, relatively mixed scores, particularly in the components of multiculturalism and social contact indicate a less positive, basic legislative, policy and structural dimensions. Mixed scores averaging 0.5 to

0.6 in most other components also contribute to the legislative and structural dimensions of the country.

Current Situation and Outlook

Compared to its positive situation around the opportunities dimension, Netherlands achieves relatively lower scores in the legislative and structural dimensions. The lower scores are particularly related to the number of diversity or multicultural acts or policies in place. Netherland's overall ICDI score can be strengthened if more attention is given to introduce additional multicultural and diversity acts and increase the platforms available for social contact and cultural participation.

13. Colombia

Like many Latin American countries, Colombia is a multi-racial country with a European, Indigenous, and African descent population. Since its founding, it has a long history of intercultural contact and immigration, and almost 88% of the population consists of mixed European (Mestizo) and white while Afro-Colombians and Indigenous people account for a total of 11% (CIA Factbook 2021). Colombia officially recognizes this ethno-cultural diversity through constitutional affirmation of multicultural and anti-discrimination legislations. Through the National Bilingual Programme, Colombia has long pursued bilingual education through the inclusion of foreign languages in in school curriculum (De Mejía 2006). However, practical implementation multicultural policies that recognize ethnic and cultural diversity both in schools and in other sectors are limited. Internal conflict and macroeconomic instability also had an effect in Columbian society, leading to a negative net migration. The country's immigration policy largely reflected this net outflow while a recent surge in immigration from other countries such as Venezuela has led to humanitarian response from the government. Reports also indicate that this may inflame anti-migrant sentiments (Frydenlund 2021).

Component	Score
Multiculturalism	0.718
Anti-Discrimination	1.000
Social Contact	0.089
Fractionalisation	0.702
Inequality	0.574
Access to communication	0.198
Cohesion and Stability	0.405
Attitudes	0.814
Inclusion	0.567
Freedoms and Rights	0.533
Dimensions	
Legislative Dimension	0.859
Structural Dimension	0.393
Opportunities Dimension	0.638
ICDI Score	0.630

Note: Higher values indicate score that are more favourable.

Summary

Colombia has an overall ICDI score of 0.630. High scores in the components of multiculturalism and anti-discrimination indicate a conducive and positive legislative environment in Colombia. On the other hand, mixed scores in the components of social contact and access to communication contribute to a less positive structural dimension, indicating lower levels of cultural participation and reduced exposure and familiarity with minority and migrant populations.

Current Situation and Outlook

Compared to a strong and positive situation around the legislative dimension, Colombia achieves relatively lower scores in some components of the structural and opportunities dimensions. Colombia's ICDI score could improve if more attention is given to promoting intercultural understanding and sharing access to media and communication, which will aid in

strengthening its structural dimension. However, if the situation related to the components of the structural dimension persists, there is a possibility that existing social cohesion will be deteriorate and deepen discrimination.

14. Romania

Romania is an ethnically diverse Balkan country, composed of ethnical Romanians 83.4%, and ethnic minorities such as Hungarians (6.1%) and Roma (between 3-11%) (CIA Factbook 2021). Migrants account for 8% of the population. The integration of immigrants in Romania is relatively average, with immigrants facing “as many obstacles as opportunities for social integration” (Solano & Huddleston 2020, p. 204). While immigrants generally enjoy basic rights and security within the country, they do not have access to equal opportunities in political participation and citizenship rights. Immigrants have basic access to information in the labour market, education, and training, yet targeted support for immigrant integration including skill development and job opportunities are lacking. As an EU member, Romania has similar policies and regulations on immigration, and migrants and other minorities are protected by anti-discrimination laws. In 2018, Romania adopted an Action Plan for the implementation of a National Strategy on Immigration (OECD 2020).

Component	Score
Multiculturalism	0.718
Anti-Discrimination	1.000
Social Contact	0.034
Fractionalisation	0.740
Inequality	0.663
Access to communication	0.223
Cohesion and Stability	0.640
Attitudes	0.434
Inclusion	0.442
Freedoms and Rights	0.754
Dimensions	
Legislative Dimension	0.859
Structural Dimension	0.460
Opportunities Dimension	0.543
ICDI Score	0.621

Note: Higher values indicate score that are more favourable.

Summary

Romania has achieved an overall intercultural score of 0.621. Relatively high scores in the components of multiculturalism and anti-discrimination signal a positive climate for legislative protections. In contrast, lower scores in the components of social contact and access to communication signal a less positive environment for social connectedness to be promoted. Scores above 0.6 in the components of (in)equality, cohesion and stability indicate a favourable promotion of intergenerational social mobility and social cohesion.

Current Situation and Outlook

Romania's sturdy legislative dimension signals the presence of related acts, legislations and policies at a national level which promote an acceptance of difference, social harmony, and intercultural understanding. On the other hand, lower scores in the structural and opportunities dimensions counter indicate a less positive environment which promotes cultural participation and promotion and use of immigrant and indigenous languages, which impacts an individual's capacity to engage in intergroup interactions. Slovenia can improve its ICDI score by

promoting opportunities for intercultural interaction and provision of increased access to communities in different communities which would contribute to strengthening its structural and intercultural opportunities dimensions. Slovenia can also continue to leverage on its legislative and policy context to facilitate improvements in intercultural attitudes and inclusion.

15. South Korea

South Korea has a homogenous population consisting of 97.7% of ethnically Koreans. Yet, the Korean population has diverse religious affiliation, with 56.9% not affiliated to any religion and the rest affiliated to Protestant (19.7%), Buddhism (15.5%), and Catholic (7.9%). Currently, South Korea has a sizeable migrant population, accounting for 3.4% of the population (International Organization for Migration, IOM 2020b). Since 2004, South Korea has pursued an Employment Permit System, enhancing its migrant intake in its labour market. Koreans generally enjoy basic freedoms and rights, and socially inclusive institutions. Since the late 1980s, South Korea pursued state multiculturalism for neoliberal economic and political purposes, with the goal of achieving economic development. Yet migrants face inequitable environment, with persistent problems including negative socio-cultural attitudes, racism, and discrimination (Watson 2010).

Component	Score
Multiculturalism	0.558
Anti-Discrimination	0.667
Social Contact	0.024
Fractionalisation	0.854
Inequality	0.840
Access to communication	0.447
Cohesion and Stability	0.766
Attitudes	0.243
Inclusion	0.951
Freedoms and Rights	0.779
Dimensions	
Legislative Dimension	0.612
Structural Dimension	0.586
Opportunities Dimension	0.658
ICDI Score	0.619

Note: Higher values indicate score that are more favourable.

Summary

South Korea has achieved an overall ICDI score of 0.619. A score above 0.7 in the components of cohesion and stability signals a positive climate for the promotion of intercultural understanding. Similarly, scores above 0.8 in the components of fractionalisation and (in)equality signal favourable conditions for the promotion of in-bound tourism and cultural participation. A high score of 0.9 in the component of Inclusion indicates low levels of discrimination against ethnic minorities. In a sharp contrast, low scores in the components of social contact suggests little platforms available for social contact and cultural participation. This could also correlate to a low score in the component of intercultural attitudes which signal a lack of tolerance towards different groups within the society.

Current Situation and Outlook

South Korea has scored moderately across all three dimensions which contribute to its overall ICDI score. The overall ICDI score for South Korea can be improved by increasing the platforms available for social contact and encouraging intercultural participation. These efforts can also contribute to strengthening the country's intercultural opportunities dimension as there

is a possibility for supportive intercultural attitudes to be developed towards other groups along with increased social tolerance. South Korea can also strengthen its anti-discrimination and multi-cultural acts and policies to enhance its legislative dimension.

16. Spain

Spain is a culturally diverse country with a significant migrant population, accounting for almost 15% of the total residents (IOM 2020b). Spain has pursued a comprehensive immigrant integration policy, with migrants enjoying basic rights, and favourable conditions including access to education, health, and labour market. However, despite general commitment to fight discrimination, migrants face discrimination, and anti-discrimination legislations remain rather weak and unable to guarantee greater equality (Solano & Huddleston 2020).

Spain's National Action Plan on Social Inclusion guides the social integration and inclusion of migrants and other minorities. While there is reluctance towards multicultural policies, Spain pursues interculturalism as a framework for the management of diversity. It recognizes immigrant integration as a "two-way street" requiring mutual adaptation by immigrants and Spanish citizens (Tolley 2010). Intercultural policy is reflected at the local municipal level, and the government has committed to integrate intercultural pedagogy in schools to foster cultural skills and knowledge.

Component	Score
Multiculturalism	0.583
Anti-Discrimination	0.667
Social Contact	0.094
Fractionalisation	0.538
Inequality	0.378
Access to communication	0.321
Cohesion and Stability	0.717
Attitudes	0.871
Inclusion	0.717
Freedoms and Rights	0.804
Dimensions	
Legislative Dimension	0.625
Structural Dimension	0.410
Opportunities Dimension	0.798
ICDI Score	0.611

Note: Higher values indicate score that are more favourable.

Summary

Spain has achieved an overall ICDI score of 0.611. Moderate scores in the components of multiculturalism and anti-discrimination lend to a slightly positive legislative dimension, which indicates that there is a presence of anti-discrimination laws and related initiatives at the national level. Scores above 0.7 in the components of intercultural attitudes, inclusion and freedom and rights indicate a positive climate for intercultural opportunities to emerge. Similarly, a score above 0.7 in the component of cohesion and stability signals an optimistic institutional and structural foundation for the promotion of social cohesion. In contrast, lower scores in the components of social contact, inequality and access to communication indicate less favourable conditions which aid exposure and contact with the different ethnic groups who reside in Spain.

Current Situation and Outlook

Spain's favourable opportunities dimension is countered by its moderate legislative and structural dimensions. Despite Spain's allowance for autonomous communities to recognize their dominant regional languages and dialects by granting them an official status alongside Castilian or Spanish, low scores in the components of social contact indicate that there could be little cultural participation amongst different ethnic and cultural groups. Spain could improve its ICDI score by strengthening the presence of anti-discrimination and diversity laws and policies with the intention of paving way for increased opportunities for social contact and improving access to communication.

17. Argentina

Argentina, like all Latin American countries, was established as a settler colonial country, with significant Spanish immigrants arriving between 1860 and 1930. In 2019, Argentina's foreign-born population increased by over 2 million migrants, arriving mainly from neighbouring countries such as Paraguay and Bolivia (WMR 2020). Argentina today has a multicultural society composed of immigrants, indigenous people, and mestizos with mestizo (mixed European and Amerindian ancestry) marking up to 97.2% of the population, Amerindian 2.4%, African 0.4% (2010 est.: CIA Factbook 2021).

Argentina has several challenges of societal integration. Its society faces considerable barriers to education and political engagement. Afro-Argentine and indigenous communities in particular face growing inequalities, in terms of access to justice, education, and health care, as well as their overall visibility in society (OHCHR 2019). Recently, Argentina has adopted a national action plan on human rights with special focus on vulnerable groups, in an effort to target the gaps in wages and in school performance among the different factions of society.

Component	Argentina
Multiculturalism	0.615
Anti-Discrimination	0.667
Social Contact	0.055
Fractionalisation	0.814
Inequality	0.435
Access to communication	0.269
Cohesion and Stability	0.666
Attitudes	0.873
Inclusion	0.598
Freedoms and Rights	0.717
Dimensions	
Legislative Dimension	0.641
Structural Dimension	0.448
Opportunities Dimension	0.729
ICDI Score	0.606

Note: Higher values indicate score that are more favourable.

Summary

Argentina has achieved an overall ICDI score of 0.606. Moderate scores in the components of multiculturalism and anti-discrimination indicate a fairly conducive, and positive legislative environment. Relatively mixed scores in the components of inequality, cohesion and stability and inclusion signal a lack of inclusivity and a level of inequality. Scores above 0.8 in the component of fractionalisation signals the presence of effective cultural participation. Similarly, a score above 0.8 in the component of intercultural attitudes indicate lower levels of racism and intolerance towards minority groups, possibly allowing for genuine dialogue to occur.

Current Situation and Outlook

Compared to its positive situation around the opportunities dimension, Spain achieves a relatively moderate score in its legislative dimension and a lower score in its structural dimension. The lower scores are attributed to limited access to media and communication by

various communities and a lack of opportunities for intergroup contact. Argentina's ICDI score could improve if more attention is given to encouraging intercultural interactions amongst its diverse communities, increasing the access to communication amongst minority groups and strengthening its anti-discriminatory and diversity policies and laws. However, if the situation pertaining to the structural dimension persists, there is a possibility of social cohesion levels eroding.

18. Bulgaria

Bulgaria has an ethnically diverse population with majority ethnic Bulgarians (76.9%), and less than a quarter of ethnic minorities (Turkish 8%, Romani 4.4%, other 10.7%: CIA Factbook 2021). Due to the Bulgaria's relatively low levels of immigration, immigrants are not seen as a major diversity challenge, and Bulgaria is generally perceived as a tolerant multicultural country.

After 1989, multiculturalism, the recognition of the diversity and the preservation of minority rights became inseparable components of Bulgaria's democratization and goal to join the EU (Zhelyazkova et al. 2010). Immigrants in Bulgaria enjoy basic rights and security but not equal opportunities. A 2018 amendment to the *Labour Migration and Labour Mobility Act* eased the restrictions on immigrants especially in the areas of education, health, and the labour market as well as the introduction of anti-discrimination policies. However, Bulgaria remains more restrictive than most EU countries in terms of immigrants political participation (no voting rights) and Nationality which remains highly restrictive despite amendments introduced in 2014 (MIPEX 2020). Ethnic minorities as the most important "significant others" do not receive full and genuine acceptance by the Bulgarian majority population despite their integration in political and public life (Zhelyazkova et al. 2010). In particular, the Roma face ongoing exclusion, intolerance, and discrimination.

Component	Bulgaria
Multiculturalism	0.583
Anti-Discrimination	1.000
Social Contact	0.030
Fractionalisation	0.561
Inequality	0.741
Access to communication	0.311
Cohesion and Stability	0.634
Attitudes	0.517
Inclusion	0.547
Freedoms and Rights	0.624
Dimensions	
Legislative Dimension	0.791
Structural Dimension	0.456
Opportunities Dimension	0.563
ICDI Score	0.603

Note: Higher values indicate score that are more favourable.

Summary

Bulgaria has achieved an overall ICDI score of 0.603. A high score in the component of anti-discrimination indicates the emphasis on anti-discrimination laws and related initiatives at a national level. A score above 0.7 in the component of inequality signals favourable conditions for the facilitation of intergroup contact. Moderate scores in the components of intercultural attitudes and inclusion signal a reasonably conducive environment for the promotion of intergroup relations. However, it could also indicate that there is the presence of discrimination of minority groups.

Current Situation and Outlook

Compared to its fairly positive situation in relation to the legislative dimension, Bulgaria achieves relatively lower scores in some components of its structural and opportunities dimensions. The lower scores are related to components of social contact and access to communication. Bulgaria's ICDI score could improve if more opportunities are encouraged to facilitate social contact and intercultural participation while improving access to communication to communities located in rural parts of Bulgaria.

19. Uruguay

Uruguay has ethnically diverse population, divided between White 87.7%, Black 4.6%, Indigenous 2.4%, and other 5.3% (2011 est.: CIA Factbook 2021). Despite a notable contraction in the number of immigration influx in recent decades due to political and economic issues, Uruguay, historically witnessed a large number of immigration influx throughout the 19th century, which shaped its culture and ethnic/racial dimensions.

In 2014, Uruguay officially recognized historical mistreatments and discrimination of Uruguayans of African descent (OHCHR 2019). However, this had been largely overlooked by policies and successive governments. In recent years, Uruguay has made significant progress in terms of introducing the ethno-racial dimension as a crosscutting theme in analysing access to human rights. This has resulted in the creation of official statistics on ethnic and racial self-identification. It has also led to the: establishment of a new institutional framework to promote equal opportunities for people of African descent, acknowledgement of their historical and cultural contributions to the country and mainstreaming of ethnic and racial issues in public policies (OHCHR 2019; Lopez 2021). While racial/ethnic discrimination has received attention at the institutional level, debates on these issues remain limited within the Uruguayan society and media (Lopez 2021). This might hinder efforts of cultural integration in the country.

Component	Uruguay
Multiculturalism	0.398
Anti-Discrimination	0.667
Social Contact	0.014
Fractionalisation	0.779
Inequality	0.184
Access to communication	0.363
Cohesion and Stability	0.750
Attitudes	0.869
Inclusion	0.787
Freedoms and Rights	0.886
Dimensions	
Legislative Dimension	0.532
Structural Dimension	0.418
Opportunities Dimension	0.847
ICDI Score	0.599

Note: Higher values indicate score that are more favourable.

Summary

Uruguay has achieved an overall ICDI score of 0.599. Scores about 0.8 in the components of intercultural attitudes and freedom and rights signal a positive situation around opportunities dimension. This could mean that there is adequate representation of minority groups, lower levels of racism and higher degrees of tolerance towards ‘outgroups’ (those of racial minorities, migrants and indigenous groups). Scores above 0.7 in the components of fractionalisation, cohesion and stability also indicate a positive climate for engaging cultural participation, and the promotion of intergroup cohesion. Relatively mixed scores in the legislative and structural dimensions signal a level of inequality and lower levels of access to media and communication amongst different communities in the country.

Current Situation and Outlook

Uruguay's positive situation around its opportunities dimension is countered by relatively mixed scores in the legislative and structural dimensions. These are particularly related to the components related to multiculturalism, degree of social contact, level of inequality and access to communication. Uruguay's ICDI score could be improved if its legislative and structural dimensions are strengthened with more attention given to emphasise the presence of anti-discrimination laws and initiatives. This in turn could aid contribute to additional opportunities for social contact and increased access to media and communication, facilitating intergroup contact.

20. Poland

Poland has a homogeneous population composed of 96.9% ethnically Polish, Silesian 1.1%, German 0.2%, Ukrainian 0.1%, and other 1.7% (2011 est.: CIA Factbook 2021). Poland has adopted EU-required anti-discrimination laws and domestic citizenship reforms. However, under the country's relatively unfavourable regulations, non-EU citizens encounter numerous barriers to integration, including requirements introduced in 2018 that link obtaining residency to the knowledge of Polish language at B1 level as well as an "economic requirement" to prove a certain amount of income (MIPEx 2020). As in most Central and Eastern European countries, immigrants in Poland have certain essential rights and security (such as the ability to settle long-term), but they do not have equal chances and are denied participation in public life.

Restrictive policies towards immigrants in Poland hinders their integration within the society, leading to low social trust between immigrants and citizens. In addition, Poland's educational systems are not well prepared to deal with multicultural education and the unique needs of immigrant children and youth. Despite this, a new intercultural training program for teachers has been launched and immigrant students have been offered free language classes (MIPEx 2020). Moreover, immigrants have access to employment opportunities and equal protection against discrimination although anti-discrimination laws are relatively recent.

Component	Poland
Multiculturalism	0.423
Anti-Discrimination	0.667
Social Contact	0.040
Fractionalisation	0.891
Inequality	0.859
Access to communication	0.321
Cohesion and Stability	0.702
Attitudes	0.710
Inclusion	0.612
Freedoms and Rights	0.709
Dimensions	
Legislative Dimension	0.545
Structural Dimension	0.563
Opportunities Dimension	0.677
ICDI Score	0.595

Note: Higher values indicate score that are more favourable.

Summary

Poland has achieved an overall ICDI score of 0.595, with moderate scores attained across its legislative, structural and opportunities dimensions. Scores above 0.8 in the components of fractionalisation and inequality indicate a positive situation around meaningful cultural participation and low levels of inequality. Scores above 0.7 in the components of cohesion and stability, intercultural attitudes and freedom and rights signal lower levels of racism, and a favourable situation related to the freedom of expression, media, and press.

Current Situation and Outlook

Poland's moderate scores across the legislative, structural and opportunities dimensions are particularly related to the levels of social contact, and access to communication. Poland's ICDI

score could improve with more attention to increasing opportunities for social contact through encouraging cultural participation amongst its main and diasporic communities. Facilitating access to communication for communities away from urban Polish communities can also contribute to strengthening the structural dimension. Poland can also consider enhancing its emphasis on anti-discrimination laws and multi-cultural policies at a national level to enhance its legislative dimension. However, if the situation around the legislative and structural dimensions persists, there is a possibility for homogenous cultures to dominate the country, possibly deterring the growth of intercultural relations.

21. Italy

Italy has a long history of outwards migration. Recent migration to Italy, which began in the 1970s, included a large influx of migrants settling in major Italian cities. Today, Italy has become the fifth most popular migrant destination in Europe (in 2019), and the third European country in total numbers of refugees and asylum seekers (in 2018: IOM 2020). Despite a growing number of immigrants and asylum seekers, Italy's approach to integration is classified as "Temporary Integration". Foreign citizens have access to basic rights in the areas of health, education, and access to the labour market. However, they face a disadvantage when it comes to long-term permanent settlement, nationality acquirement, as well as political participation, which hinders their integration and participation as full Italian citizens (MIPEX 2020).

Recently, some Italian regions and municipalities have attempted to engage minority communities. For example, some cities have established consultative organizations or special councillors to promote civic cohesion and ethnic, religious, and cultural diversity, as well as opening cultural centres, and passing legislation to recognize interculturalism. However, Italy's approach towards immigrants and minorities inclusion remains fragmented on a national level, and the few national integration initiatives tend to focus almost exclusively on employment limiting migration into the country to meet specific labour demand (Tolley 2010).

Component	Italy
Multiculturalism	0.615
Anti-Discrimination	0.500
Social Contact	0.125
Fractionalisation	0.833
Inequality	0.392
Access to communication	0.323
Cohesion and Stability	0.696
Attitudes	0.750
Inclusion	0.731
Freedoms and Rights	0.763
Dimensions	
Legislative Dimension	0.558
Structural Dimension	0.474
Opportunities Dimension	0.748
ICDI Score	0.593

Note: Higher values indicate score that are more favourable.

Summary

Italy has achieved an overall ICDI score of 0.593. Scores above 0.7 in the components of intercultural attitudes, inclusion and freedom and rights contribute to a favourable intercultural opportunities dimension which promotes communities' capacities to engage meaningfully in intergroup interactions. Relatively moderate scores in the components of multiculturalism and anti-discrimination contribute to a limited legislative dimension which indicate that while there could be a presence of multicultural policies and anti-discrimination laws, there is possibly a lack of emphasis on sustaining them at a national level.

Current Situation and Outlook

Compared to its fairly positive situation in relation to its intercultural opportunities dimension, Italy achieves lower scores in its legislative and structural dimensions. These are particularly related to the components of social contact, fractionalisation, inequality, and access to communication. Italy's ICDI score could improve with an increased emphasis on multicultural policies and anti-discrimination laws at a national level. Additional provisions could be made to enhance the platforms available for social contact and provisions for access to communication for those living in rural communities and those of foreign backgrounds. These efforts can also possibly contribute to reducing levels of inequality between different communities and, strengthen Italy's structural dimension overall.

22. South Africa

South Africa has a multiracial society, with over 12 spoken languages. It has an ethnically divided population, with black African composing 80.9%, followed by coloured 8.8%, white 7.8%, and Indian/Asian 2.5% (2018 est.: CIA Factbook 2020). South Africa's long history of systematic racial ordering and discrimination ended with the demise of the apartheid. However, race continues to occupy a major social and cultural importance with clear racial identities across societies different factions, as South Africans continue to live in social spheres predominantly characterized by race. Racial classification such as the term "coloured" used in South Africa, including on the national census, for persons of mixed-race ancestry (CIA Factbook, 2020). Although schools provide an essential chance for inter-racial engagement for middle-class children, there has been minimal racial integration in residential neighbourhoods (Seekings 2008).

South Africa has had high levels of immigration in recent years as a result of its strong economy and relative political stability, attracting migrants, asylum seekers, and refugees from both within and outside Southern Africa. This has increased the number of international migrants from two to four million between 2010 and 2019, accounting for 7% of the country's population (IOM 2020). However, over the past decade violence and discrimination against immigrants has surged due to nationwide xenophobic attacks. The government has taken substantial steps in combating discrimination mainly by promoting equality and prevention of unfair discrimination through the 2000 *Equality Act, Act No. 4*, a comprehensive anti-discrimination law in South Africa. This Act prevents the government, as well as private organizations and individuals, from discriminating unfairly, and it outlaws hate speech and harassment (Pityana 2003).

Component	Score
Multiculturalism	0.330
Anti-Discrimination	1.000
Social Contact	0.049
Fractionalisation	0.102
Inequality	0.857
Access to communication	0.218
Cohesion and Stability	0.450
Attitudes	0.572
Inclusion	0.897
Freedoms and Rights	0.802
Dimensions	
Legislative Dimension	0.665
Structural Dimension	0.335
Opportunities Dimension	0.757
ICDI Score	0.586

Note: Higher values indicate score that are more favourable.

Summary

South Africa has achieved an overall ICDI score of 0.586. Scores above 0.8 in the components of inclusion (minority representation) and freedoms and rights contribute to a relatively favourable opportunities dimension. A score of 1.0 in the component of anti-discrimination

reflects the emphasis placed on anti-discriminatory laws and policies at a national level. In contrast, lower scores in the components social contact, fractionalisation and access to communication contribute to a weaker structural dimension signalling the lack of tools and support available to promote intergroup interactions and social cohesion.

Current Situation and Outlook

Compared to its moderately positive situation in relation to the opportunities and legislative dimensions, South Africa has low scores contributing to its structural dimension. These are particularly related to the components of social contact and access to communication. South Africa's ICDI score could improve with more attention to tourist arrivals, and conserving heritage sites which would aid in creating opportunities for exposure and contact amongst the different groups. Shared access to media and communication amongst different groups can also aid in enhancing existing access to communication, particularly to those who reside outside of urban areas. South Africa can also strengthen its legislative dimension by increasing its attention to formulate and implement laws and policies related to promoting multiculturalism.

23. Mexico

Mexico is a multicultural country with majority ethnic Mestizo (Amerindian-Spanish) comprising 62% of the population. Other ethnic groups include Amerindians (21%) and others 10% (mostly European) (2012 est.: CIA Factbook 2020). Mexico does not have ethnicity category in the national census. Yet, more than 20% of the population self-identify as indigenous and 1.2% as Afro-Mexican. Historically, these two groups have faced discrimination that remains structurally entrenched. As a result, 71.9% of the indigenous population live in poverty and social marginalization (OHCHR 2019).

In response to the structural discrimination against vulnerable groups in Mexico, the government has implemented a series of changes to its public policy in 2018. This aimed at strengthening the Mexican Discrimination Prevention Agency, giving it powers to eliminate and prevent hate speech (OHCHR 2019). However, Mexico did not emulate fellow Central American countries in terms of improving its integration policies. Instead, more obstacles have been added for immigrants and indigenous populations in accessing basic services in education, healthcare, and political participation.

Component	Score
Multiculturalism	0.558
Anti-Discrimination	1.000
Social Contact	0.326
Fractionalisation	0.661
Inequality	0.364
Access to communication	0.244
Cohesion and Stability	0.481
Attitudes	0.688
Inclusion	0.494
Freedoms and Rights	0.463
Dimensions	
Legislative Dimension	0.779
Structural Dimension	0.415
Opportunities Dimension	0.548
ICDI Score	0.581

Note: Higher values indicate score that are more favourable.

Summary

Mexico has achieved an overall ICDI score of 0.581. A score of 1 in the component of anti-discrimination signals a strong emphasis placed on anti-discrimination laws and related initiatives at the national level. In contrast, lower scores in the components of social contact, inequality, access to communication, cohesion and stability contribute to a less favourable climate in relation to the country's structural dimension. Moderate scores in the components of intercultural attitudes, inclusion, freedom, and rights contribute to an average opportunities dimension.

Current Situation and Outlook

A relatively positive score in its legislative dimension indicates a conducive and favourable national-level climate for the implementation of anti-discrimination and multi-cultural laws and policies. Mexico can enhance its structural dimensions by increasing the possibilities and

opportunities for intergroup contacts through the promotion of cultural participation. Its opportunities dimension can be further enhanced by considering reducing the restrictions pertaining to religious freedom, inclusion of and discrimination against ethnic minorities. If the situation relating to the structural and opportunities dimensions persist, there is a possibility that levels of inequality would deepen, and additional fractures could appear to deter the enhancement of social cohesion amongst communities.

24. Estonia

Estonia has a population consisting of majority ethnic Estonians (68.7%), ethnic Russians (24%), and less than 8% of ethnic minorities (CIA Factbook 2021). Around 6% of the population being stateless (IOM 2020). Since its independence in 1991, Estonia experienced significant demographic transformation with an influx of large Russian populations while the country was under Soviet rule (Park 1991). This has since led to debates on race relations and ethnic inequality.

Estonia has a more comprehensive approach to integration compared to other Baltic and Central and Eastern European countries (MIPEX 2021). In 2008-13, Estonia introduced an “Integration Strategy” followed its adaptation of the 2014 “The general principles of the cultural policy until 2020” (UNESCO 2016). Over the last five years, the country has seen improvements in access to rights, equal opportunities, and long-term settlement for immigrants and disfranchised populations.

Components	Score
Multiculturalism	0.58
Anti-Discrimination	0.67
Social Contact	0.02
Fractionalisation	0.45
Inequality	0.85
Access to communication	0.43
Cohesion and Stability	0.72
Attitudes	0.53
Inclusion	0.37
Freedoms and Rights	0.94
Dimensions	
Legislative Dimension	0.62
Structural Dimension	0.49
Opportunities Dimension	0.61
Overall ICDI Score	0.58

Note: the higher values of the scores the more favourable the results.

Summary

Estonia has achieved an overall ICDI score of 0.58. A score above 0.9 in the component of Freedoms and Rights reflects a positive attitude towards maintaining freedom of expression. Scores above 0.8 in the component of inequality signals that there is a fairly positive situation in relation to economic inequality, intergenerational social mobility, and educational attainment amongst the population.

In contrast, a lower score in the component of social contact indicates a lack of intergroup contact which deters the opportunities for intercultural understanding to be cultivated. This also resonates with regional linguistic and cultural differences which are present amongst ethnic Estonians and minority populations.

Current Situation and Outlook

Compared to its moderate situation relating to the legislative and opportunities dimensions, Estonia achieves a relatively lower score in some components of its structural dimension. These are particularly related to the levels of social contact, inclusion, access to communication and

fractionalisation. Estonia's ICDI score could improve if more attention is given to increasing the platforms of contact available for cultural participation, which could in turn promote intergroup relations and improve its inclusion score. If the situation pertaining to the structural dimension persists, there is a possibility that social cohesion will be weakened, amplifying existing gaps in existing multicultural acts or policies, and racist attitudes towards other groups, thereby exacerbating cultural marginalisation.

25. Russian Federation

Russia is a large and ethnically diverse country, with a majority of ethnic Russians (77.7%), and more than 22% ethnic minorities including Tatar 3.7%, Ukrainian 1.4%, Bashkir 1.1%, and others 16.1% (CIA Factbook 2021). After the collapse of the Soviet Union's in 1991, Russia witnessed intensive waves of migration, mainly from former Soviet states. Migrants from these states reached 74% of the total migration into the country by 2009.

Immigrants in Russia face unfavourable prospects of long-term integration. In addition to the recurrent issues such as the lack of political participation, as in most of Central Europe, migrants face barriers and limits in securing access to nationality. Furthermore, immigrants face a lack of access to basic rights and equal opportunities in the areas of social services, healthcare, education, and labour market. Victims of ethnic, racial, religious and nationality discrimination have little chance to access justice in Russia, relying on inadequate laws, no direct enforcement mechanisms, and no independent specialized equality body (MIPEX 2020). The absence of a clear policy on multiculturalism and migration often aggravates xenophobia, ethnic and religious intolerance within the country (Lebedeva & Tatarko 2013; MIPEX 2020).

Components	Score
Multiculturalism	0.58
Anti-Discrimination	0.67
Social Contact	0.02
Fractionalisation	0.45
Inequality	0.85
Access to communication	0.43
Cohesion and Stability	0.72
Attitudes	0.53
Inclusion	0.37
Freedoms and Rights	0.94
Dimensions	
Legislative Dimension	0.62
Structural Dimension	0.49
Opportunities Dimension	0.61
Overall ICDI Score	0.58

Note: the higher values of the scores the more favourable the results.

Summary

Russia has achieved an overall ICDI score of 0.58. Scores above 0.8 in the components of inequality, freedoms and rights indicate a high degree of intergenerational mobility, education attainment along with freedom of press and foreign movement and travel respectively. Scores below 0.5 in the components of fractionalisation and access to communication indicate a less than average degree of social contact amongst different ethnic groups. Lower scores in the component of inclusion indicates a mild level of minority representation in the country and a low inclusion for minorities index.

Current Situation and Outlook

Russia has achieved moderate scores in its legislative and opportunities dimension, while there are relatively lower scores contributing to its structural dimension. In particular, its lower score could be attributed to the component of social contact which reflects a lack of cultural participation and a low number of immigrant and indigenous living languages. Russia's ICDI

score could improve with more attention to tourist arrivals, promoting cultural participation and efforts to preserve indigenous languages.

26. Trinidad and Tobago

Trinidad and Tobago is a multicultural nation with two main ethnicities comprising over 60% of the population (East Indian 34.5% and African 34.2%) (CIA Factbook 2021). The debate around issues of diversity and multiculturalism in the country is dominated by these two ethnic groups, and often marginalizes other smaller groups. Key policy debates in this area focus on the issues of national representation and equality in decision-making. However, other national issues such as the allocation of social services and funding to social and cultural organizations within the two major groups sometimes take precedence (Taylor 2012).

Trinidad and Tobago is one of the few developing countries, and the first Caribbean state to adopt an official multicultural policy. This was institutionalized through the creation of the Ministry of the Arts and Multiculturalism (Taylor 2012). However, this policy has been brought down to negate issues of funding and was not successful in engaging the population in a meaningful debate around issues of integration, and diversity.

Components	Score
Multiculturalism	0.40
Anti-Discrimination	0.67
Social Contact	0.00
Fractionalisation	0.49
Inequality	0.67
Access to communication	0.37
Cohesion and Stability	0.60
Attitudes	0.86
Inclusion	0.70
Freedoms and Rights	0.77
Dimensions	
Legislative Dimension	0.53
Structural Dimension	0.43
Opportunities Dimension	0.78
Overall ICDI Score	0.58

Note: the higher values of the scores the more favourable the results.

Summary

Trinidad and Tobago have achieved an overall ICDI score of 0.53. Scores above 0.7 in the components of attitudes, inclusion, freedom, and rights contribute to a relatively favourable opportunities dimension. Scores at and above 0.4 in the components of multiculturalism and anti-discrimination contribute to a moderate legislative dimension. In contrast, lower scores in the components of social contact and access to communication relate to a relatively weaker structural dimension. A score of 0 in the component of social contact reflects an absence of intergroup contact and cultural participation.

Current Situation and Outlook

Compared to a relatively positive situation around its opportunities dimension, Trinidad and Tobago have lower scores in relation to its legislative and structural dimensions. These particularly relate to the components of social contact, access to communication and multiculturalism. Trinidad and Tobago's ICDI score could improve with more attention to creating platforms for social contact which encourage intergroup contact and intercultural participation. It could also focus on strengthening its multicultural acts and policies to

strengthen its legislative dimension further, which could aid in preserving existing indigenous and immigrant languages.

27. Chile

Chile was under totalitarian rule in the 1970s and 1980s. For over 20 years, the Chilean society has been radically transformed along identarian lines built on the ideal of a “white society” that highlights European ancestry while denying the country’s indigenous roots. Since the 1990 return to democracy, political and economic stability made Chile an attractive destination for immigrants. For decades, immigration from neighbouring countries has increased sharply (IOM 2006). Chile today has a multicultural society composed of immigrants, indigenous people, and white-nonindigenous. The majority (88%) are whites, and others include Mapuche (9.1%), Aymara (0.7%), other indigenous groups 1% (2012 est.: CIA Factbook 2021). The Chilean government has agencies and departments tackling issues of integration, multiculturalism and promote diversity. The Department of Indigenous Peoples is responsible for indigenous issues, and a “National Human Rights Plan” has been adopted in 2007 (UNESCO 2007).

Immigrants in Chile enjoy access to a myriad of services, including health care, education, and labour market. In addition, Chile is one of only five countries in the world to offer immigrants voting rights in national elections regardless of their nationality, which plays an integral role in the process of integration (IOM 2020). Furthermore, Chile passed several anti-discrimination bills that protect immigrants in Chile in case of discrimination based on race/ethnicity, religion, or nationality. However, reports show that Chilean public agencies need to be more assertive in the implementation of these laws (IOM 2020).

Components	Score
Multiculturalism	0.56
Anti-Discrimination	0.33
Social Contact	0.02
Fractionalisation	0.75
Inequality	0.63
Access to communication	0.26
Cohesion and Stability	0.72
Attitudes	0.80
Inclusion	0.55
Freedoms and Rights	0.75
Dimensions	
Legislative Dimension	0.45
Structural Dimension	0.48
Opportunities Dimension	0.70
Overall ICDI Score	0.54

Note: the higher values of the scores the more favourable the results.

Summary

Chile has achieved an overall ICDI score of 0.54. A score of 0.80 in the component of attitudes, signals an above average global social tolerance index. Scores above 0.7 in the component of fractionalisation indicates that conditions to promote intercultural participation are relatively favourable. This also signals that there is an above average degree of social contact amongst different ethnic groups. Similarly, a score of 0.72 in the components of cohesion and stability, and freedom and rights indicate a favourable climate to nurture intergroup cohesion with the essential frameworks mostly in place to promote the practice of intercultural dialogue. In

contrast, lower scores in the components of social contact reflects low levels of actual cultural participation and a possible erosion of immigrant and indigenous languages.

Current Situation and Outlook

Compared to a relatively positive situation around its opportunities dimension, Chile has below average scores in its legislative and structural dimensions. The lower score in its legislative dimension relates to the components of anti-discrimination. The lower score in its structural dimension relates to the components of social contact and access to communication. Chile's ICDI score could improve with more attention to strengthening its anti-discrimination acts and policies to strengthen its legislative dimension. It could also create additional platforms for increasing social contact amongst different ethnic groups which encourage intergroup contact and intercultural participation.

28. Brazil

Brazil is a multicultural country with ethnically diverse population comprising white 47.7%, mulatto 43.1%, black 7.6%, Asian 1.1%, and Indigenous people 0.4% (2010 est.: CIA Factbook 2021). For much of the twentieth century, Brazil has often self-identified as a racial democracy where the three racial groups coexist harmoniously (Arocena 2008). Unlike several settler societies, Brazil has pursued racial assimilation as a policy, which led to the emergence of a significant mulatto (mixed race) population. Despite the high level of racial integration, the issue of racism and racial discrimination especially towards Afro-Brazilian and Indigenous peoples have been officially acknowledged in the country and racism was declared as a crime in the constitution; in addition, policies and legislations have been passed to mitigate racial discrimination (Arocena 2008).

Over the last decades, Brazil has witnessed several waves of migration and thus adopted a “comprehensive approach” to integration and combating racism. The country has undergone major reforms, mostly introduced in 2017 including a new migration law, which provided immigrants with unconditional path to residential permeant and more freedoms in the labour market. Immigrants are also granted equal access to education services and the ability to participate in the country’s political activity by joining political parties (MIPEx 2021).

Components	Score
Multiculturalism	0.40
Anti-Discrimination	0.67
Social Contact	0.22
Fractionalisation	0.62
Inequality	0.43
Access to communication	0.22
Cohesion and Stability	0.46
Attitudes	0.85
Inclusion	0.53
Freedoms and Rights	0.66
Dimensions	
Legislative Dimension	0.53
Structural Dimension	0.39
Opportunities Dimension	0.68
Overall ICDI Score	0.53

Note: the higher values of the scores the more favourable the results.

Summary

Brazil has achieved an overall ICDI score of 0.53. A score above 0.8 in the component of intercultural attitudes signals an above average global social tolerance index. A score above 0.6 in the component of anti-discrimination signals that there is a presence of anti-discrimination acts and policies in the country. Similarly, a score of 0.66 in the component of freedoms and rights indicates a moderate degree of press freedom and freedom of movement. In contrast, scores of 0.22 in the components of social contact and access to communication suggest low levels of cultural participation and a decreasing number of indigenous and immigrant living languages.

Current Situation and Outlook

Brazil's average scores in its legislative dimension is impacted by a lower score in the component of multi-culturalism. This can be strengthened by promoting multicultural and/or diversity acts and policies and promoting migrant integration measures. Additionally, the country can improve its structural dimension by increasing the platforms for social contact amongst the different communities in the country. This will help to facilitate increased access to communication as well. Brazil can enhance its opportunities dimension by encouraging intergroup relations and strengthening advocating for discrimination against ethnic minorities. Such measures will also help prevent fragmentation and division between the different communities.

29. Singapore

Singapore was founded in 1819 as a free British port, and like many Southeast Asian countries with colonial past has a multicultural society (Lian 2016). Its ethnic composition is divided among Chinese 74.3%, Malay 13.4%, Indian 9%, other 3.2% (2018 est.: CIA Factbook 2021). In 1963, Singapore became a member of the Malaysian Federation, but was expelled two years later, becoming an independent republic in 1965 (CIA Factbook 2021).

The Singaporean government pursues a comprehensive practice of multiculturalism in its policies, which includes bilingual education, management of religious matters, and electoral representation. In addition, race-based self-help and welfare organizations provide ethnic quotas in public housing and food centres, and services targeting disadvantaged members in the areas of education, representation, and religious freedom. (Lian 2016). However, the absence of political opposition and a strong civil society in Singapore has limited debates over what form of multiculturalism should take place in the country (Lian 2016). There is no clear commitment in part of the Singaporean government to integrate migrants within the society.

Components	Score
Multiculturalism	0.40
Anti-Discrimination	0.67
Social Contact	0.22
Fractionalisation	0.62
Inequality	0.43
Access to communication	0.22
Cohesion and Stability	0.46
Attitudes	0.85
Inclusion	0.53
Freedoms and Rights	0.66
Dimensions	
Legislative Dimension	0.53
Structural Dimension	0.39
Opportunities Dimension	0.68
Overall ICDI Score	0.53

Note: the higher values of the scores the more favourable the results.

Summary

Singapore has attained an overall ICDI score of 0.53. Scores above 0.8 in the component of intercultural attitudes indicates a positive environment for the promotion of intergroup relations. A moderate score of above 0.6 in the component of anti-discrimination signals an adequate emphasis on anti-discrimination laws and related initiatives at a national level. Similarly, a score of above 0.6 in the component of freedoms and rights indicates a moderate degree of freedom in relation to domestic and foreign movement and travel. In sharp contrast, a score of 0.22 in the component of social contact reveals that low levels of intercultural participation and the erosion of indigenous and immigrant living languages. In a similar vein, a score of 0.22 in the component of access to communication reflects that the facilitation of intergroup contact and shared access to media and communication is minimal.

Current Situation and Outlook

Compared to its average situations in relation to its legislative and opportunities dimensions, Singapore has attained lower scores in multiple components of its structural dimensions. The

scores below average are related to the components of multiculturalism, inequality and cohesion and stability. Singapore could improve its ICDI score by strengthening its legislative dimension with robust acts and policies which support multi-culturalism and diversity and improving its migrant integration measures. It could also promote avenues for engaging cultural participation and facilitate a wider range of newspapers to be published to promote access to communication. If the current situations around the three dimensions persist, there is a likelihood of deepening fractures between different ethnic communities.

30. Japan

Japan has a homogenous population consisting of 98.1% ethnic Japanese, and a small immigration population (1.9%), mainly consisting of Chinese, Korean, and others (2016 est.: CIA Factbook 2021). Between 2009 and 2010, Japan has taken some steps towards the development of an integration framework, establishing “one-stop-shop” comprehensive consultation centres for multicultural coexistence. The aim is to provide foreign nationals with quick advice on social security, education, health and residence and employment procedures (MIPEX 2020).

However, Japan lags behind most developed countries in terms of diversity and immigrant integration policies. There are no formal policies or legislation, and immigrants are often denied basic rights and equal opportunities and have no protection from discrimination. In the absence of dedicated anti-discrimination laws and policies, potential victims of racial, ethnic, religious or nationality discrimination have no opportunity to file complaint (MIPEX 2020; Tolley 2011).

Components	Score
Multiculturalism	0.40
Anti-Discrimination	0.67
Social Contact	0.22
Fractionalisation	0.62
Inequality	0.43
Access to communication	0.22
Cohesion and Stability	0.46
Attitudes	0.85
Inclusion	0.53
Freedoms and Rights	0.66
Dimensions	
Legislative Dimension	0.53
Structural Dimension	0.39
Opportunities Dimension	0.68
Overall ICDI Score	0.53

Note: the higher values of the scores the more favourable the results.

Summary

Japan has attained an overall ICDI score of 0.53, an average score in the current articulation of the ICDI results. Japan’s most favourable component is intercultural attitudes, with a score above 0.8. This indicates an above average capacity of the population to engage in intergroup interactions. A score above 0.6 in the component of anti-discrimination signals a slight, above-average presence of anti-discrimination acts or policies in the country. Similarly, a score above 0.6 in the component of freedom and rights signals a moderately positive situation around the freedom of domestic movement, foreign movement, and travel.

In contrast, a score of 0.22 in the component of social contact indicate low levels of intercultural participation amongst different ethnic groups and low numbers of indigenous and immigrant living languages. Similarly, a score of 0.22 in the component of access to communication recognises that there are low numbers of internet users and mobile telephone users.

Current Situation and Outlook

Compared to its slightly positive situation pertaining to its opportunities dimension, Japan achieves a lower score many components of the legislative and structural dimensions. A lower score in its structural dimension can be attributed to low scores in the components of social contact and access to communication. Japan can improve its ICDI score by encouraging intercultural participation and increasing the number of platforms available to promote multiple accesses to communication. It can also strengthen its legislative dimension further by implementing multicultural/diversity acts or policies. Legislative efforts to enhance multiculturalism will also help to promote intercultural interactions and contribute to enhancing equality, cohesion, and stability among the population.

31. Peru

Peru, like many Latin American countries, is a multi-racial country with a European, Indigenous, and African descent population, and a rich history of intercultural contact and immigration. Almost 60.2% of the population consists of (Mestizo) mixed Amerindian and white, Amerindian amount form 25.8% of the population and white 5.9%, and 3.6% of African descent (CIA Factbook 2020). Peru has historically been known as a country of destination, with waves of migration arriving throughout the 19th and 20th century. Due to economic and political upheavals, the migration pattern over the last three decades reversed and Peru has seen increased outflow of migrants to neighbouring countries and the US (OECD 2009).

Peru's constitution affirms multicultural and anti-discrimination legislation, which formally recognizes and protects the ethnic and cultural plurality of the Nation. However, discriminatory actions by the government against Indigenous rights to land have been cited on multiple occasions during the period 1990-2000. New movements within the Peruvian society have started to push for concrete steps towards protecting Indigenous land rights, as a key component of a multicultural policy that respects diversity in the country. As a result, new amendments in the constitution highlighted the components of the multicultural, multiethnic, and multilingual basis of diversity in the country. This has led to the adoption of the 2007 "UN Declaration on the Rights of Indigenous People," recognizing Indigenous contribution and place as integral part within Peruvian society (Arocena 2008).

Components	Score
Multiculturalism	0.40
Anti-Discrimination	0.67
Social Contact	0.10
Fractionalisation	0.53
Inequality	0.63
Access to communication	0.18
Cohesion and Stability	0.48
Attitudes	0.70
Inclusion	0.52
Freedoms and Rights	0.69
Dimensions	
Legislative Dimension	0.53
Structural Dimension	0.39
Opportunities Dimension	0.64
Overall ICDI Score	0.52

Note: the higher values of the scores the more favourable the results.

Summary

Peru has attained an overall ICDI score of 0.52. An above average score of 0.7 in the component of intercultural attitudes indicates a positive global social tolerance index and weaker racist attitudes towards other groups. A score of 0.69 in the component of freedoms and rights signals that there is freedom of domestic movement, foreign movement, and travel. In sharp contrast, scores below 0.2 in the components of social contact low levels of intercultural participation, low number of indigenous and low number of immigrants living languages. Similarly, a score of 0.18 in the component of access to communication signal a low diversity of newspapers published, along with low numbers of mobile phone and internet users.

Current Situation and Outlook

Along with its slightly above average score of 0.64 for the opportunities dimension, Peru achieves an average score of 0.53 for its legislative dimensions. A low score in its structural dimension can be attributed to low scores in the components of platforms for social contact and access to communication. Peru can improve its ICDI score by enhancing its legislative dimension via introduction and implementation of multicultural or diversity acts and policies, and improved migrant integration measures. It could also strengthen its opportunities dimension by promoting intergroup relations and facilitating inclusion of minorities. If Peru's situation around its structural dimension persists, there is a high risk of its cohesion and stability eroding due to sustained lack of access to communication and lack of social contact.

32. Belarus

Belarus has an ethnically diverse population with a majority ethnic Belarusian (83.7%), and 16.3% of ethnic minorities, including Russian 8%, Polish 4.4%, Ukrainian 1.7%, other 2.4% (CIA Factbook 2021). The main challenges to diversity in Belarus relate to language rather than ethnicity. This is associated with the promotion of Russian and the marginalization of the Belarusian language. Since 1920s, Belarus has been a member of the Soviet Union Belarus; its history was intertwined with its more powerful neighbours. The Russian language dominated the daily business and education in cities and urban centres while Belarusian was confined to the countryside. This has created a division within the society (Smolicz and Secombe 2003).

Currently, the Belarus constitution guarantees and recognizes fundamental rights in the areas of culture, the right to preserve one's national identity, selection, and usage of language of communication and education. Furthermore, the constitution states that the state has responsibility to preserve and sustain the culture and heritage of all ethnic communities residing in Belarus (UNESCO 2006). However, the emphasis on the state's role in promoting cultural diversity has been criticized that it limits the financing of cultural programs to align with state politics (ICELDS 2018).

Components	Score
Multiculturalism	0.56
Anti-Discrimination	0.67
Social Contact	0.01
Fractionalisation	0.52
Inequality	0.85
Access to communication	0.31
Cohesion and Stability	0.50
Attitudes	0.51
Inclusion	0.52
Freedoms and Rights	0.43
Dimensions	
Legislative Dimension	0.61
Structural Dimension	0.44
Opportunities Dimension	0.49
Overall ICDI Score	0.51

Note: the higher values of the scores the more favourable the results.

Summary

Belarus has attained an overall ICDI score of 0.51 in the current articulation of the ICDI results. A score above 0.8 in the component of inequality signals a high degree of intergenerational social mobility and high levels of educational attainment among the population. A score above 0.6 in the component of anti-discrimination signals the moderate presence of anti-discrimination acts or policies in the country. In contrast, a score of 0.01 in the component of social contact indicates little intercultural participation between different ethnic groups. It also indicates a low number of indigenous and immigrant living languages.

Current Situation and Outlook

Compared to its slightly above average situation relating to its legislative dimension, Belarus achieves a just below average score in its structural and opportunities dimensions. A lower score in its structural dimension can be attributed to a score of 0.31 in the component of access

to communication. A below average score in its opportunities dimension can be attributed to average scores across the components of intercultural attitudes, minority representation and freedom and rights. Belarus can improve its ICDI score by strengthening its structural dimension. This can be done by encouraging intercultural participation and increasing the number of communication platforms available to improve the populations' access to communication.

33. Georgia

Georgia has an ethnically diverse population with a majority ethnic Georgian (86.8%), and less 13.1% ethnic minorities (including Azeri 6.3%, Armenian 4.5%, Other 2.3%) (2014 est.: CIA Factbook 2021). Like all post-soviet states, the 1990's liberal constitution of Georgia brought an era of change in terms of protecting ethnic minorities and promising prosperity and multiculturalism, driven by access to European integration. A major issue for integration policy in Georgia relates to linguistic diversity. While some reforms have been implemented in the education system, linguistic barriers remain a hindering factor in the integration of minorities within the Georgian society (Darchashvili 2020).

Since 2008, the Ministry of Culture and Monument Protection of Georgia has funded programs which support intercultural dialogue and encourage the involvement of vulnerable communities in the cultural life of Georgia. With the presence of multiple religious groups existing as part of the same community in Georgia, there is a degree of social tolerance which allows for intercultural interactions to support mutual exchange. However, the concept of cultural diversity has been subject to criticism as it has been interpreted as a threat for Georgian culture (Liparteliani 2019).

Components	Score
Multiculturalism	0.56
Anti-Discrimination	0.67
Social Contact	0.03
Fractionalisation	0.43
Inequality	0.41
Access to communication	0.21
Cohesion and Stability	0.50
Attitudes	0.31
Inclusion	0.71
Freedoms and Rights	0.72
Dimensions	
Legislative Dimension	0.61
Structural Dimension	0.32
Opportunities Dimension	0.58
Overall ICDI Score	0.50

Note: the higher values of the scores the more favourable the results.

Summary

Georgia has achieved an overall ICDI score of 0.50. A score above 0.7 in the components of inclusion, freedom, and rights signals fairly favourable conditions for intergroup relations with reduced discrimination of ethnic minorities and a freedom of domestic/foreign movement respectively. A score above 0.65 in the component of anti-discrimination indicates some presence of anti-discrimination acts or policies in the country. However, a low score of 0.03 in the component of social contact suggests low levels of intercultural participation and the erosion of indigenous living languages and immigrant living languages.

Current Situation and Outlook

Georgia has a fairly stable legislative dimension which sets the basic legislative and policy foundations for interculturalism to emerge among different communities. An average situation relating to the intercultural opportunities dimension signals that individuals' capacity to engage

in intergroup interactions are encouraged in some ways. This relates to favourable situations around the components of inclusion and freedom and rights. However, if racist attitudes towards other groups continues and global social tolerance index is not improved, opportunities for intercultural interactions may continue to decline. Georgia can improve its overall ICDI score by strengthening its structural dimension. It can do so by increasing platforms for social contact and accesses to communication to encourage higher levels of cultural participation.

34. Ukraine

Ukraine is a multicultural country with predominantly ethnic Ukrainians (77.8%) and a large ethnic Russian (17.3%), and just 5% other ethnic minority population (2001 est.: CIA Factbook 2021). In 2019, Ukraine around 5 million foreign-born residents, most of whom arrived from former Soviet republics (IOM 2020). Ukraine has made progress in providing equal opportunities for migrants and has recently launched awareness campaigns to inform them of their social, political, and healthcare rights. For example, a 2019 law obliges health care practitioners to inform immigrant patients about services covered by the state healthcare system.

According to recent national surveys, the level of acceptance of immigrants in Ukraine remains low. This could be attributed in some part, to restrictive policies that view immigrants as threats, thus minimizing the possibility of integration and prompting high levels of xenophobia and islamophobia and lower levels of social trust (MIPEX 2020). However, the country has made some progress in combating discrimination as Ukraine's anti-discrimination laws and strong enforcement mechanisms allow victims of ethnic, racial, religious or nationality discrimination to seek justice (MIPEX 2020). In April 2007, a Diversity Initiative was launched with the support of over 40 organisations from the international, civil, corporate, and government sectors with the intention of addressing issues related to migration, globalisation, xenophobia, and racism. Sustained efforts to promote intercultural dialogue is evident through other initiatives like GoGlobal Initiative, which promoted foreign language learning, fostering intercultural dialogue and public diplomacy from 2014.

Components	Score
Multiculturalism	0.58
Anti-Discrimination	0.33
Social Contact	0.05
Fractionalisation	0.45
Inequality	0.81
Access to communication	0.34
Cohesion and Stability	0.44
Attitudes	0.55
Inclusion	0.63
Freedoms and Rights	0.66
Dimensions	
Legislative Dimension	0.46
Structural Dimension	0.42
Opportunities Dimension	0.61
Overall ICDI Score	0.50

Note: the higher values of the scores the more favourable the results.

Summary

Ukraine has achieved an overall ICDI score of 0.50. A score of above 0.8 in the component of inequality signals a high degree of intergenerational social mobility and high levels of educational attainment among the population. A score of above 0.6 in the component of freedoms and rights indicates a slightly above average environment for the freedom of press, domestic movement, foreign movement, and travel. In contrast, a score of 0.05 in the component of social contact indicates that there is little cultural participation amongst different

ethnic groups within the population. It also signals the erosion of indigenous and immigrant living languages that are practised.

Current Situation and Outlook

Compared to its slightly above average situation relating to the opportunities dimension, Ukraine has achieved scores just above 0.4 in its legislative and structural dimensions. A lower score in its structural dimension can be attributed particularly to a below-average score in the component of access to communication. However, lower score in Ukraine's opportunities dimension can be attributed to approximately average scores across the components of intercultural attitudes, minority representation and freedom and rights for press, domestic and foreign travel. Ukraine can improve its overall ICDI score by improving its basic legislative and policy context through an implementation of anti-discrimination acts or policies. It can also improve its migrant integration measures by encouraging intercultural participation and preserving indigenous and immigrant living languages. An improvement in access to communication by promoting the use of internet, mobile phones and widening the distribution of newspapers can also help to strengthen Ukraine's overall ICDI score.

35. Philippines

The Philippines is a multicultural country with an ethnic composition consisting ethnic Tagalog 24.4%, Bisaya 11.4%, Cebuano 9.9%, Ilocano 8.8%, Hiligaynon 8.4%, Bikol 6.8%, Waray 4%, and others 26.1% (2010 est.: CIA Factbook 2021). Integration efforts in the Philippines face linguistic and geographic barriers as the country has over 186 languages and over 1000 islands. In addition, the dominance of the Filipino/Tagalog language has led to the marginalization of other groups and has often hindered integration efforts (Reyes and Alvarez 2015).

The Philippines has introduced several education policies to mitigate integration issues over decades. However, the policy framework lacks a long-term vision and consistency. Recently, the National Commission for Culture and the Arts has adopted a hybrid model to introduce and implement national cultural policies. Yet, the government makes decisions on overall cultural policy “regardless of the creation of public debates, conversations, consultations, or presentations to the [commission]” (Vitorillo 2020). This centralization of the decision-making on cultural and diversity policies and programs limits the role of civil society and ethnic organizations in advancing cultural integration within the community.

Components	Score
Multiculturalism	0.40
Anti-Discrimination	0.67
Social Contact	0.17
Fractionalisation	0.46
Inequality	0.48
Access to communication	0.24
Cohesion and Stability	0.34
Attitudes	0.60
Inclusion	0.72
Freedoms and Rights	0.52
Dimensions	
Legislative Dimension	0.53
Structural Dimension	0.34
Opportunities Dimension	0.62
Overall ICDI Score	0.49

Note: the higher values of the scores the more favourable the results.

Summary

Philippines has achieved an overall ICDI score of 0.49. A slightly above average score of 0.67 in the component of anti-discrimination indicates the presence of anti-discrimination acts and policies which help promoted migrant integration and permission for citizens to hold dual citizenships. In a similar vein, a score of 0.72 in the component of inclusion signals a fairly positive situation around the representation of minority ethnic groups in the country. This also reflects on fairly strong intergroup relations and moderate levels of discrimination of ethnic minorities. In contrast, a score below 0.2 in the component of social contact signals that there is low levels of intercultural participation and an erosion of indigenous and immigrant living languages. The low score in the component of social contact is further exacerbated by score below 0.25 in the component of access to communication which indicates low numbers of newspapers published, and a minimal use of mobile telephones and the internet.

Current Situation and Outlook

Philippines has attained relatively average scores across its legislative and opportunities dimensions. The overall ICDI score for Philippines can be improved by strengthening its structural dimensions through an encouragement of intercultural participation which would in turn increase the platforms available for social contact. It could also enhance access to communication among the population by increasing the number of newspapers published, mobile telephone users and internet users. Focusing on improving intergroup cohesion would also lend to improving components such as social contact.

36. Morocco

Morocco has a mixed population of Indigenous Berber, Arab, African and Europeans due to historical factors, with different ethnic groups populating the country over the centuries (CIA Factbook 2021). Social issues such as poverty, lack of job opportunities, corruption and racism have often hindered integration in Moroccan society, deterring the successful implementation and facilitation of multicultural acts, policies, and related initiatives.

Berber activists who see linguistic recognition as a crucial step towards social, economic, and political recognition have been campaigning for social injustice, and linguistic and cultural recognition. Until recently, Arabic has been the only official language in the country. However, a constitutional amendment has acknowledged Berber as an official language alongside Arabic and has been incorporated in the educational system, reducing the suppression and marginalization of the identity of the Berber speaker population. In 2001, Morocco established the Moroccan Royal Institute for Amazigh Culture to maintain the country's multicultural heritage. However, this has been criticized as a political tool for government interference that aimed to centralize multiculturalism and ethnic issues.

Components	Score
Multiculturalism	0.62
Anti-Discrimination	0.67
Social Contact	0.02
Fractionalisation	0.58
Inequality	0.09
Access to communication	0.20
Cohesion and Stability	0.45
Attitudes	0.48
Inclusion	0.52
Freedoms and Rights	0.52
Dimensions	
Legislative Dimension	0.64
Structural Dimension	0.27
Opportunities Dimension	0.51
Overall ICDI Score	0.47

Note: the higher values of the scores the more favourable the results.

Summary

Morocco has attained an overall ICDI score of 0.47, which is below the average score in the current articulation of the ICDI results. Scores above 0.6 in the components of multiculturalism and anti-discrimination indicate the presence of multicultural/diversity acts and policies, along with moderate levels of migrant integration measures. This contributed to a slightly above average situation around the legislative dimension. Average scores relating to the components of inclusion, freedom and rights indicate a moderate level of intergroup relation and a similar level of freedom of domestic, foreign movement and travel.

A score below 0.1 in the component of social contact signals that there is a significant lack of intercultural participation and limited numbers of indigenous living and immigrant living languages. Similarly, a score below 0.1 in the component of socio-economic inequality signals minimal intergenerational mobility and lower levels of education attainment across the population.

Current Situation and Outlook

Compared to its slightly above average situation pertaining to its legislative dimension and an average situation relating to its opportunities dimension, Morocco achieves a low score for its structural dimension. Morocco can improve its ICDI score by increasing the platforms available for social contact, improving its Gini coefficient, and creating access to communication between and for different ethnic groups.

37. Indonesia

Indonesia was a former Dutch colony and was also influenced by early Portuguese traders. It adopted “unity in diversity” (*Bhinneka Tunggal Ika*) the national motto after its independence from Holland, to reflect Indonesian ethnic, cultural and linguistic diversity. The Indonesian population consists of two main ethnic groups, Javanese (40.1%) and Sundanese (15.5 %), while many other ethnic groups including Malays account for the remaining 44.4% of the population (2010 est.: CIA Factbook 2021). For more than 30 years (1967-1998), Indonesia had centralized policies that emphasized uniformity, which suppressed communal identities and diverse cultural practices. In 1999, a process of democratization and political decentralization led to the flourishing of ethnic identities. However, this was marred by several clashes among different ethnic/religious groups that flared because of past disputes and growing economic inequalities (Ahnaf 2018).

The existence of high levels of inequality in Indonesia deters greater interethnic and intercultural interaction. In addition, there is no national anti-discrimination law in Indonesia. Instead, a number of laws and sector-specific regulations prohibit ethnic, racial, and religious discrimination. However, the lack of specific enforcement mechanism or agencies limits the implementation and enforcement of the anti-discrimination laws (MIPEX 2020). Recently, there has been some improvement in Indonesia’s immigration policy in terms of increasing immigrants and asylum seekers access to health services. However, obstacles remain across many sectors, including education and political participation (MIPEX 2020).

Components	Score
Multiculturalism	0.42
Anti-Discrimination	0.67
Social Contact	0.69
Fractionalisation	0.29
Inequality	0.16
Access to communication	0.19
Cohesion and Stability	0.46
Attitudes	0.42
Inclusion	0.49
Freedoms and Rights	0.62
Dimensions	
Legislative Dimension	0.54
Structural Dimension	0.36
Opportunities Dimension	0.51
Overall ICDI Score	0.47

Note: the higher values of the scores the more favourable the results.

Summary

Indonesia has achieved an overall ICDI score of 0.47, which is below the average overall score of the current ICDI results. A score of 0.69 in the component of social contact indicates the presence of intercultural participation amongst different ethnic groups in the population along with indigenous living and immigrant living languages. Similarly, a score of 0.62 in the component of freedoms and rights signals a fair degree of freedom of domestic and foreign movement and travel.

In contrast, a score below 0.2 in the component of inequality indicate minimal intergenerational social mobility and low levels of educational attainment. In a similar vein, a score below 0.2 in the component of access to communication indicates low numbers of newspapers published and internet users.

Current Situation and Outlook

Indonesia has achieved average scores relating to its legislative and opportunities dimensions. A lower score in the structural dimension can be attributed particularly to lower scores in the components of fractionalisation, inequality and access to communication. Indonesia can strengthen its overall ICDI score by encouraging intercultural participation amongst different ethnic groups in the population. Preserving indigenous living languages would also help to improve the platforms available for social contact in the country. Indonesia can also consider enhancing its migrant integration measures to further enhance its legislative dimension.

38. Jordan

Jordan is a multicultural country with predominantly ethnic Jordanians (69.3%), and ethnic minorities including Syrians 13.3%, Palestinians 6.7%, Egyptians 6.7%, Iraqis 1.4%, others 2.6% (2015 est.: CIA Factbook 2021). Jordan has had influx of refugees because of several conflicts in the region affecting Palestine, Syria, Iraq, and Libya). Refugees coming into Jordan share religious and linguistic identity while exhibiting different cultural values.

Political, social, and religious leaders play an important role in preserving, promoting, and sustaining intercultural interactions and diversity in Jordan. The Jordanian constitution signals freedom of religion to all Jordanians, regardless of ethnic or religious origin. While there is a degree of importance attached to cultural issues at both the governmental and non-governmental levels, standards, and organised initiatives which preserve and document intercultural efforts amongst different communities are generally absent.

Components	Score
Multiculturalism	0.46
Anti-Discrimination	0.67
Social Contact	0.02
Fractionalisation	0.71
Inequality	0.30
Access to communication	0.33
Cohesion and Stability	0.43
Attitudes	0.29
Inclusion	0.44
Freedoms and Rights	0.54
Dimensions	
Legislative Dimension	0.56
Structural Dimension	0.36
Opportunities Dimension	0.43
Overall ICDI Score	0.45

Note: the higher values of the scores the more favourable the results.

Summary

Jordan has attained an overall ICDI score of 0.45. A score of 0.71 is the highest amongst all different components for Jordan and this affirms a fairly positive situation relating to cultural participation leading to inclusiveness among the population. A score of 0.67 in the component of anti-discrimination indicates some presence of anti-discrimination acts and policies. In contrast, a score of 0.3 in the component of socio-economic inequality suggests that there little intergenerational social mobility coupled with low levels of educational attainment amongst the population. Further, a score of 0.02 in the component of social contact indicates that there is little intercultural participation amongst different ethnic groups in the population.

Current Situation and Outlook

Jordan has a slightly above average situation relating to its legislative dimension and has below average scores for both its structural and opportunities dimension. A score of 0.36 in the structural dimension can be attributed particularly to low levels of social contact, socio-economic inequality, and fairly limited access to modern communication. Jordan can improve its overall ICDI score by a few different measures. It can encourage the preservation of indigenous and immigrant living languages, which will also lend to increased cultural

participation and increased platforms for social contact. Jordan can also look at ways to facilitate intergenerational social mobility and create avenues for citizens to gain education qualifications.

39. Nigeria

Nigeria is a multicultural country of over 521 languages and several ethnic and sub-ethnic groups. The four largest ethnic groups include the Hausa (27.4%), Igbo (14.1%), Yoruba (13.9%) and Fulani ethnic groups (6.3%). The rest of the population is composed of several smaller groups (CIA Factbook 2021). British colonization in Nigeria had led to ethnic and cultural conflicts that erupted as a result of involuntary unification of the country in 1914 (Edewor et al. 2014). Historically, ethnic and racial disputes in Nigeria are aggravated by the inequitable wealth distribution and economic disadvantage among the country's regions (Edewor et al. 2014). In 2018, Nigeria was among the 10 top countries with the highest number of internally displaced people due to violence and conflict (IOM 2020).

At the legislative level, Nigeria's federal government attempts to ensure the representation of all ethnic groups. However, multicultural, and ethno-racial integration policies are limited, and often lack proper implementation and fail to capture the complex issues of diversity in the country. This is exacerbated by competing interests and segregation of cities along ethno-religious lines, often leading to confrontations among different ethnic groups. The constitution of Nigeria prohibits discrimination in all of its forms, and the country has taken substantial steps in the ratification of major international anti-discrimination laws, however, there remains a gap in the enforcement of anti-discrimination laws in the country (Arowolo 2020).

Components	Score
Multiculturalism	0.40
Anti-Discrimination	0.67
Social Contact	0.48
Fractionalisation	0.09
Inequality	0.36
Access to communication	0.13
Cohesion and Stability	0.19
Attitudes	0.41
Inclusion	0.63
Freedoms and Rights	0.65
Dimensions	
Legislative Dimension	0.53
Structural Dimension	0.25
Opportunities Dimension	0.56
Overall ICDI Score	0.45

Note: the higher values of the scores the more favourable the results.

Summary

Nigeria has achieved an overall ICDI score of 0.45. A score of 0.67 in the component of anti-discrimination indicates a moderate presence of anti-discrimination acts or policies and some migrant-integration measures. Similarly, a score above 0.65 in the component of freedom and rights signals a moderate degree of freedom in domestic and foreign movement and travel. In contrast, a score of 0.09 in the component of fractionalisation signals that any ongoing intercultural participation are not co-related with inclusiveness.

Current Situation and Outlook

Nigeria has achieved average scores in its legislative and opportunities dimension, and a relatively lower score in its structural dimension. The lower score in its structural dimension

can be particularly attributed to the components of fractionalisation, access to communication, cohesion, and stability. Nigeria can strengthen its structural dimension by facilitating social contact and intercultural participation while improving access to communication to different ethnic communities across different parts of Nigeria. By addressing state fragility, Nigeria would also be able to facilitate increased cohesion and stability amongst different cultural groups in the country. Nigeria can also enhance its overall ICDI score by strengthening its legislative dimension. This can be done by enhancing existing multicultural / diversity acts or policies, promoting migrant integration measures which could also contribute to improving state fragility.

40. Ghana

Ghana is a multicultural country with a population divided among several ethnic and subethnic groups. The largest ethnic group in Ghana are the Akan people (47.5%), followed by the Mole-Dagbon (16.6%), and the Ewe (13.9%). Other ethnic minorities account for almost 22% of the population (CIA Factbook 2021). Ghana is also linguistically diverse country, with over 80 languages. Language plays an important role in the cultural identity of the ethnic groups. Since the country's independence in 1957, this has often created dilemma for successive governments, posing a challenge in the implementation of multilingual language policies that do not marginalize some ethnic minorities (Ansah 2014).

Ghana has introduced and implemented several policies to promote interculturalism and diversity, including the Cultural Policy of Ghana (2004), the Ghana Shared Growth and Development Agenda (2010–2013), and the National Tourism Development Plan (2013–2027). For example, the Cultural Policy of Ghana has introduced cultural policy components to different social and economic sectors. To support this policy, Ghana initiated a “Culture Trust Fund” to finance the promotion of Ghana's diverse culture. Challenges including the existence of a large informal economy with low levels of cultural employment as well as gaps in education and professional training opportunities deter greater civil society participation.

Components	Score
Multiculturalism	0.46
Anti-Discrimination	0.33
Social Contact	0.08
Fractionalisation	0.24
Inequality	0.11
Access to communication	0.26
Cohesion and Stability	0.47
Attitudes	0.50
Inclusion	0.78
Freedoms and Rights	0.82
Dimensions	
Legislative Dimension	0.39
Structural Dimension	0.23
Opportunities Dimension	0.70
Overall ICDI Score	0.44

Note: the higher values of the scores the more favourable the results.

Summary

Ghana has achieved an overall ICDI score of 0.44. A score of 0.82 in the component of freedoms and rights signals an above average degree of freedom in domestic movement, foreign movement, and travel. Similarly, a score of 0.78 in the component of inclusion indicates that there is a favourable degree of minority representation in the country. In contrast, a score of 0.08 signals little platforms available for social contact with low levels of cultural participation. This is also indicative of a low number of indigenous and immigrant living languages. A score of 0.11 in the component of socio-economic inequality indicates low reflects low levels of intergenerational social mobility and low levels of educational attainment across generations as well.

Current Situation and Outlook

Compared to its relatively positive situation around its opportunities dimension, Ghana has achieved lower scores in some components of its legislative and structural dimensions. A lower score in the legislative dimension can be attributed to a lower-than-average scores in both components of multiculturalism and anti-discrimination. A lower score in the structural dimension can be attributed to lower scores in the component of social contact, fractionalisation, (in)equality and access to communication. Ghana's ICDI score could improve if more opportunities to facilitate social contact and intercultural participation is present. Ghana could also strengthen its legislative dimension further by introducing and maintaining multicultural/ diversity and anti-discrimination acts or policies.

41. Rwanda

Rwanda is a multicultural country with three main ethnicities Hutu, Tutsi, and Twa. Rwanda gained its independence from Belgium in 1962 and was engulfed into ethnic conflict that led to a civil war in 1990. In 1994, the Rwandan civil war exacerbated ethnic tensions across the country and culminated in one of the worst genocides (CIA Factbook 2021).

In post-genocide Rwanda, the state strove to foster reconciliation, and focused attention on promoting a new national identity that emphasized unity and ignored ethnic differences. The educational sector acted as the main implementation arm through its civic education curriculum (Russell 2008). In 2015, Rwanda launched its “National Cultural Heritage Policy” which aimed at emphasizing a collective “Rwandan culture, identity and values” and linking cultural promotion as a tool to drive forward the country’s development efforts. While such efforts aim to prevent hate speech and further conflicts, it may deter platforms and interactions to promote interculturalism.

Components	Score
Multiculturalism	0.57
Anti-Discrimination	0.33
Social Contact	0.00
Fractionalisation	0.75
Inequality	-0.04
Access to communication	0.09
Cohesion and Stability	0.28
Attitudes	0.79
Inclusion	0.70
Freedoms and Rights	0.40
Dimensions	
Legislative Dimension	0.45
Structural Dimension	0.22
Opportunities Dimension	0.63
Overall ICDI Score	0.43

Note: the higher values of the scores the more favourable the results.

Summary

Rwanda has attained an overall ICDI score of 0.43. A score of 0.79 in the component of intercultural attitudes indicates a relatively positive global social tolerance index and moderate levels of racist attitudes towards different ethnic groups. A score of 0.70 in the component of inclusion signals the presence of minority representation in the form of inclusion and relatively positive intergroup relations. In stark contrast, a score of 0.00 in the component of social contact reflects that there is no presence of cultural participation, indigenous or immigrant living languages. Furthermore, a score of -0.04 in the component of inequality indicates negative levels of economic inequality.

Current Situation and Outlook

Compared to its moderately positive situation pertaining to its opportunities dimension, Rwanda achieves lower than average scores in some components of its legislative and structural dimensions. A lower score in the structural dimension can be attributed to the components of social contact, (in)equality and access to communication. Rwanda’s ICDI score could improve if opportunities for social contact and avenues for communication to take place are created and

sustained. Additionally, Rwanda can enhance its legislative dimension further by promoting migrant integration measures, creating, and sustaining anti-discrimination acts / policies.

42. Kyrgyzstan

Kyrgyzstan is a country with predominantly ethnic Kyrgyz (73.5%) and Uzbek (14.7%) population. Other minorities including 5.5% Russians and eight ethnic groups account for the rest 6.3% of the population (2019 est.: CIA Factbook 2021).

Kyrgyzstan recently experienced ethnic conflict. The government was forced to take actions to address grievances, largely driven by pressures from the international community and human rights organizations. Specifically, state policy was needed to alleviate inequalities among different ethnic groups and promote diversity and multiculturalism. The government adopted a post-conflict policy document “The concept on the strengthening of the national unity and inter-ethnic relations in the Kyrgyz Republic” that aimed to reform the judicial, police and educational systems, and promote diversity and acceptance among ethnic groups (Sheranova 2020). However, although the policy sought to alleviate ethnic tensions, it has been widely criticized by civil society activists from different factions of the society for its top-down approach that did not take into consideration the complexity of the Kyrgyz society.

Components	Score
Multiculturalism	0.40
Anti-Discrimination	0.33
Social Contact	0.04
Fractionalisation	0.35
Inequality	0.89
Access to communication	0.16
Cohesion and Stability	0.39
Attitudes	0.42
Inclusion	0.55
Freedoms and Rights	0.73
Dimensions	
Legislative Dimension	0.37
Structural Dimension	0.36
Opportunities Dimension	0.57
Overall ICDI Score	0.43

43. Note: the higher values of the scores the more favourable the results.

Summary

Kyrgyzstan has achieved an overall ICDI score of 0.43. A score of 0.89 in the component of socio-economic inequality indicates a relatively positive degree of intergenerational social mobility and high levels of educational attainment amongst the population. A score of 0.73 in the component of freedoms and rights indicates a presence of freedom of press, domestic movement, foreign movement, and travel. However, a score of 0.04 in the component of social contact signals low levels of tourist arrivals, cultural participation and few indigenous and immigrant living languages. A score of 0.16 in the component of access to communication also indicates that there are few newspapers published and low numbers of mobile telephone and internet users.

Current Situation and Outlook

Compared to its average situation relating to the opportunities dimension, Kyrgyzstan has attained lower scores in various components of its legislative and structural dimensions. A lower score in its legislative dimension is attributed to below average scores in the components

of multiculturalism and anti-discrimination. Kyrgyzstan can improve its ICDI score by introducing and sustaining multicultural / diversity and anti-discrimination acts and policies. It can also strengthen its structural dimension by increasing the number of platforms available of social contact. This can be in the form of encouraging cultural participation and preserving existing indigenous and immigrant living languages.

44. India

India is a multicultural country with predominantly ethnic Indo-Aryans (72%) and a large Dravidian population (25%). The remaining 3% are composed of Mongoloid and other ethnic minorities (CIA Factbook 2021). India's diversity stems from ethnic interaction over its long history, unique geography, wide and diverse demographic populations. This has resulted in super-diverse society with numerous subcultures and several social stratifications and restrictions, including the notable 'castes' or jātis within the country.

India's political history since decolonization has shown a high level of flexibility in accommodating institutional needs of diversity. The Indian Constitution affirms the rights of citizens in terms of religion and language usage. The state cannot impose language usage and education on any cultural minority and has the responsibility to provide adequate facilities in the mother-tongue of minority groups. In addition to constitutional rights that protect diversity and cultural heritage, elaborate enforcement mechanisms have been set in place such as the "National Commission for Minorities Act of 1992) which is tasked with monitoring and preventing acts of discrimination against any citizen on the basis of religion, race, caste or language (Rex and Singh 2003). State-run institutions are also required to provide quotas for minorities to provide cultural minorities with sufficient opportunities. However, and despite the constitutional ban on discrimination based on caste, discriminatory societal attitudes persist towards historically marginalized groups (Gosh 2018). Furthermore, the rise of pro-Hindu ideology in the 1990s and over recent periods has affected the rights of cultural and religious minorities. These frictions often deter the promotion of intercultural dialogue and interaction amongst communities.

Components	Score
Multiculturalism	0.44
Anti-Discrimination	0.50
Social Contact	0.45
Fractionalisation	0.39
Inequality	0.22
Access to communication	0.18
Cohesion and Stability	0.41
Attitudes	0.35
Inclusion	0.53
Freedoms and Rights	0.49
Dimensions	
Legislative Dimension	0.47
Structural Dimension	0.33
Opportunities Dimension	0.46
Overall ICDI Score	0.42

Note: the higher values of the scores the more favourable the results.

Summary

India has achieved an overall ICDI score of 0.42. India has attained average scores for most components which make up the overall ICDI score. A score of 0.53 in the component of inclusion signals an average level of minority representation. A score of 0.50 in the component of anti-discrimination indicates the presence of anti-discrimination acts and policies in the country. A score of 0.18 in the component of access to communication signals that there is little

access to modern communication. A score of 0.22 in the component of socioeconomic inequality reflects low levels of intergenerational social mobility and lower levels of educational attainment.

Current Situation and Outlook

India has near average scores for its legislative and opportunities dimension. A lower score in its structural dimension can be attributed to lower-than-average scores in the components of fractionalisation, socioeconomic (in)equality and access to communication. India can strengthen its structural dimension by widening mobile telephone and internet access to increase access to communication. It can also strengthen its opportunities dimension by mitigating racist attitudes amongst different communities.

45. Thailand

Thailand is the only country in Southeast Asia that has not been colonised. It is a homogenous country with 97.5% ethnic Thai, and less than 2% ethnic Burmese and other minority groups (CIA Factbook 2021). In 2018, the country recorded the fourth largest population of stateless persons, mainly consisting of Indigenous and ethnic communities (IOM 2020). The Thai government has historically lacked inclusive policies towards immigrant communities, while focusing mainly on identity, cultural heritage and full access to education, social welfare, and rights of political participation for Thai citizens.

Successive governments in Thailand have promoted an image of a homogenous nation that undermined the ethnic, religious, and cultural diversity within the country. However, with the establishment of the Ministry of Culture in 2002, a shift in the policy paradigm has started to take place and some plans endorsing diversity, most notably the 2003 “Vision for Thai Culture” plan has resulted in the recognition of over 30 ethnic groups in the country (Hayami 2006). In 2016, Thailand ratified the 2003 convention for the Safeguarding of Intangible Cultural Heritage, which aims at strengthening its capacities to preserve and safeguard cultural heritage at the national and local levels. This has led to a series of collaborations including workshops and training programs with international organizations have been implemented (UNESCO 2018).

Components	Score
Multiculturalism	0.26
Anti-Discrimination	0.67
Social Contact	0.08
Fractionalisation	0.42
Inequality	0.23
Access to communication	0.35
Cohesion and Stability	0.46
Attitudes	0.20
Inclusion	0.68
Freedoms and Rights	0.50
Dimensions	
Legislative Dimension	0.46
Structural Dimension	0.31
Opportunities Dimension	0.46
Overall ICDI Score	0.41

Note: the higher values of the scores the more favourable the results.

Summary

Thailand has achieved an overall ICDI score of 0.41. A score of 0.67 in the component of anti-discrimination signals a slightly above average presence of anti-discrimination acts and policies. A score of 0.68 in the component of inclusion signals a slightly above average presence of minority representation. In contrast, a score of 0.08 in the component of social contact signals low levels of intercultural participation, and lower numbers of indigenous and immigrant living languages.

Current Situation and Outlook

Thailand has scored below average across all three dimensions which make up the overall ICDI score. A lower score in the structural dimension can be attributed to lower-than-average scores

in the components of social contact, socio-economic inequality, access to communication, cohesion, and stability. Thailand can improve its ICDI score by different measures. This includes strengthening its legislative dimension by introducing and maintaining multicultural and diversity acts or policies and enhancing migrant integration measures. Thailand can also enhance its structural dimension by creating avenues and platforms for increased social contact which promote cultural participation.

46. Egypt

Egypt has a homogenous population consisting of 97.7% of ethnical Egyptians. Yet, the Egyptian population has religious minorities, with Christians being the largest religious minority. Ninety percent of the population predominantly adheres to Sunni Islam, and the 10% Christians comprise majority Coptic Orthodox, and Armenian Apostolic, Catholic, Maronite, Orthodox, and Anglicans (CIA Factbook 2021).

Egypt has experienced a period of major political turmoil following the 2011 Arab Spring that swept across Arab countries. This has led to multiple changes in the social and political landscapes. Recent constitutional amendments introduced in 2019 allowed the government to impose authoritarian rule and wield military power. With this, the government has muzzled political activity and extended state control over, civil society organizations, traditional and social media outlets. In addition, the government fails to fulfil promises to pass a legislation to protect religious minorities. Christians face systematic discrimination on societal and institutional levels, and obstacles have been put in place to prevent the building of new churches (Human Rights Watch 2019). Such disruptions at the government level deter efforts to promote interfaith dialogue and intercultural cooperation amongst the different ethnic groups in Egypt.

Components	Score
Multiculturalism	0.23
Anti-Discrimination	0.67
Social Contact	0.03
Fractionalisation	0.87
Inequality	0.25
Access to communication	0.18
Cohesion and Stability	0.30
Attitudes	0.58
Inclusion	0.44
Freedoms and Rights	0.36
Dimensions	
Legislative Dimension	0.45
Structural Dimension	0.33
Opportunities Dimension	0.46
Overall ICDI Score	0.41

Note: the higher values of the scores the more favourable the results.

Summary

Egypt has attained an overall ICDI score of 0.41. A score of 0.87 in the component of fractionalisation indicates that existing levels of cultural participation typically meet the conditions needed for a favourable degree of inclusion. In contrast, a score of 0.03 in the component of social contact signal low levels of cultural participation, and low numbers of indigenous and immigrant living languages. A score of 0.18 reflects low access to modern communication.

Current Situation and Outlook

Egypt has below average scores across three dimensions which make up the overall ICDI score. Egypt can strengthen its ICDI score by strengthening its structural dimension. This can be done by increasing the opportunities for social contact through an encouragement of cultural participation and preserving indigenous living and immigrant living languages. An increase in

multicultural and diversity acts or policies can help support efforts towards increasing intercultural participation and facilitate cohesion and stability.

47. Algeria

Algeria is a homogeneous country with (99%) ethnic Arab-Berber and less than (1%) European (CIA Factbook 2021). Over the years, Algeria's approach to cultural identity has evolved towards multiculturalism which included the indigenous Berber population. The debates that shaped the Algerian identity emerged in three phases. The first two phases established a mono-cultural national identity based on Islamic and Arab identity. The Berber identity has been ignored and marginalized since the 1950's. However, since 1996 it has become part of the Algerian national identity and has been incorporated in the 1996 constitution. The constitution states that "Islam, Arabism and Tamazight" constitute the basic components of the Algerian society (Ennaji 2014).

Cultural and diversity policies in Algeria are dictated and controlled by the state with minimum input from civil society and activist groups and concentrate on the financial and regulatory aspects of cultural organizations activities and functions. However, Algeria today lacks requisite data on ethnic diversity which is an indicator that the government haven't hasn't taken substantial steps in fully incorporating incorporated ethnic diversity as a component of the Algerian identity.

Components	Score
Multiculturalism	0.26
Anti-Discrimination	0.67
Social Contact	0.03
Fractionalisation	0.65
Inequality	0.08
Access to communication	0.18
Cohesion and Stability	0.40
Attitudes	0.40
Inclusion	0.54
Freedoms and Rights	0.51
Dimensions	
Legislative Dimension	0.46
Structural Dimension	0.27
Opportunities Dimension	0.48
Overall ICDI Score	0.40

Note: the higher values of the scores the more favourable the results.

Summary

Algeria has achieved an overall ICDI score of 0.40. A score of 0.65 in the component of fractionalisation indicates that existing levels of cultural participation typically meet the conditions needed for a favourable degree of inclusion. In contrast, a score of 0.03 in the component of social contact indicates minimal platforms available for intercultural participation and low numbers of indigenous and immigrant living languages. A score of 0.08 in the component of socio-economic inequality signals low levels of intergenerational social mobility and low levels of educational attainment amongst the population.

Current Situation and Outlook

Compared to its near average scores in its legislative and opportunities dimension, Algeria has attained a lower score for its structural dimension. Algeria can strengthen its structural dimension by increasing the number of platforms available for social contact by encouraging

cultural participation and preserving the number of indigenous and immigrant living languages. This can also be supported by increasing and sustaining the number of multicultural or diversity acts or policies and promoting migrant integration measures.

48. Vietnam

Vietnam is a multicultural country with predominantly ethnic Kinh (Viet) accounting for 85.7% of the population while less than 15% are divided among several ethnic and sub-ethnic groups (CIA Factbook 2021). Vietnam's ethnic minorities mostly live in rural areas of the country, and lack access to proper education, health and employment opportunities. In addition, due to a lack of government programs targeting these groups, ethnic minorities typically have lower living standards than the ethnic majority. With most of the investment in infrastructure and services concentrated in urban areas with higher concentration of ethnic majority, ethnic inequality is exacerbated by regional imbalance (Baulch 2010).

Despite Vietnam's several laws that prevent designation based on ethnic/religious origins, "negative stereotypes" about ethnic minorities are widespread. While the society is deemed to be multiracial, it is dominated by ethnic Vietnamese elite. For instance, the Kinh ethnic majority often consider ethnic minorities to be "less developed" and even "less civilized". These assumptions hinder the development of effective policies that aim at their integration of ethnic minorities within the Vietnamese society (Baulch 2010).

Components	Score
Multiculturalism	0.57
Anti-Discrimination	0.33
Social Contact	0.11
Fractionalisation	0.68
Inequality	0.11
Access to communication	0.17
Cohesion and Stability	0.49
Attitudes	0.57
Inclusion	0.54
Freedom and Rights	0.12
Dimensions	
Legislative Dimension	0.45
Structural Dimension	0.31
Opportunities Dimension	0.41
Overall ICDI Score	0.39

Note: the higher values of the scores the more favourable the results.

Summary

Vietnam has attained an overall ICDI score of 0.39. A score of 0.68 in the component of fractionalisation indicates that existing levels of cultural participation typically meet the conditions needed for a slightly above average degree of inclusion. A score of 0.57 in the component of multiculturalism indicates the presence of multicultural and diversity acts and/or policies. A score of 0.57 in the component of intercultural attitudes signals the slightly above average global social tolerance index and the presence of a moderate degree of racist attitudes towards other groups. In contrast a score of 0.11 in the component of social contact signals the lack of platforms available for intercultural participation. A score of 0.11 in the component of socio-economic inequality signals low levels of intergenerational social mobility and low levels of educational attainment amongst the population.

Current Situation and Outlook

Vietnam has attained below average scores across dimensions, with the lowest score being in its structural dimension. Vietnam can strengthen its structural dimension by increasing the platforms available for social contact through the promotion of cultural participation and preservation of indigenous and immigrant living languages. It can also further enhance its legislative dimension by introducing and sustaining anti-discrimination acts and/or policies. Vietnam can also address existing socio-economic inequality by providing avenues for increased levels of education attainment among the population.

49. Malaysia

Malaysia is a multicultural country with predominant ethnic Bumiputera (Malays and Indigenous) population (62%), and minorities including Chinese (20.6%), Indian (6.2%) and non-citizens (10.3%) (2017 est.: CIA Factbook 2021). Malaysia was formed in 1963 following its independence from Britain. The first few years after independence were ravaged by racial tensions that were further reinforced by language, religion, and cultural divisions. This led to several ethnic clashes during the 1960s. This was also a period dominated by ethnic dimension in nearly all of policy areas, education, health, employment, immigration, and economic support (Crouch 1999).

In the 1970s, the Malaysian government concluded that the racial conflict was outcome result of economic inequality between the Malay and non-Malay communities. It therefore adopted a New Economic Policy (1971-1990), to correct the economic imbalance among different ethnic groups (Crouch 1999). Recently, Malaysia developed several national anti-discrimination and equality policies. These include general policies with strong anti-discrimination components such as the National Social Policy, and policies designed to directly combat discrimination against certain disadvantaged groups. However, in contradiction to these, some policies that promote the privileged ethnic majority have remained and continue to disadvantage racial and ethnic minorities.

Components	Score
Multiculturalism	0.32
Anti-Discrimination	0.00
Social Contact	0.14
Fractionalisation	0.33
Inequality	0.67
Access to communication	0.32
Cohesion and Stability	0.54
Attitudes	0.33
Inclusion	0.53
Freedoms and Rights	0.63
Dimensions	
Legislative Dimension	0.16
Structural Dimension	0.40
Opportunities Dimension	0.50
Overall ICDI Score	0.35

Note: the higher values of the scores the more favourable the results.

Summary

Malaysia has attained an overall ICDI score of 0.35. A score of 0.67 in the component of socioeconomic inequality indicates a slightly above average degree of intergenerational social mobility and levels of educational attainment across the population. In contrast, a score of 0 in the component of anti-discrimination indicates the absence of anti-discrimination acts and or policies which deter intercultural dialogue and participation.

Current Situation and Outlook

Compared to its average score in its opportunities dimension, Malaysia has attained lower than average scores in its legislative and structural dimensions. Malaysia can strengthen its ICDI score by introducing anti-discrimination acts and or policies which would enhance its

legislative dimension. It can also improve its structural dimension by increasing the platforms available for social contact through an encouragement of cultural participation and preservation of both indigenous and immigrant living languages.

50. Turkey

Turkey is a multicultural country with two main ethnic groups, Turkish (75%) and Kurdish (19%). Other minorities and immigrants account for 7-12% of the population (2016 est.: CIA Factbook 2021). Turkey's identity has been shaped by the Ottoman Empire over six centuries. Today, ethnic tensions between ethnic Turks which dominate the country's government and military and ethnic Kurds over denial of minority rights, including bans on the Kurdish language and assembly of ethnic Kurds. In addition to the Kurdish issue, since 2012 Turkey have witnessed a large influx of refugees due to the Syrian conflict.

One of the most notable shifts in the Turkish approach to integration came in 2016 with the creation of Human Rights and Equality Institution of Turkey, which is a national anti-discrimination law and equality body (2016). This law aims to provide protection to all victims of racial, ethnic, and religious discrimination across all areas of social life. While this law helped raise awareness regarding discrimination, its enforcement mechanism is undermined by major gaps, leaving victims with weak protections (MIPEX 2020).

Components	Score
Multiculturalism	0.40
Anti-Discrimination	0.67
Social Contact	0.07
Fractionalisation	0.76
Inequality	0.21
Access to communication	0.27
Cohesion and Stability	0.38
Attitudes	0.21
Inclusion	0.32
Freedoms and Rights	0.38
Dimensions	
Legislative Dimension	0.53
Structural Dimension	0.34
Opportunities Dimension	0.30
Overall ICDI Score	0.39

Note: the higher values of the scores the more favourable the results.

Summary

Turkey has achieved an overall ICDI score of 0.39. A score of 0.76 in the component of fractionalisation indicates that existing levels of cultural participation meets the conditions needed for a fairly positive degree of inclusion. Turkey has attained below average scores for all other components. A score of 0.07 in the component of social contact signals a lack of platforms for social contact. A score of 0.21 in the component of socio-economic inequality indicates relatively low levels of intergenerational social mobility and low levels of educational attainment amongst the population.

Current Situation and Outlook

Turkey has achieved lower scores in its structural and opportunities dimensions while its score for the legislative dimension is slightly above average. Turkey can improve its ICDI score by strengthening its structural and opportunities dimensions. It can enhance its structural dimension by increasing the platforms available for social contact through an encouragement of cultural participation and preserving the number of indigenous and immigrant living

languages. It can boost its opportunities dimension by strengthening its global social tolerance index.

51. China

China has the largest population in the world, with 56 officially recognised ethnic groups where ethnic Han Chinese comprise more than 91% of the population (CIA Factbook 2021). China's 1984 "Law on Regional National Autonomy" regulates the government's policy towards the autonomous regions where most ethnic minorities reside. While minorities in these areas have some degree of freedom to retain their own culture and enact specific regulations, these actions are subject to government approval under the principle of "democratic centralism". However, ethnic tensions have increased overtime, in reaction to assimilation policies forced on ethnic minorities. Furthermore, control of ethnic minorities has recently resulted in human rights abuses, especially against Tibetans and Uyghurs (ISDP 2019).

There is no comprehensive anti-discrimination law in China. The country's relevant laws and regulations are fragmented across different areas and lack enforcement mechanisms. As a result, determining what constitutes discrimination and developing a systematic approach towards discriminatory behaviours or practices at all levels may prove problematic (ISDP 2019).

Components	Score
Multiculturalism	0.44
Anti-Discrimination	0.33
Social Contact	0.31
Fractionalisation	0.73
Inequality	0.18
Access to communication	0.21
Cohesion and Stability	0.46
Attitudes	0.60
Inclusion	0.32
Freedoms and Rights	0.08
Dimensions	
Legislative Dimension	0.39
Structural Dimension	0.38
Opportunities Dimension	0.33
Overall ICDI Score	0.37

Note: the higher values of the scores the more favourable the results.

Summary

China has achieved an overall ICDI score of 0.37. A score of 0.73 in the component of fractionalisation indicates that existing levels of cultural participation typically meet the conditions needed for a moderately favourable degree of inclusion. A score of 0.60 in the component of intercultural attitudes indicates a slightly above average degree of global social tolerance and slightly below average degree of racist attitudes towards other ethnic groups within the population.

Current Situation and Outlook

China has attained a consistent, fairly below average score across all three dimensions which constitute the overall ICDI score. China can improve its ICDI score by strengthening all three dimensions. It can enhance its opportunities dimension by creating promoting minority inclusion through the promotion of intergroup relations and implementing policies or acts which deter the discrimination of ethnic minorities. China can strengthen its structural

dimension by working towards reducing socio-economic inequality and enhancing the opportunities for increased levels of educational attainment throughout the population. It can also strengthen its legislative dimension by introducing additional anti-discrimination acts and or policies.

52. Iran

Iran is multicultural country with ethnically, religiously, and linguistically diverse population. Shia Muslims constitute the majority of the population (90-95%: CIA Factbook 2021). After the 1979 Revolution, Iran became an Islamic Republic, and conditions for ethnic and religious minorities worsened. The country's social cohesion was impacted by several ethnic and religious conflicts that erupted across regions.

Religious and ethnic minorities face discrimination in nearly all areas of life, especially in education, employment, housing, and political participation. In addition, negative campaigns by state-owned media often intensify negative attitudes towards religious minorities, which further aggravate the divisions within the society. Despite the Iranian constitution affirmation of the protection of the rights of ethnic and religious minorities, the central government emphasizes the ethnic Persian and Shiite Muslim nature of the state (Hassan, 2007). This hinders interfaith and intercultural relations within the country.

Components	Score
Multiculturalism	0.32
Anti-Discrimination	0.33
Social Contact	0.11
Fractionalisation	0.35
Inequality	0.52
Access to communication	0.26
Cohesion and Stability	0.36
Attitudes	0.62
Inclusion	0.24
Freedoms and Rights	0.28
Dimensions	
Legislative Dimension	0.33
Structural Dimension	0.32
Opportunities Dimension	0.38
Overall ICDI Score	0.34

Note: the higher values of the scores the more favourable the results.

Summary

Iran has attained an overall ICDI score of 0.34. A score of 0.62 in the component of intercultural attitudes indicates that a slightly above average degree of global social tolerance and slightly less than average degree of racist attitudes towards different ethnic groups within the population. A score of 0.11 in the component of social contact signals the lack of platforms available for intercultural participation and the erosion of indigenous and immigrant living languages.

Current Situation and Outlook

Iran has scored below average scores for all three dimensions which make up the ICDI score. Iran can improve its overall ICDI score by introducing and sustaining multicultural and anti-discrimination acts and or policies which will enhance its legislative dimension. It can also strengthen its structural dimension by creating avenues for increased social contact between different communities and increasing the access to modern communication. It can enhance its opportunities dimension by promoting minority representation. With the support of anti-

discrimination acts and or policies, Iran can also reduce the degree of discrimination against ethnic minorities.

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