Title: National diversity policies : evidence for their impact on well-being and ethnic prejudice among majority group members

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Abstract
In order to manage and structure intergroup relations in culturally-plural societies, different countries have pursued different policies. These policies, such as multiculturalism and assimilation, can be considered as national diversity policies. Whereas multiculturalism as a policy seeks to maintain and promote diversity, assimilation to the contrary reflects governmental efforts to reduce or eliminate diversity (Guimond, de la Sablonnière & Nugier, 2014). Acculturation research suggests that there are definite relations between the acculturation strategies pursued by cultural and racial minorities and their mental health and psychological well-being (Berry, 2005). However, little research has been undertaken to examine the extent to which national diversity policies may promote or hinder well-being among the general population. In this presentation, we report the results of two studies designed to test a comprehensive model of the effects of national diversity policies on majority group members. The model argues that hierarchy-attenuating diversity policies that promote equality are more likely to reduce ethnic prejudice and foster well-being than hierarchy-enhancing diversity policies (Levin et al., 2012).

Using a representative sample (N = 1000), Study 1 examined the policy of interculturalism developed in Québec (Canada) to deal with cultural diversity. Using a second representative sample (N = 1000), Study 2 examined the policy of secularism developed in France to deal with religious diversity. The policy of interculturalism is shown to be hierarchy-attenuating and the evidence suggests that it does indeed promote well-being among the general population as well as reduced ethnic prejudice. The policy of secularism is shown in Study 2 to have two distinct components, one hierarchy-enhancing and one hierarchy-attenuating, consistent with previous research (Roebroeck & Guimond, 2017). As expected, only the hierarchy-attenuating component is related to increased well-being and reduced prejudice among French people.

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