

## The Art of the State III

# BELONGING? DIVERSITY, RECOGNITION AND SHARED CITIZENSHIP IN CANADA

Keith Banting, Thomas J. Courchene and F. Leslie Seidle, editors

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Keith Banting, Thomas J. Courchene  
and F. Leslie Seidle

Note: Some of the titles listed above may be subject to change.

A strong diversity and inclusion strategy can help your organization attract top talent and drive innovative results. Here's how to launch a D&I initiative that works. For each individual to bring their best self forward, a sense of belonging must first be established. Having a connection to an organization or group of people that makes you feel you can be yourself not only results in greater engagement and creativity in the workplace, it's a psychological need. But these changes take time, and they aren't always linear, Clark says. It's not a one-size-fits-all approach, either, that's why it's so important to share best practices and be open to trying new things. The good thing is that as you're working on diversity, you can also work on inclusion, and vice versa. Diversity, Recognition and Shared Citizenship in Canada, ed. Banting, K., Courchene, T. J. and Seidle, F. L.. Montreal: Institute for Research on Public Policy. Google Scholar. Hooghe, Marc, Reeskens, Tim, Stolle, Dietlind and Trappers, Ann. 2009. Ethnic Diversity and Generalized Trust in Europe: A Cross-National Multilevel Study. Comparative Political Studies 42 (2): 198-223. CrossRef Google Scholar. Huntington, Samuel P. 2004. 2005. Contested Citizenship: Immigration and Cultural Diversity in Europe. Minneapolis: University of Minnesota Press. Google Scholar. Kymlicka, Will. Diversity, Recognition, and Shared Citizenship in Canada (review). Glenda Bonifacio. Published: 1 January 2010. by Project Muse. in Canadian Ethnic Studies. Canadian Ethnic Studies, Volume 40, pp 203-206; doi:10.1353/ces.2010.0016. Publisher Website. Share this article. Click here to see the statistics on "Canadian Ethnic Studies". Cited by 1 articles. See citing articles. For questions or feedback, please reach us at support\_at\_scilit.net © 2021 MDPI (Basel, Switzerland) unless otherwise stated Terms and Conditions. Back to Top Top. Diversity, Recognition and Shared Citizenship in Canada, eds. Keith G. Banting, Thomas J. Courchene, and F. Leslie Seidle (Montreal: Institute for Research on Public Policy, 2007); Les Back, Michael Keith, Azra Khan, Kalbir Shukra, and John Solomos, New Labour's White Heart: Politics, Multiculturalism and the Return of Assimilation, Political Quarterly 73, No. 4 (2002): 445-54; Steven Vertovec, Towards post-multiculturalism? Multiculturalism may be intended to encourage people to share their customs, but the assumption that each group has its own distinctive customs ignores processes of cultural adaptation, mixing, and *mélange*, as well as emerging cultural commonalities, thereby potentially reinforcing perceptions of minorities as eternally *other*.