
Contents

Preface by Bhikhu Parekh	viii
Executive Summary	xiii
Note on Terminology	xxiii

Introduction

1 The Turning Point	2
---------------------	---

Part 1: A Vision for Britain

2 Rethinking the National Story	14
3 Identities in Transition	27
4 Cohesion, Equality and Difference	40
5 Dealing with Racisms	57
6 Reducing Inequalities	76
7 Building a Pluralistic Human Rights Culture	90
8 Summary of the Vision	103

Part 2: Issues and Institutions

9 Police and Policing	110
10 The Wider Criminal Justice System	125
11 Education	142
12 Arts, Media and Sport	159
13 Health and Welfare	176
14 Employment	192
15 Immigration and Asylum	205
16 Politics and Representation	223
17 Religion and Belief	235

Part 3: Strategies of Change

18 Government Leadership	250
19 Legislation and Enforcement	264
20 Organisational Change	279
21 Checklist of Recommendations	296

Appendices

A	Acknowledgements	350
B	The Consultation Process	353
C	The Commission's Membership	366
D	The Population of Britain: demographic tables	372
E	List of Works Cited	378

Index	393
-------	-----

List of Tables

17.1	Closed and open views of the Other	247
A	The population of Great Britain by region or country and ethnicity, 1998 estimates	372
B	The changing population of Britain by ethnicity, 1998–2020	373
C	The growth of religions other than Christianity, 1960–2000 estimates	374
D	First-year students in British universities by ethnicity, 1997–98	375

List of Figures

Figure 5.1	A common-sense view of cause and effect	72
Figure 5.2	Towards a more complex view of cause and effect	73

List of Boxes

Box 1.1	Voices: questions and hopes about national identity	7
Box 1.2	Voices: being black in Britain	8
Box 4.1	Voices: belonging, cohesion and difference	41
Box 4.2	Cohesion, equality and difference: five possible models	42
Box 4.3	The meaning of community	50–51
Box 5.1	Voices: living with racism	58
Box 5.2	Interacting components of institutional racism	74–5
Box 6.1	Combating social exclusion: why colour-blind and culture-blind approaches don't work	84–5
Box 6.2	Toxteth, Liverpool: a case history	88–9
Box 7.1	Social, economic and cultural rights	93
Box 7.2	Equality provisions in international human rights agreements binding on the UK	94–5

Box 7.3	Human Rights Act 1998	97
Box 8.1	The way ahead: seven fundamental principles	106–7
Box 9.1	Voices: shall we meet the police?	111
Box 9.2	Policing in a multi-ethnic society: principles and intentions	116–17
Box 9.3	Stop-and-search: some key issues in England and Wales	119
Box 10.1	Criminal justice processes: some key facts	130
Box 10.2	The shape of things to come? Penal policy and practice in the United States	132
Box 11.1	Voices: refugee pupils talk about their education	144
Box 11.2	Voices: the inspection of schools	154
Box 12.1	Arts, media and sport: summary of concerns	161
Box 12.2	Images on television: summary of research findings	168
Box 12.3	Aspects of football	174
Box 13.1	Health and social care: facts and issues	178–80
Box 13.2	Voices: working in the NHS	190
Box 16.1	Voices: Englishness and political correctness	229
Box 16.2	Voices: experiences in party politics	232
Box 17.1	Voices: pressures on and arguments about religious identity	239
Box 19.1	Principles for a new legislative approach	268
Box 19.2	The levels of an enforcement pyramid	271
Box 19.3	A Declaration on Cultural Diversity – an example	277
Box 20.1	Ten sets of questions for self-review	282–3
Box 20.2	A policy statement	285
Box 20.3	Equality and diversity: features of effective training	291–2
Box 20.4	Monitoring by ethnicity: some key points	292–3
Box 20.5	Voices: Asian and black involvement in school governance	294
Box 20.6	Principles of effective consultation	295