Reza Hasmath (ed.) *Managing Ethnic Diversity: Meanings and Practices from an International Perspective*, **Surrey: Ashgate, 2011, 243 pages, ISBN 9781409411215**

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Ethnic diversity is becoming one of the pervasive and most problematic issues in contemporary globalised world. On the one hand, it is pervasive since with the increased interactions and mobility of the people, almost all societies are becoming more and more ethnically diverse. On the other hand, it is problematic since ethnic diversity appears in a variety of forms, contexts and social conditions. Managing ethnic diversity is a difficult task both in societies with an ethnic diversity tradition, which already have an institutional setup meant to accommodate diversity, and in societies that have only recently faced the issue of multi-ethnicity and are trying to develop an institutional model for managing ethnic minority-majority relations. Is there a universal, systematic and comprehensive response for governing multi-ethnic nations? There seems to be no clear-cut answer to this question. Managing ethnic diversity has become a topical and often controversial subject that aroused much policy and academic debate especially around multiculturalism as a governance mode of multi-ethnic societies.

Managing Ethnic Diversity: Meanings and Practices from an International Perspective edited by Reza Hasmath engages with these debates surrounding multiculturalism as a policy and philosophy for dealing with ethnic diversity. The book discusses the issue of ethnic diversity in different societies around the world taking a holistic and international perspective. The thirteen chapters of this book raise a wide range of questions such as can multiculturalism promote "ethnic harmony", employment equity and trust between various ethnic groups living in the same society? How does immigration affect national identities? What is the relationship between ethnic minority representation and group interactions and

representation? Written by a team of international experts and scholars the book adopts a comparative perspective on the experiences of multiculturalism in various contexts around the world from UK, North America, Europe, China and Australia, in order to explore whether the lesson from some countries can be applied to others.

The introductory chapter by Reza Hasmath explores *The Complexities of Ethnic Diversity,* first by pointing out the meanings of the concept of ethnicity as defined by primordialists, on the one hand, and constructivists, on the other hand. Then the author highlights that the focus of the studies of ethnic diversity has shifted from analyzing group characteristics to examining social and political processes especially the strategic group power position of different ethnicities within the structure of modern societies.

In the second chapter, *Can Multiculturalism Build Trust?,* Patti Tamara Lenard illustrates two core elements of a trust-building strategy in multicultural democratic communities, namely multicultural policies (aimed to mitigate the vulnerability of immigrants) and nation-building policies (aimed to mitigate the vulnerability of host community). She argues that trust will ideally emerge if immigrants and as well as host community are willing to effectively participate in this trust building strategy and display such behaviors that reassure the other part of their trustworthiness. In the third chapter *More than a Marketing Strategy: Multiculturalism and Meaningful Life,* Andrew W. Robinson presents and "ideal conception of policy principles for a multiculturalism that would provide tangible benefits in the form of cultural retention without sacrificing concern for personal autonomy and social cohesion" (p. 44). Consequently, the author's conception of meaningful life is used to develop the normative principles of a justifiable and workable multiculturalism.

In the fourth chapter, *The Notion of Muticulturalism in Canada and France: A Question of Different Understandings of Liberty, Equality, and Community,* Margaret Adsett points out the role of philosophical and historical legacies in developing different approaches to ethnic diversity. According to the author the French approach (inspired by the philosophical work of J.J. Rousseau) "is not conducive to the acceptance of diversity in the public sphere because liberty, equality and the community itself would be jeopardized" (p. 62). On the other hand, the Canadian conceptions to liberty, equality and community (inspired by the ideas of J. S. Mill) have shaped a different approach to ethnic diversity involving recognition and promotion of difference in the public sphere.

In chapter five, *Immigration, Race and the Crisis of National Identity,* *S*uzanna Reiss emphasizes that the official policy of multiculturalism in Canada was aimed at presenting issues of ethnicity strictly in a cultural manner and separating them from the economical and political realms. According to the author, this marketing strategy of multiculturalism was aimed to contain some of the more radical implications of the Canadian diversity. Chapter six by Reza Hasmath, *Identification Settlement and Representation of Ethnic Minorities in Beijing,* examines the historical development of ethnic minority populations in Beijing. The author points out that Beijing's ethnic minority enclaves serve as locations where minorities' practices can be protected and preserved. However, the institutionalization of ethnic relations through multicultural policies can have its downsides as the socio-economic struggles of many ethnic minority groups are being masked when only a celebratory version of their culture and traditions is presented.

As culture cannot be separated from its economical and political context, chapter seven, *Comparing Ethno-Development Outcomes in Toronto and Taipei,* attempts to place the multiculturalism debate in its proper socio-economic context. In this chapter, Reza Hasmath examines the labor market in Toronto and Taipei and suggests that ethnic minorities are underrepresented in the managerial and professional class, when accounting for their education. In chapter eight, *"Cooling Out Troublesome Constituents": The Politics of Managing "Isms" in the Antipodes,* Augie Fleras argues that both multiculturalism and biculturalism constitute a form of institutional accommodation that fosters the appearance of inclusiveness without posing any threat to prevailing patterns of power and privilege.

Moreover, in chapter nine, *Australian Multiculturalism: Beyond Management Models,* Toula Nicolacopoulos and George Vassilicopoulos support the idea that instead of mitigating migrants' perpetual foreigners status, multiculturalism fosters the social positioning of ethnic groups as perpetual foreigners-within. On the other hand, in chapter ten (*Sold Out? The Understandings and Practice of Multiculturalism in the UK*) Rachel Marangozov points out that in UK the historical roots of multiculturalism show that there has been persistent engagement, beginning well before 'multiculturalism became a fashionable term, with the equality agenda and the treatment of all British as equals, regardless of their racial and ethnic origins.

In chapter eleven (*Squandered Opportunities: Explaining Austria's*

Reticence to Adopt Multicultural Policies) Barbara Herzog-Punzenberger and Govind Rao aim to explain why Austria, despite its significant cultural diversity, has not adopted multicultural policies? The authors conclude that Austria's citizenship regime was characterized by segregation and assimilation tendencies due to struggles in civil society and within the core institutions of the state, market and family. In chapter twelve, (*Whereto for Multiculturalism? The German Debate on Leitkultur and the Promise of Cultural Studies*), Ming Bao-Yue observes that Germany also remained relatively resistant to the idea of multiculturalism and the recognition of the cultural diversity, while Stefani Fait examines, in chapter thirteen, the consequences of a "fenced society" in South Tyrol Region in Italy.

Managing Ethnic Diversity contributes to the ongoing debate about the outcomes of multiculturalism offering a comprehensive study, which incorporates insights from a wide range of traditional and 'newer' multi-ethnic societies around the world. The book provides a valuable collection of studies useful for decision-makers and researchers interested in ethnicity, identity and migration issues.