

Fostering Inclusiveness

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- Topic
 - Fostering inclusiveness: Can psychology make a difference?

- Psychological research (lab and field) has documented a number of contingencies influencing intergroup relations (relevant for well-being)
 - Positive contingencies fostering inclusiveness
 - Negative contingencies inhibiting inclusiveness

Examples Positive Elements

- Policies fostering inclusiveness have multiple positive outcomes
 - Example: Immigrants in countries with more inclusive policies (MIPEx) show
 - More belongingness and stronger identification with nation state
 - More well-being
 - (same relationships within schools and organizations)

Examples Negative Elements

- Discrimination and marginalization lead to reinforcement of within-group ties (in the targeted groups) and weakening of intergroup relations
- Discrimination and marginalization negatively related to well-being
- Huge disparity in society associated with less cohesion (stumble block in creating Rainbow Nation)

Conclusion

- Contingencies are rich in implications for policy at various levels
- Contingencies relevant for various sectors of society, including education, work, neighborhoods

There is discussion in Australia about the national anthem as the official version is clearly made by and for the white Australians. For example, it refers to Australia as a young nation. This idea is disliked by many as it denies the existence of the Aboriginal group. In the 1980s some pop musicians made a song that is highly inclusive which is often sung at special occasions. The YouTube video shows the singing of the song in Parliament after the same-sex marriage law was passed last year. It was a highly symbolic event as the law and the song are both about inclusiveness.

**“Alternative” national
anthem Australia**

We are one, but we are
many

And from all the lands on
earth we come

We share a dream and sing
with one voice:

I am, you are, we are
Australian

- [https://www.youtube.com/
watch?v=RK0GnX8AI9E](https://www.youtube.com/watch?v=RK0GnX8AI9E)