

RACISM, IDENTITY AND DIVERSITY: 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



Organisation of the course

Section I. Key questions

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)

What is diversity?

- * Evolution of diversity over time and space
- * The diversification of diversity and identity politics
- * Issues raised by hyper-diversity

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

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)

Methodology

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

Section II. Key debates

Do we live in a post-racial era?

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

Can minorities be racist?

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

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

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

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 “communitarianism” in Europe
- * Multiracial coalitions v. exclusive social movements

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

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)
- * Attacks against DEI

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.



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).