The goal of this study was to explore the relationship between Critical Consciousness (CC) and Multiculturalism Ideology (MCI) in four different countries - France, Hong Kong, Luxembourg, and Malaysia - which represent very different political approaches to cultural diversity. The aim was to gain insights into how people with the perception of less privileged members of society are linked and contribute to the growing body of research on social inequity awareness (Schwarzenthal et al., 2019).

Critical Consciousness describes the reflection on inequalities in society related to action taken to address them (Freire, 1973). Critical Consciousness Scale (CCS) (Diemer, 2014), describes the action people take individually or collectively to address issues perceived to be unjust. It can be differentiated between conventional forms, such as voting, and protest forms of action (Diemer, Rapa, Vought, & MCI, 2016; Godfrey & Grayman, 2014; Jemal, 2017; Watts et al., 2011). Multiculturalism Ideology (MCI) (Diemer, 2014) describes the appreciation of the value of cultural diversity for a society, and a need for mutual acceptance and accommodation that promotes equitable participation (Berry, 2016, p. 416f). The few studies exploring MCI and constructs similar to CC found positive relations regarding support for policies concerning minority rights and lower prejudice (Urbioia, Willis, Ruiz-Romero, Moya, & Eses, 2017; Ward & MCI, 2008) and greater awareness of structural discrimination and increased interaction with people from a different background (Verkuyten & Martinoilo, 2006).

The present study showed a negative correlation between MCI and external but not internal Political Efficacy. This pattern may be explained by the observation of multicultural policies not adequately put into practice. Those who favor multiculturalism may experience politicians to be less responsive to the needs of diverse cultural groups, and thus have a lower external but not internal political efficacy.

Interestingly, the mean scores for the components of CC are very similar across the four countries. The correlations between MCI and CC dimensions in each country were broadly similar to those obtained in the entire sample, though the correlation between MCI and Perceived Inequality was larger for European than for Asian countries.

The finding suggests that CC may develop quite independently of cultural influences, as perception of unequal treatment and status differences between groups is an issue prevalent in all societies.

**Methods**

**Data collection:** March to May 2020; online questionnaire available in English, German and French. Measures:
- Critical Consciousness Scale (CCS) (Diemer, 2014), subscales: Perceived Inequality, Egalitarianism and Sociopolitical Participation
- Political Efficacy Short Scale (PEKS) (Beierlein, Kemper, Kovaleva, & Rammstedt, 2012), subscales: Internal and External Political Efficacy
- Multiculturalism Ideology Scale (MCI) (Berry & Kalin, 1995)

**Sample:** N = 120. 69.2% female, 3 diverse, M_MCI = 28.40 (SD_MCI = 9.71). University degree: 84.9%. 7 participants with more than one nationality were excluded from the analysis of countries.

**Correlation between Critical Consciousness dimensions and Multiculturalism Ideology by country**

<table>
<thead>
<tr>
<th>Critical Consciousness</th>
<th>Multiculturalism Ideology</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td>France</td>
</tr>
<tr>
<td>Perceived Inequality</td>
<td>.24**</td>
</tr>
<tr>
<td>Sociopolitical Participation</td>
<td>.16</td>
</tr>
<tr>
<td>Egalitarianism</td>
<td>.48**</td>
</tr>
<tr>
<td>Internal Political Efficacy</td>
<td>.11</td>
</tr>
<tr>
<td>External Political Efficacy</td>
<td>-.27**</td>
</tr>
</tbody>
</table>

**Mean and Standard Deviation of Critical Consciousness components and Multiculturalism Ideology by country**

- **Perceived Inequality**
  - France: 5.5 (SD = 1.8)
  - Hong Kong: 5.0 (SD = 1.8)
  - Luxembourg: 5.0 (SD = 1.8)
  - Malaysia: 4.0 (SD = 1.9)

- **Egalitarianism**
  - France: 5.3 (SD = 1.7)
  - Hong Kong: 5.0 (SD = 1.8)
  - Luxembourg: 4.9 (SD = 1.8)
  - Malaysia: 3.9 (SD = 1.7)

- **Sociopolitical Participation**
  - France: 5.2 (SD = 1.8)
  - Hong Kong: 5.0 (SD = 1.7)
  - Luxembourg: 4.8 (SD = 1.9)
  - Malaysia: 3.8 (SD = 1.8)

- **Internal Political Efficacy**
  - France: 5.1 (SD = 1.8)
  - Hong Kong: 5.0 (SD = 1.7)
  - Luxembourg: 4.9 (SD = 1.8)
  - Malaysia: 3.9 (SD = 1.8)

- **External Political Efficacy**
  - France: 5.0 (SD = 1.9)
  - Hong Kong: 5.1 (SD = 1.9)
  - Luxembourg: 4.7 (SD = 1.8)
  - Malaysia: 3.8 (SD = 1.7)

**References**

- Wibke Eickmann & Elke Murdock (University of Luxembourg). Contact: wibkeratna.eickmann@studio.unibo.it

**Limitations**

- No direction of influence between MCI, CC and Perceived Inequality was inferred. Further research could address this question.
- Exploratory study due to the small sample size and relatively homogenous sample of young, educated people.
- Parity non-validated translations of measures.
- Interpretation of the situation in Hong Kong and Malaysia from a European perspective.