

# The Importance of Multicultural Education

*It's not just an add-on or an afterthought. Curriculums infused with multicultural education boost academic success and prepare students for roles as productive citizens.*

**Geneva Gay**

**M**ulticulturalism in U.S. schools and society is taking on new dimensions of complexity and practicality as demographics, social conditions, and political circumstances change. Domestic diversity and unprecedented immigration have created a vibrant mixture of cultural, ethnic, linguistic, and experiential plurality.

Effectively managing such diversity in U.S. society and schools is at once a very old and a very new challenge. Benjamin Barber (1992) eloquently makes the point that

America has always been a tale of peoples trying to be a People, a tale of diversity and plurality in search of unity. Cleavages among [diverse groups] . . . have irked and divided Americans from the start, making unity a civic imperative as well as an elusive challenge. (p. 41)

Accomplishing this end is becoming increasingly important as the 21st century unfolds. People coming from Asia, the Middle East, Latin America, Eastern Europe, and Africa differ greatly from earlier generations of immigrants who came primarily from western and

northern Europe. These unfamiliar groups, cultures, traditions, and languages can produce anxieties, hostilities, prejudices, and racist behaviors among those who do not understand the newcomers or who perceive them as threats to their safety and security. These issues have profound implications for developing instructional programs and practices at all levels of education that respond positively and constructively to diversity.

A hundred years ago, W. E. B. Du Bois (1994) proposed that the problem of the 20th century was conflict and controversy among racial groups, particularly between African and European Americans. He concluded that

Between these two worlds [black and white], despite much physical contact and daily intermingling, there is almost no community of intellectual life or point of transference where the thoughts and feelings of one race can come into direct contact and sympathy with the thoughts and feelings of the other.

Although much has changed since Du Bois's declarations, too much has not changed nearly enough. Of course,

the color line has become more complex and diverse, and legal barriers against racial intermingling have been dismantled. People from different ethnic, racial, and cultural groups live in close physical proximity. But coexistence does not mean that people create genuine communities in which they know, relate to, and care deeply about one another. The lack of a genuine community of diversity is particularly evident in school curriculums that still do not regularly and systematically include important information and deep study about a wide range of diverse ethnic groups. As disparities in educational opportunities and outcomes among ethnic groups continue to grow, the resulting achievement gap has reached crisis proportions.

Multicultural education is integral to improving the academic success of students of color and preparing all youths for democratic citizenship in a pluralistic society. Students need to understand how multicultural issues shape the social, political, economic, and cultural fabric of the United States as well as how such issues fundamentally influence their personal lives.



teachers who are more accepting of multicultural education are nevertheless skeptical about the feasibility of its implementation. "I would do it if I could," they say, "but I don't know how." "Preparing students to meet standards takes up all my time," others point out. "School curriculums are already overburdened. What do I take out to make room for multicultural education?"

A fallacy underlies these conceptions and the instructional behaviors that they generate: the perception of multicultural education as separate content that educators must append to existing curriculums as separate lessons, units, or courses. Quite the contrary is true. Multicultural education is more than content; it includes policy, learning climate, instructional delivery, leadership, and evaluation (see Banks, 1994; Bennett, 2003; Grant & Gomez, 2000). In its comprehensive form, it must be an

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## Conceptions of Multicultural Education

Even though some theorists (Banks & Banks, 2002) have argued that multicultural education is a necessary ingredient of quality education, in actual practice, educators most often perceive it either as an addendum prompted by some crisis or as a luxury. Multicultural education has not yet become a central part of the curriculum regularly offered to all students; instead, educators have relegated it primarily to social studies, language arts, and the fine arts and have generally targeted instruction for students of color.

These attitudes distort multicultural education and make it susceptible to sporadic and superficial implementation, if any. Textbooks provide a compelling illustration of such an atti-

**Classroom teachers and educators must provide students from all ethnic groups with the education they deserve.**

tude: The little multicultural content that they offer is often presented in sidebars and special-events sections (Loewen, 1995).

Another obstacle to implementing multicultural education lies with teachers themselves. Many are unconvinced of its worth or its value in developing academic skills and building a unified national community. Even those

integral part of everything that happens in the education enterprise, whether it is assessing the academic competencies of students or teaching math, reading, writing, science, social studies, or computer science. Making explicit connections between multicultural education and subject- and skill-based curriculum and instruction is imperative.

It is not pragmatic for K-12 educators to think of multicultural education as a discrete entity, separated from the commonly accepted components of teaching and learning. These conceptions may be fine for higher education, where specialization is the rule. But in K-12 schools, where the education process focuses on teaching eclectic bodies of knowledge and skills, teachers need to use multicultural education to promote such highly valued outcomes

as human development, education equality, academic excellence, and democratic citizenship (see Banks & Banks, 2001; Nieto, 2000).

To translate these theoretical conceptions into practice, educators must systematically weave multicultural education into the central core of curriculum, instruction, school leadership, policymaking, counseling, classroom climate, and performance assessment. Teachers should use multicultural content, perspectives, and experiences to teach reading, math, science, and social studies.

For example, teachers could demonstrate mathematical concepts, such as less than/greater than, percentages, ratios, and probabilities using ethnic demographics. Younger children could consider the ethnic and racial distributions in their own classrooms, discussing which group's representation is greater than, less than, or equal to another's. Older students could collect statistics about ethnic distributions on a larger scale and use them to make more sophisticated calculations, such as converting numbers to percentages and displaying ethnic demographics on graphs.

Students need to apply such major academic skills as data analysis, problem solving, comprehension, inquiry, and effective communication as they study multicultural issues and events. For instance, students should not simply memorize facts about major events involving ethnic groups, such as civil rights movements, social justice efforts, and cultural accomplishments. Instead, educators should teach students how to think critically and analytically about these events, propose alternative solutions to social problems, and demonstrate understanding through such forms of communication as poetry, personal correspondence, debate, editorials, and photo essays.

Irvine and Armento (2001) provide specific examples for incorporating multicultural education into planning language arts, math, science, and social studies lessons for elementary and middle school students and connecting

these lessons to general curriculum standards. One set of lessons demonstrates how to use Navajo rugs to explain the geometric concepts of perimeter and area and to teach students how to calculate the areas of squares, rectangles, triangles, and parallelograms.

These suggestions indicate that teachers need to use systematic decision-making approaches to accomplish multicultural curriculum integration. In practice, this means developing intentional and orderly processes for including multicultural content. The

- Including several examples from different ethnic experiences to explain subject matter concepts, facts, and skills.

- Showing how multicultural content, goals, and activities intersect with subject-specific curricular standards.

Virtually all aspects of multicultural education are interdisciplinary. As such, they cannot be adequately understood through a single discipline. For example, teaching students about the causes, expressions, and consequences of racism and how to combat racism requires the application of information



decision-making process might involve the following steps:

- Creating learning goals and objectives that incorporate multicultural aspects, such as "Developing students' ability to write persuasively about social justice concerns."

- Using a frequency matrix to ensure that the teacher includes a wide variety of ethnic groups in a wide variety of ways in curriculum materials and instructional activities.

- Introducing different ethnic groups and their contributions on a rotating basis.

and techniques from such disciplines as history, economics, sociology, psychology, mathematics, literature, science, art, politics, music, and health care. Theoretical scholarship already affirms this interdisciplinary need; now, teachers need to model good curricular and instructional practice in elementary and secondary classrooms. Putting this principle into practice will elevate multicultural education from impulse, disciplinary isolation, and simplistic and haphazard guesswork to a level of significance, complexity, and connectedness across disciplines.

## Multiculturalism and Curriculum Development

How can teachers establish linkages between multicultural education and the disciplines and subject matter content taught in schools? One approach is to filter multicultural education through two categories of curriculum development: *reality/representation* and *relevance*.

### Reality/Representation

A persistent concern of curriculum development in all subjects is helping students understand the *realities* of the social condition and how they came to be as well as adequately representing those realities. Historically, curriculum designers have been more exclusive than inclusive of the wide range of ethnic and cultural diversity that exists within society. In the haste to promote harmony and avoid controversy and conflict, they gloss over social problems and the realities of ethnic and racial identities, romanticize racial relations, and ignore the challenges of poverty and urban living in favor of middle-class and suburban experiences. The reality is distorted and the representations incomplete (Loewen, 1995).

An inescapable reality is that diverse ethnic, racial, and cultural groups and individuals have made contributions to every area of human endeavor and to all aspects of U.S. history, life, and culture. When students study food resources in the United States, for example, they often learn about production and distribution by large-scale agribusiness and processing corporations. The curriculum virtually overlooks the contributions of the many ethnically diverse people involved in planting and harvesting vegetables and fruits (with the Mexican and Mexican American farm labor unionization movement a possible exception). School curriculums that incorporate comprehensive multicultural education do not perpetuate these exclusions. Instead, they teach students the reality—how large corporations and the food industry are directly connected to the migrant workers who

harvest vegetables and pick fruits. If we are going to tell the true story of the United States, multicultural education must be a central feature of telling it.

School curriculums need to reverse these trends by also including equitable *representations* of diversity. For example, the study of American literature, art, and music should include contributions of males and females from different ethnic groups in all genres and in different expressive styles. Thus, the study of jazz will examine various forms and techniques produced not just by

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African Americans but also by Asian, European, and Latino Americans.

Moreover, educators should represent ethnically diverse individuals and groups in all strata of human accomplishment instead of typecasting particular groups as dependent and helpless victims who make limited contributions of significance. Even under the most oppressive conditions, diverse groups in the United States have been creative, activist, and productive on broad scales. The way in which Japanese Americans handled their internment during World War II provides an excellent example. Although schools must not overlook or minimize the atrocities this group endured, students should also learn how interned Japanese Americans led dignified lives under the most undignified circumstances and elevated their humanity above the circumstances. The curriculum should include both issues.

### Relevance

Many ethnically diverse students do not find schooling exciting or inviting; they often feel unwelcome, insignificant, and alienated. Too much of what is taught has no immediate value to these students. It does not reflect who they are.

Yet most educators will agree that learning is more interesting and easier to accomplish when it has personal meaning for students.

Students from different ethnic groups are more likely to be interested and engaged in learning situations that occur in familiar and friendly frameworks than in those occurring in strange and hostile ones. A key factor in establishing educational relevance for these students is cultural similarity and responsiveness (see Bruner, 1996; Hollins, 1996; Wlodkowski & Ginsberg,

1995). For example, immigrant Vietnamese, Jamaican, and Mexican students who were members of majority populations in their home countries initially may have difficulty understanding what it means to be members of minority groups in the United States. Students who come from education environments that encourage active participatory learning will not be intellectually stimulated by passive instruction that involves lecturing and completing worksheets. Many students of color are bombarded with irrelevant learning experiences, which dampen their academic interest, engagement, and achievement. Multicultural education mediates these situations by teaching content about the cultures and contributions of many ethnic groups and by using a variety of teaching techniques that are culturally responsive to different ethnic learning styles.

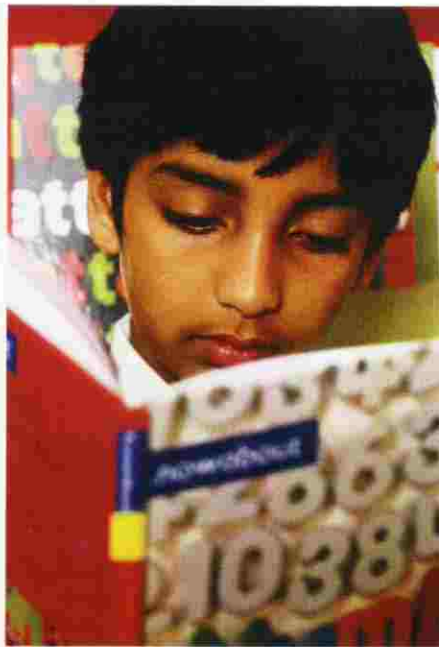
Using a variety of strategies may seem a tall order in a classroom that includes students from many different ethnic groups. Research indicates, however, that several ethnic groups share some learning style attributes (Shade, 1989). Teachers need to understand the distinguishing characteristics of different

learning styles and use the instructional techniques best suited to each style. In this scenario, teachers would provide alternative teaching techniques for clusters of students instead of for individual students. In any given lesson, the teacher might offer three or four ways for students to learn, helping to equalize learning advantages and disadvantages among the different ethnic groups in the classroom.

Scholars are producing powerful descriptions of culturally relevant teaching for multiethnic students and its effects on achievement. Lipka and Mohatt (1998) describe how a group of teachers, working closely with Native Alaskan (Yup'ik) elders, made school structure, climate, curriculum, and instruction more reflective of and meaningful to students from the community. For 10 years, the teachers translated, adapted, and embedded Yup'ik cultural knowledge in math, literacy, and science curriculums. The elders served as resources and quality-control monitors of traditional knowledge, and they provided the inspiration and moral strength for the teachers to persist in their efforts to center the schooling of Yup'ik students around the students' own cultural orientations. In math, for instance, the teachers now habitually make connections among the Yup'ik numeration system, body measurements, simple and complex computations, geometry, pattern designs, and tessellations.

Similar attributes apply to the work of such scholars as Moses and Cobb (2001), Lee (1993), and Boykin and Bailey (2000), who are studying the effects of culturally relevant curriculum and instruction on the school performance of African American students.

Moses and his colleagues are making higher-order math knowledge accessible to African American middle school students by teaching this material through the students' own cultural orientations and experiences. To teach algebra, they emphasize the experiences and familiar environments of urban and rural low-income students,



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many of whom are at high risk for academic failure. A key feature of their approach is making students conscious of how algebraic principles and formulas operate in their daily lives and getting students to understand how to explain these connections in nonalgebraic language before converting this knowledge into the technical notations and calculations of algebra. Students previously considered by some teachers as incapable of learning algebra are performing at high levels—better, in fact, than many of their advantaged peers.

Evidence increasingly indicates that multicultural education makes schooling more relevant and effective for Latino American, Native American, Asian American, and Native Hawaiian students as well (see McCarty, 2002; Moll, Amanti, Neff, & Gonzalez, 1992; Park, Goodwin, & Lee, 2001; Tharp &

Gallimore, 1988). Students perform more successfully on all levels when there is greater congruence between their cultural backgrounds and such school experiences as task interest, effort, academic achievement, and feelings of personal efficacy or social accountability.

As the challenge to better educate underachieving students intensifies and diversity among student populations expands, the need for multicultural education grows exponentially. Multicultural education may be the solution to problems that currently appear insolvable: closing the achievement gap; genuinely not leaving any children behind academically; revitalizing faith and trust in the promises of democracy, equality, and justice; building education systems that reflect the diverse cultural, ethnic, racial, and social contributions that forge society; and providing better opportunities for all students.

Multicultural education is crucial. Classroom teachers and educators must answer its clarion call to provide students from all ethnic groups with the education they deserve. ■

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