**Monoculturalism**

Rejection of differences and a belief in the superiority of the dominant group at the following levels:
- Personal
- Interpersonal
- Institutional/Systemic
- Cultural

**Pluralism**

Acceptance, appreciation, utilization and celebration of similarities and differences at these levels:
- Personal
- Interpersonal
- Institutional/Systemic
- Cultural

*Recognize*  
*Understand*  
*Appreciate*  
*Utilize Differences*

*Emancipatory Consciousness*)  
Social/Economic Justice

**Monoculturalism**

("Melting Pot")  
Assimilation  
Exclusion

**Pluralism**

("Salad Bowl/Fruit Salad")  
Diversity  
Inclusion

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Assumptions and Definitions

Monoculturalism

- The belief that one group’s way is the right way and superior.

- The rejection of differences at the personal, interpersonal, institutional, and cultural levels… (i.e. “my way or the highway”).

- Sets up the process of targeting other groups as “less than” and consequently for less access to society’s benefits, power and resources.
Assumptions and Definitions

Multiculturalism

- Refers to the *process* of coming to
  - recognize
  - understand
  - and appreciate

  our own culture and cultures other than our own.

- It stresses an appreciation of the impact of differences such as by gender, race, age, class, sexual orientation, religion, physical ability, etc.
Assumptions and Definitions

Cultural Pluralism

- Refers to cultural diversity within a given political or social structure.
- The creation of inclusive systems and practices that allow for the recognition and use of the contributions of each group to the whole.
- Replaces the “melting pot” conceptualization with the concept of the “salad bowl”.
- Stresses the importance of both uniqueness and a commitment to deal cooperatively with common needs, issues and concerns.