

## INCLUSION IN A MULTICULTURAL NATION: REALITIES THROUGH CASE STUDIES

By

**VISHALACHE BALAKRISHNAN**

*Post Doctoral Scholar, The University of Waikato, New Zealand.*

### **ABSTRACT**

*According to Inclusion Press International, inclusion is not just a 'disability issue' but about living full lives, about learning to live together and treasuring diversity and building community. When Malaysia obtained her independence from Britain in 1957, one of the main ruling was all three ethnicity (Malay, Chinese, and Indian) should live together as one multicultural nation. No individual should be excluded from any aspects of Education, Economy and Social. After almost six decades of independence, many individuals in Malaysia are still unhappy with the social injustice due to exclusion based on several factors such as ethnicity and historical roots. In this paper the researcher would like to argue that, the minority ethnic group have been side lined due to constitutional rights and current policies. Using multiple case studies and collecting data through technology such as Facebook, Whats App and e-mail, the researcher used textual analysis to analyse the data collected. Findings show that the participants have to fend for themselves and the social injustice caused many to leave their country of birth to move to other countries where they are treated equally for what they are and not who they are. The researcher suggests that there is a critical need for Malaysia to overlook its Political, Economic and Education policies to ensure a new world which is just and fair.*

*Keywords: Multiculturalism, Inclusive Education, Social Injustice.*

### **INTRODUCTION**

Inclusion in a multicultural nation is so important for the growth and development of the nation and its people. Inclusion here is seen from a broader perspective where inclusion is about all of us, about living full lives-about learning to live together, about making the world our classroom for a full life, about treasuring diversity and building community. Inclusion is about our 'abilities' – our gifts and how to share them (Asante, 2015). Using Malaysia as an example of a multi-cultural nation where different ethnicities have been co-existing for centuries, the researcher will be elaborating discourses of how several individuals and communities had been excluded in their lives. The narratives are mostly of individuals who left Malaysia, not because they were unpatriotic or did not like the country but more of exclusion practices which made them and their families and their communities felt neglected and isolated, discriminated and unrecognised. Until today there are majority of minority groups who feel they are treated as second class citizens, even though they are the third or fourth generation to be descending in

Malaysia.

### **1. How it all began**

The researcher starts the paper with her own journey as an individual who was born in Malaysia in the 1960s. Growing up in a Chinese-Indian mix parentage family and living in a Catholic Church environment which catered to the needs of the local community who were poor, but had the best multi-cultural environment. She knew she was different from the Chinese or the Indian girls but she made friends with every one as she was different. And she was easily accepted as she understood the Chinese and Indian culture well. She physically looked like a Malay girl so Malay students like to hang out with her. Differences attracts just like magnets and she had a wonderful start to her life in a multi-cultural nation.

Then when she started secondary school, she began to realize that she was not treated equally by the system. She was in a missionary school so the environment, the teachers and the school community were compassionate and nurturing; but not the system. She came to realize that

her Malay friends who were poor or some better off than her received financial aid which she did not and they bluntly told her that it's only for Malay students. She felt the injustice but consoled herself by studying hard and performing well in her centralised examinations. Then came the next shock. In spite of getting distinction in English language, and most of the other subjects, she did not get any scholarships to pursue her studies overseas but almost all her Malay friends were offered scholarships to study Teaching English as a Second Language (TESL) and other courses even though their grades were way below hers. Then she came to realize that she was different, that she was not treated equally as her other friends and she accepted that as natural or even blamed herself for all the injustice that took place.

The researcher continued to pursue Sixth Form while most of her friends were overseas pursuing courses. She continued to teachers training college as her parents could not afford the fee for the local university. After becoming a trained teacher, she felt the injustice greater than ever, in the form of financial aid for students, academic equality and freedom of religion. All these made her very frustrated and made her want to further her studies to understand the system of the nation better and be part of a change for the better.

The researcher continued with a special diploma course in TESL and again there was discrimination when selecting students to go overseas. It made her really angry and frustrated but she could not do much and continued to do her basic degree and her masters in a local university. It was after her masters that she decided to leave the school and join the university as this is where she could further research and analyse the social inequality that was in a nation she cherished. When she joined the university, she came to realise that even in the ivory tower, inequality and social injustice was so prevalent. It made her want to leave the country and look for greener pastures where people were recognised for their talent and skills and not their birth rights and who they were; but she loved her country and there was so much to do in her field which is moral education and citizenship education.

Thus she started initiating her own research, collaborated with international scholars and realised that many scholars

from different parts of Asia and Africa shared similar experiences like what she had undergone. The researcher and her global academic friends are currently conducting a global research on inclusive policies and current inclusive practices in their own countries. They want to share their experiences and their research to the wider global world of what is written in policies and treaties and what is the actual inclusive practices in reality.

### 2. Scope of Study

The case studies were initiated through early discussions casually about Malaysia and where it was leading to as a multicultural nation. Most of the initial discussions had frustrated and anger tone with feelings of sadness, fear and doubt about Malaysia growing into a developed yet 'demoralizing' nation. However, as the discussions became deeper, there was a sense of ownership to what a multicultural nation was, is and will be. Participants and researcher have hope that past history might provide insights on overcoming injustice in a nation built on 'unity through diversity' and mutual respect (Vishalache, 2012).

### 3. Case Study

The research was conducted using a qualitative methodology; case studies. Case study is often seen as a means of gathering together data and providing coherence and limit to what is being sought (Hamilton, 2011). Data presented through case studies is usually gathered through several means such as interviews, observations, document collection, journal entry and many other ways which seems assessable with the current explosion of technology. An effort to manage researcher subjectivity as well as allowing the case to speak for itself (Stake, 2005) is what the researcher was exploring in this paper. Willig (2008) emphasises that case studies do not focus on methods used to collect and analyse data but more on analysing the case itself.

The case studies here are based on three individuals. Three individuals who are living in different parts of the world who were born and bred in Malaysia but left the country when they could not take the social injustice based on their personal experiences. Their personal journals which they wrote over a period of six to eight months about their lives in Malaysia and in comparative with their lives in their current

country is analysed and discussed. The researcher was in constant communication with them through digital technology means such as "WhatsApp", "Face Book", and emails. They agreed to be part of the research with the condition that their identity and their current place of stay is not disclosed. This was in line with the ethics of research that is safeguarding the privacy and confidentiality of the research participants.

#### 4. Ethics In Research

Ethical behaviour may help assure a climate of trust in which researchers continue their socially useful labours (Jorgensen, 1971; Mitchell & Draper, 1982; Walsh, 1992). People may rely on researchers to recognise their needs and sensitivities if researchers act honestly and honourably. Participants will consequently be more willing to contribute openly and fully in the research undertaken (Israel & Hay, 2006). Cultural insensitivity and incautious practice can lead to participants' withdrawal of support for social scientific research (Gibbs, 2001; Howitt & Stevens, 2005). Thus, the researcher ensured that all aspect of ethics were closely followed.

##### 4.1 Case Study - 1

Orchid is a 49 year old female, belonging to the majority ethnicity group and religion. She grew up in a multicultural city environment, and went to a missionary school from primary to secondary school. Being a bright student, she was offered to do A levels and study medicine in one of the top universities in the United Kingdom. Here, Orchid met Shah who came from Iran and both of them got married in their final year of doing medicine. When Orchid brought Shah back to Malaysia to introduce him to her family and friends, she had a shock of her life. Their marriage was not considered legal as Shah belonged to another denomination of Islam and Malaysian Muslim authority only allows another particular denomination to be practiced in Malaysia. That was 25 years ago and the ruling still stays. Orchid has three children and her family lives in one of the European countries now. She is a practising Muslim and holds strongly to her faith. She can't come back to Malaysia as a family and finds the ruling in Malaysia absurd.

##### 4.2 Case Study- 2

Greg is a 48 year old male Malaysia who is currently leaving

in a neighbouring country. Greg has always been a bright student since young and always top in his class in academic and also co-curriculum. When Grey completed his Sijil Pelajaran Malaysia which is equivalent to O levels in the UK, he scored straight A's in all the subjects and was confident of securing a federal scholarship as his parents were poor and could not afford to send him for higher education. Unfortunately for Greg, most of his friends from the majority ethnic group who did worse than him secured state and federal scholarships to further their studies in overseas universities. Greg applied to work in a neighbouring country to fend for himself and later to further his studies. Luckily for Greg, the interviewer at the factory where he applied for the job as a machine operator saw his excellent results and recommended him for a scholarship. Greg completed his studies up to masters and is currently serving the government of that country. In his blog, he expressed his frustrations of not being recognised by his own country but being welcomed by the neighbouring country. In recent years, there were calls for Malaysians abroad to come back and serve the country. Though Greg misses his family and friends back home, he said the system he was in was so unjust that he will not come back. He said he grew up with feelings of patriotism for the country but all was crushed when he faced the reality in inequality of scholarships being distributed and opportunity to study.

##### 4.3 Case Study - 3

Fiona is a third generation immigrant to Malaysia. Her grandparents were plantation owners and had a tough head start, when they manually cleared the thick tropical jungles to plant crops. They were doing well with all the long hours of hard work put in after several decades. As the family grew bigger, they had more hands to help and were progressing well. However today, after three generations, Fiona and her brothers have sold their plantation and left the country for good with a heavy heart. They could not bear to leave but had little choice as their agricultural business was totally controlled by the majority ethnic group. They had to include the majority ethnic group into their business and without equal effort put in, Fiona and her family feel cheated. Cheated of their hard work, cheated

of their long term history and cheated of their lives earned the hard way. Fiona sees no future for her children and her generation to come. She left the country five years ago and lives in another country. Though not living a luxurious life as how she was, Fiona feel contented because she lives a "clean" and "honest" life. A life where she has a voice and included as an individual in the new country she calls home. A life where she does not have to abide to business rules which she feels is injustice and not right. She still misses her country of birth.

## 5. Discussion

The research concludes that none of the individuals researched ever thought of leaving their country, where they were born for another country. They all grew up in a healthy multicultural environment where being different was accepted and appreciated. But as they went into secondary schools, they started observing the discrimination which was taking place such as placement of students in classes, offers of scholarships and different types of treatment for different ethnic groups, economic inequality and religious disparity.

### 5.1 Religious Disparity

In Orchid's case (Case Study 1), it was not that she did not understand her religion nor the morality within her religion but because of the system within the country, there was chaos in her earlier married life and it came to the stage where her parents wanted to disown her. But until today, she is a practicing Muslim who does all her religious obligations such as praying five times a day, reciting the verses in the Quran and sending her children for religious classes. She feels that the injustice takes place due to the rule of law set by a limited number of individuals who take the religious laws and norms into their hands.

### 5.2 Education Disparity

Where education is concerned, Malaysia has good theoretical governance of providing students from poor and vulnerable family background to reach out for higher education through grants and scholarships. However, in reality, quota systems according to ethnic groups and bad governance in implementing policies of education has made many individuals from minority ethnic groups and in several cases the majority ethnic group to leave the

country. They are welcomed by other nations who treat them appropriately for their talent and skills but feel discriminated in their own country of birth. In Greg's case (Case Study 2), he felt the inequality because of his ethnicity and the vulnerability of not being able to fight for his rights at an age where he was naïve and helpless. All he wanted was help him family go up the social mobility. But his ability, academic excellence and skills made him a prominent figure in another country, not his country of birth.

### 5.3 Economic Disparity

Economic disparity is becoming more evident in current times as the pie is getting smaller and the people to feed is getting bigger. In Fiona's case (Case Study 3), the rules set to ensure balance in economic growth among the different ethnic groups have jeopardised her own family generation of hard work and progressiveness. She wanted to continue the agenda but felt the inequality was too much to digest.

## Conclusion

The country that the researcher knew of as a child and grew up as an adolescent and worked in as an adult and the author researching critically as a social science researcher is still the same Malaysia it used to be. People are still multicultural, children still play with different ethnic groups, adolescents still hang out with friends of different ethnicity and religion, and adults still work with adults from other ethnicity. Well, on the surface, everything looks picturesque and beautiful. But go a bit deeper and the truth slowly prevails.

Quota system according to ethnicity is something not accepted by most. Not even those who receive privileges. Individuals were side lined due to who they were and not what their credibility was. Individuals leave the country because other countries were welcoming them for who they were and appreciated their talent and abilities. They could share their thoughts openly without being afraid of rule of law and other aspects within the constitution. Issues that all three participants highlighted as serious injustice were inequality in education, inequality in distribution of wealth and extremism of religiosity of the majority group that made them feel that freedom of religion as stated in the Federal Constitution is not practiced fully in reality.

## Recommendation

Their suggestion for the future of multi-cultural nation is a sound education system which embraces multi-cultural education and supports anti-bias curriculum in the school system to ensure that every one is included and no one is left behind.

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## ABOUT THE AUTHOR

Dr. Vishalache Balakrishnan is currently a Post Doctoral Scholar at the University of Waikato, New Zealand, pursuing her research in Critical Educational Psychology. She has worked as a Secondary School Teacher for 14 years before becoming a lecturer in 2002 at the University of Malaya, Malaysia. She has obtained her B.Ed. and M.Ed. at the University of Malaya and completed her Doctoral studies at Victoria University, New Zealand. Dr. Vishalache is also an office bearer of the Asia Pacific Network for Moral Education and elected Board Member in the Association for Moral Education. She writes academic books, journal articles and chapters in books for moral education, civics and citizenship, and lately about multicultural education. Her vision is to develop educators who are creative in cultivating moral values in students in the global arena and have self-regulated learning skills.

