

RACISM, IDENTITY AND DIVERSITY: A COMPARATIVE PERSPECTIVE

Professor: **Ariane CHEBEL D'APPOLONIA**

Session: **July 2025**

Language of instruction: **English**

Number of hours of class: **36h**



Objective of the Course

The purpose of this course is to address key questions raised by persistent racism and discriminatory practices in increasingly diverse societies – from a historical, multidisciplinary, and comparative perspective.

In doing so, the main objectives are:

1. To provide a strong knowledge of the main analytical perspectives (combined with a review of empirical data) on racism, diversity and inclusion
2. To give opportunities to students to analyze the best and worst practices in the fight against racism
3. To engage students in debates about the situation of ethno-racial minorities around the world
4. To encourage students to think critically and to deal with the complexities of the issues raised by racism and the management of diversity
5. To improve the ability of the students to write a policy-oriented paper by the end of the summer session.



Summary

This course will analyze the evolution of racism over time, examining the various aspects of diversity from a worldwide perspective. The first section provides students with a foundational knowledge about a series of dynamically changing concepts. These principally include the modern construction of the notion of race relations; the diversification of diversity; the multiplication of ethno-racial identities; the meaning of and expectations generated by the growth of multiracialism; and the elaboration and management of contemporary forms of diversity in Western and non-Western countries.

The second section focuses on the most salient debates about the evolution and (mis)management of diversity and the stages, degrees and forms of the fight against racism around various parts of the world, where the context differs so greatly but the questions are comparable.

The third section will be research oriented. Students, informed by the concepts, debates and examples of the first two sections, will present their own work in the form of case studies (in Europe, Africa, Asia, and the Americas) about contemporary critical questions relating to diversity. The objective is to examine various solutions to manage inclusion and diversity in an effective way.

Topics addressed in this course include:

- Racism in Western and non-Western countries
- Racism against minorities
- Racism among minorities
- Forms of diversity
- Relationship between diversity and racism
- Impact of identity politics on group relations
- Equity v. equality
- Diversity (mis)management



Organization of the course

1. Wednesday, July 2, 10:30 AM to 12:30 PM

- Introductory session

Section I. Key questions

2. Thursday, July 3, 10:30 AM to 12:30 PM

= What is racism?

- * The history of racism (from race without racism to racism without race)
- * Forms of racism (institutional, societal, individual)
- * Theoretical approaches (new racism, differential racism, symbolic racism)

→ Required reading: Ashley Doane, "What is Racism? Racial Discourse and Racial Politics," *Critical Sociology*, 32 (2-3), 2006: 255-274.

→ Suggested readings: Magdalena Nowick, "I Don't Mean to Sound Racist but...Transforming Racism in Transnational Europe," *Ethnic and Racial Studies*, 41 (5), 2018: 824-841; Elena Ball et al, "Racism in Europe: Characteristics and Intersections with Other Social Categories," *Frontiers in Psychology*, 13, March 2022: 1-20.

3. Thursday, July 3, 2:00 PM to 4:00 PM

= What is diversity?

- * Evolution of diversity over time and space
- * The diversification of diversity and identity politics

* Issues raised by hyper-diversity

→ Required reading: Cedric Herring and Loren Henderson, "From Affirmative Action to Diversity: Toward a Critical Diversity Perspective," *Critical Sociology*, 38 (5), 2011: 629-643.

→ Suggested reading: Steven Vertovec, "Diversity and the Social Imaginary," *European Journal of Sociology*, 53 (3), 2012: 287-312.

4. Monday, July 7, 10:30 AM to 12:30 PM

= What is an ethno-racial identity?

- * Historical construction of ethno-racial identity (whiteness, blackness, and in-between-ness)
- * Evolution of ethno-racial division
- * Racialization of non-ethno-racial identities

→ Required reading: Henry Hale, "Explaining Ethnicity," *Comparative Political Studies*, 37 (4), 2004: 458-485.

→ Suggested readings: Rafael Curtoni and Gustavo Politis, "Race and Racism in South American Archeology," *World Archaeology*, 38 (1), 2006: 93-108; Ien Ang, "On the Perils of Racialized Chineseness: Race, Nation and Entangled Racisms in China and Southeast Asia," *Ethnic and Racial Studies*, 45 (4), 2022: 757-777.

5. Tuesday, July 8, 10:30 AM to 12:30 PM

= How to identify/measure racial prejudice?

- * Meaning and evolution of US census
- * Controversies over ethnic data in Europe
- * Conceptual approaches (group position, competition theory, realistic and symbolic threats)

→ Required reading: Daniel Sabbagh, Shanny Peer, "French Color Blindness in Perspective: The Controversy over *statistiques ethniques*," *French Politics, Culture & Society*, 26 (1), 2008: 1-6.

→ Suggested reading: Peter Aspinall, "What Kind of Mixed Race/ethnicity Data is needed for the 2020/21 Global Population Census Round: The Cases of UK, US and Canada," *Ethnic and Racial Studies*, 41 (1), 2018: 1990-2000.

6. Tuesday, July 8, 2:00 PM to 4:00 PM

= Methodology

- * How to prepare the oral presentation
- * Selection of topics for the oral presentation

Section II. Key debates

7. Wednesday, July 9, 10:30 AM to 12:30 PM

= Do we live in a post-racial era?

- * Critical evaluation of post-racialism
- * Diversity and tolerance
- * Diversity and intolerance

→ Required readings: Eduardo Bonilla-Silva, "More than Prejudice: Restatement, Reflections, and New Directions in Critical Race Theory," *Sociology of Race and Ethnicity*, 1 (1), 2015: 73-87; Sawitri Saharso and Tabea Scharrer, "Beyond Race?" *Comparative Migration Studies*, 10 (4), 2011: 1-24.

→ Suggested reading: S. Sayyid, "Post-Racial Paradoxes: Rethinking European Racism and Anti-Racism," *Patterns of Prejudice*, 51 (1), 2017: 9-25.

8. Thursday, July 10, 10:30 AM to 12:30 PM

= Can minorities be racist?

- * Racial prejudice between and among minorities
- * Perceptions of immigrants among majority and minority groups

→ Required reading: Jens Peter Frolund Thomsen, Arzoo Rafiqi, "The Contact-Prejudice Relationship among Ethnic Minorities," *Ethnic and Racial Studies*, 39 (10), 2016: 1886-1904

→ Suggested reading: Takeyuki (Gaku) Tsuda, "Racism without Racial Difference? Co-Ethnic Racism and National Hierarchies among Nikkeijin Ethnic Return Immigrants in Japan," *Ethnic and Racial Studies*, 45 (4), 2022:595-615.

9. Thursday, July 10, 2:00 PM to 4:00 PM

= How can we explain the resilience of inter-group conflict?

- * Objective and subjective factors fueling conflict
- * Comparative perspectives on urban riots
- * Issues raised by the competition for victimhood

→ Required reading: Philippa Kerr et al, "Beyond the Two-group Paradigm in Studies of Intergroup Conflict and Inequality: Third Parties and Intergroup Alliances in Xenophobic Violence in South Africa," *British Journal of Social Psychology*, 56, 2016: 47-63.

→ Suggested readings: Linda Tropp and Thomas Pettigrew, "Intergroup Contact and Prejudice Among Minority and Majority Status Groups," *Psychological Sciences*, 16 (12), 2005: 951-957; Eric Oliver, Janelle Wong, "Intergroup Prejudice in Multiethnic Settings," *American Journal of Political Science*, 47 (4), 2003: 567-582

10. Tuesday, July 15, 10:30 AM to 12:30 PM

= What challenges does multiracialism pose?

- * Positive aspects of multiracialism
- * Fears raised by multiracialism among both dominant and minority groups
- * The impact of multiracialism on affirmative action and multiculturalism

→ Required reading: Miri Song, "Who Counts as Multiracial?" *Ethnic and Racial Studies*, 44 (8), 2021: 1296-1323.

→ Suggested readings: Jennifer Hochschild and Vesla Mae Weaver, "There's No One as Irish as Barack O'Bama: The Policy and Politics of American Multiracialism," *Perspectives on Politics*, 8 (3), 2010: 737-759; Christina Sue and Fernando Riosmena, "Black and Indigenous Inequality in Mexico: Implications for Multiracialism and Intersectionality Research," *Sociology of Race and Ethnicity*, 7 (4), 2021: 488-511.

11. Tuesday, July 15, 2:00 PM to 4:00 PM

= What is the meaning of BLM in the US and does it have the same symbolic meaning elsewhere?

- * Analysis of the impact of BLM abroad
- * Proponents and opponents of "communautarization" in Europe
- * Multiracial coalitions v. exclusive social movements

→ Required readings: Donatella Della Porta et al, "The Spreading of Black Lives Matter Movement Campaign: The Italian Case," *Sociological Forum*, 37 (3), 2022: 700-721; Alvaro Corral, "Allies, Antagonists, or Ambivalent? Exploring Latino Attitudes about the Black Lives Matter Movement," *Hispanic Journal of Behavioral Sciences*, 42 (4): 431-454.

→ Suggested reading: Marina Germane, "Minority Coalition-Building and Nation-States," *Journal of Ethnopolitics and Minority Issues in Europe*, 14 (2), 2015: 51-75.

12. Wednesday, July 16, 10:30 AM to 12:30 PM

= What are the best and the worst ways to address racial inequalities?

- * Debating priorities (education, job market, health systems, police brutality)
- * Best practices in the US and abroad
- * Worst practices in the Us and abroad

→ Required reading: Andrew Valls, "Racial Justice," *Philosophy Compass*, 16 (2), 2001

→ Suggested readings: Joe Bandy et al, "Teaching Race and Racial Justice: Developing Students' Cognitive and Affective Understanding," *Teaching & Learning Inquiry*, 9 (1): 117-138; Lawrence Blum, "White Privilege: A Mild Critique," *Theory and Research in Education*, 6 (3), 2008: 309-321.

13. Thursday, July 17, 10:30 AM to 12:30 PM

= What are the best and the worst ways to manage diversity?

- * Debates on instruments and principles (quotas, egalitarian or differential treatment)
- * Debates on actors (the state, corporations, NGOs or Non-profit)
- * Critically evaluating comparatively (e.g.: the veil controversy in Europe)

→ Required reading: Eden B. King et al, "The Divide Between Diversity Training and Diversity Education: Integrating Best Practices," *Journal of Management Education*, 34 (6), 2010: 891-906.

→ Suggested reading: Christopher Bratt, “Is it Racism? The Belief in Cultural Superiority in Europe,” *European Societies*, 24 (2), 2022: 207-228.

Section III. Case studies

The last sessions of the course will be devoted to the students’ presentations, discussions of their work, and final recommendations for the exam.

14. Thursday, July 17, 10:30 AM to 12:30 PM

= Attacks against DEI

- The situation in the USA
- Impact in Europe

→ Required reading: Michael Kraus et al, “How Narratives of Racial Progress Create Barriers to Diversity, Equity, and Inclusion in Organizations,” *Current Opinion in Psychology*, 43, 2022: 108-113.

→ Suggested reading: Katheryn Russell-Brown, “The Multitudinous Racial Harms Caused by Florida’s Stop Woke and Anti-DEI Legislation,” *Fordham Urban Law Journal*, 2024: 1-52.

15. Monday, July 21, 10:30 AM to 12:30 PM

- Oral presentation
- Debate

16. Tuesday, July 22, 10:30 AM to 12:30PM

- Oral presentation
- Debate

17. Wednesday, July 23, 10:30 AM to 12:30 PM

- Oral presentation
- Debate

18. Wednesday, July 23, 2:00 PM to 4:00 PM

- Oral presentation
- Methodology



Bibliography

All the required and suggested readings will be available via Moodle



Requirements for validation

All the students are expected to come to each class session prepared to discuss the required readings. Each student will have to make an oral presentation (of about 15 minutes).

Student grades will be based on the oral presentation (30%) and the final exam (50%). Regular attendance, careful reading, and active participation (based on required readings) are also taken into account (20%).



Professor's Biography



Professor Ariane Chebel d'Appollonia, educated at Sciences Po (Ph.D., HDR), is a Professor at Rutgers - State University of New Jersey. Her recent publications include *Les Frontières du Racisme* (Presses de Sciences Po, 2011); *Frontiers of Fears: Immigration and Insecurity in the United States and Europe* (Cornell University Press, 2012); *How Does it Feel to Be a Threat? Migrant Mobilization and Securitization in the US and Europe* (Palgrave Macmillan, NYU Series, 2015); and *Violent America: Contentious Identity Politics in a Multiracial Society* (Cornell University Press, 2023).