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Multicultural Education Solutions for Students

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ABSTRACT

Indonesia is a pluralistic and multicultural country, because it has a variety of cultures, ethnicities, tribes, languages, religions, and others. This is a potential that must be developed and developed through education. Multicultural education is the focus in overcoming the challenges of diversity in the current education system. Therefore, this article aims to examine multicultural education solutions that are effective and inclusive by providing equal opportunities for all students to develop according to their abilities, regardless of cultural or ethnic background. The method used in this research is library research, namely by collecting information from various sources of books and journals related to research. The research results obtained a multicultural education solution, namely a comprehensive curriculum approach by integrating material that includes various cultures, values and perspectives, training of teaching staff, involvement of parents and the community and the use of technology. By implementing these solutions comprehensively, it is hoped that multicultural education will create a strong foundation for building a diverse but harmonious society.

ABSTRAK

Indonesia adalah negara majemuk dan multikulturalis, karena memiliki beragam budaya, etnis, suku, bahasa, agama dan lainnya. Hal tersebut sebagai potensi yang harus dikembangkan dan dibina melalui pendidikan. Pendidikan multikultural menjadi fokus utama dalam mengatasi tantangan keberagaman sistem pendidikan saat ini. Oleh sebab itu artikel ini bertujuan untuk mengkaji solusi pendidikan multikultural yang efektif dan inklusif dengan memberikan kesempatan yang sama kepada semua siswa untuk berkembang sesuai dengan kemampuannya, tanpa memandang latar belakang budaya atau etnis. Adapun metode yang digunakan dalam penelitian ini ialah dengan library research yakni dengan cara mengumpulkan informasi dari berbagai sumber buku maupun jurnal yang berkaitan dengan penelitian. Hasil penelitian didapati solusi pendidikan multikultural yakni dengan pendekatan kurikulum yang menyeluruh dengan mengintegrasikan materi yang mencakup beragam budaya, nilai, dan perspektif, pelatihan tenaga pendidik, keterlibatan orang tua dan masyarakat serta pemanfaatan teknologi. Dengan menerapkan solusi-solusi tersebut secara komprehensif, diharapkan pendidikan multikultural akan menciptakan landasan yang kuat untuk membangun masyarakat yang beragam namun harmonis.

INTRODUCTION

Education as a process of developing human resources to obtain optimal social skills and individual development provides a strong relationship between individuals and society and the surrounding cultural environment (Ibrahim, 2013:132). More than that, education is a process of humanizing humans where humans are expected to be able to understand themselves, others, nature, and their cultural environment. On this basis, education cannot be separated from culture. The relationship between education and multiculturalism is a solution to the reality of diverse cultures as a process of developing all potentials that respect plurality and heterogeneity as a consequence of cultural, ethnic, tribal and religious diversity (Ibrahim, 2013:133).

Indonesia is one of the largest multicultural countries in the world, seen from its socio-cultural and geographical conditions which are very diverse and broad (Suneki, 2021:54) There

are various cultures, tribes, ethnicities, races, groups, beliefs, religions and others, so that Indonesia is said to be a multicultural nation. Multiculturalism is a priceless national wealth, and a potential that must be developed and fostered. Therefore, education based on multiculturalism is a must. The implementation of multicultural education in Indonesia is oriented towards awareness of cultural diversity in local areas or regions (Wihardit, 2010:98).

In the current era of globalization, people around the world are increasingly connected and interacting more intensively. This has an impact on increasing diversity in all areas of life, including education. The creation of very diverse classes is due to migration, international mobility, and technological growth. Among the diverse classes in question are cultural, ethnic, religious, and social background diversity. Multiculturalism is considered the right solution because it has the concept of cultural diversity and is in accordance with the needs of the multinational Indonesian society.

Tilaar said "with the growth of multicultural education, it is expected to be an effective way to reduce conflict. In addition, multicultural education can instill and change the mindset of students to truly appreciate the diversity of tribes, religions, races, and between groups" (Mahyuddin, 2022:4). The motto *Bhinneka Tunggal Ika* is used as a depiction of the unity of the nation and the Republic of Indonesia. The meaning contained in it is about diversity, which is different but still the same. Although the Indonesian people come from different tribes, races, and religions, there is still one goal of unity as the Indonesian nation.

The concept of multiculturalism is the willingness to accept other groups equally as a whole without regard to cultural, ethnic, gender, language or religious differences (Rosyada, 2014:3). Diversity is considered to bring positive values, but education often faces challenges in meeting the needs of students from various backgrounds. Issues of unequal access to education, gaps in academic achievement, and mismatches between teaching and student diversity often arise. This can lead to inequality and injustice in the education system. In many cases, the education system is still unable to fully recognize, respect, and understand diversity.

Discrimination, stereotyping, or lack of representation of different cultural and ethnic groups in the curriculum and learning environment can hinder inclusive learning experiences for students from diverse backgrounds. This problem is also caused by the lack of teaching methods and strategies to deal with diversity. An educational approach that focuses only on one culture can ignore the needs of individuals and reduce diverse learning experiences. When students from different backgrounds meet in an educational environment, intercultural conflict can occur. This requires a thoughtful approach in managing the differences of the existing diversity.

Against this backdrop, it is important to find solutions that can address these challenges and create a supportive, inclusive, and diversity-oriented educational environment. These solutions include approaches to curriculum, teaching, learning environments, and a better understanding of diversity in today's global society. The existence of these solutions in multicultural education has important goals and applications in addressing challenges and building an inclusive education system.

The main purpose of analyzing this multicultural education solution is to improve the quality of education by creating an inclusive environment that provides equal opportunities for all students to develop according to their abilities, regardless of cultural or ethnic background. The benefits that can be taken from multicultural education solutions are that they can be the basis for building a more inclusive and versatile education that meets the needs of all students in different ways, and to create an education system that embraces diversity and offers equal opportunities for all students to develop their full potential.

METHOD

In this writing, the type of research used is literature study or library research, namely by carrying out activities related to library data collection methods by reading, recording, and

processing materials that are the main objects in the research, both those obtained from printed books and from the internet and journals related to the research problem and used as reference material in making this article (Ningsih et al., 2022:3). This type of research is qualitative research, namely a study whose data is expressed in verbal form, does not use numbers and its analysis does not use statistical techniques. This research was conducted by first visiting the library directly, then continuing by browsing various websites and library sites and journal houses online. This method is considered an appropriate method so that readers can understand the discussion and meaning in depth.

FINDINGS AND DISCUSSION

Understanding Multicultural Society

A multicultural society refers to a group of people of different ethnicities, cultures, religions, languages and other backgrounds living side by side in a region or country. The term emphasizes the diversity that exists in a society and the importance of respecting, recognizing and accepting these differences. In a multicultural society, diversity is seen as an asset and a source of richness that enriches the collective experience of the society. It involves intercultural communication, the exchange of ideas, values and traditions between different groups. A multicultural society also emphasizes the importance of intergroup dialogue, tolerance, respect and understanding. (Hidayah, 2006:5).

Another important aspect of a multicultural society is the recognition of human rights, equality and justice for all people, regardless of cultural or ethnic background. This includes the protection of minority rights, freedom of religion, freedom of expression and equal opportunities to access public services, education and employment. However, while diversity provides great benefits in a multicultural society, challenges such as intercultural conflict, discrimination, stereotyping and inequality can still occur.

Therefore, an inclusive approach, education that emphasizes understanding and respect for differences, and policies that support equality and justice are needed to build a harmonious multicultural society. In general, a multicultural society is a social context that emphasizes diversity, tolerance, intercultural dialogue and recognition of shared values that respect and accept differences (Wihardit, 2010). For further clarity, several points regarding multicultural society will be explained.

Multicultural societies have a diversity of identities that include linguistic, religious, social and cultural aspects (Sartika et al., 2020:30) People from different backgrounds bring their own cultural heritages, creating a rich and complex mosaic of cultures. Intercultural communication between groups also creates opportunities for the exchange of cultures, ideas and values. This can be done through art, cuisine, traditions and more serious matters such as economics, politics and religion. Multicultural societies also emphasize the importance of tolerance, mutual respect and recognition of diversity. This requires a deep understanding of differences and a joint effort to accept and respect the uniqueness of each person. Multicultural societies also play a role in dialogue and training on diversity.

Inclusive and encouraging education can create a more tolerant and understanding society or be tolerant. Protection of human rights For a multicultural society, it is important to ensure the protection of human rights for all people, including minority groups, and equal access to public services, education, employment and justice. Multicultural societies face challenges too although diversity offers great benefits such as innovation, learning and better understanding, there are also challenges such as intercultural conflict, discrimination and inequality that require careful and sustainable solutions.

Policies that promote equality, justice and inclusion are needed to maintain balance and harmony in multicultural societies. Adaptation and development Multicultural societies adapt and develop over time. This involves groups interacting, changing and adopting elements of other cultures to form a dynamic identity. Multicultural societies reflect the complexity of the

modern world, which requires a willingness to understand, and accept diversity as a strength, seeking to solve the challenges that arise (Nurcahyono, 2018:15).

Multicultural Education in Indonesia

Multicultural education in Indonesia is important because Indonesia is a country rich in cultural, ethnic, and religious diversity. In the context of education, the goal of a multicultural approach is to create an inclusive learning environment where diversity is valued, promoted, and integrated into the curriculum and other learning activities. In the context of national diversity, Indonesia has a very fair and democratic motto: "Bhinneka Tunggal Ika". This motto means that Indonesia is one of the nations in the world that consists of various tribes and races with different cultures, languages, and religions, but united in Indonesia.

With this motto, it is hoped that individuals and groups of different ethnicities, languages, cultures and religions can unite and work together to build a stronger nation (Ningsih et al., 2022:8). In line with the rapid development of democracy in Indonesia, one of them has a major impact on the field of education. Multicultural education is very suitable to be implemented in Indonesia whose society is heterogeneous due to the diversity of tribes, religions, cultures, and languages. To unite this diversity and increase awareness, it is appropriate to implement multicultural education. The implementation of multicultural education in Indonesia is divided into three parts, namely: educational philosophy, educational approach, fields of study and study. This can be described as follows:



Figure 1. Implementation of multicultural education

As an educational philosophy, the wealth and diversity of the Indonesian nation should be utilized to improve and develop the education system. As an educational approach, contextual education must pay attention to the existing cultural diversity and several areas of educational research, namely the discourse of multiculturalism contained in certain subjects such as sociology, anthropology and citizenship. Currently, multicultural education is also treated as a separate subject. Educational institutions must be able to plan and offer the best service to all social clients of the educational institution.

Thus, educational institutions must be able to plan, design, monitor and evaluate all elements of the school that can support the multicultural education process of students, so that they become members of a democratic society that upholds human rights and justice. Educational institutions must be able to design learning processes, design curricula, design assessments, and equip and prepare teachers who are aware of multicultural attitudes and behaviors so that they can participate in encouraging the development of multicultural attitudes among students (Mahyuddin, 2022: 12-13).

The Impact of Multicultural Education in Indonesia

Multicultural education has a significant impact on various aspects of social, cultural and political life. In Indonesia, this concept plays an important role in forming a better understanding of cultural diversity and supporting the integration of diverse societies (Sartika et al., 2020). Here are some of the impacts: First, Understanding and appreciation of cultural diversity. Multicultural education helps broaden the understanding of students, teachers, and the general public about various aspects of culture, such as customs, languages, religions, and traditions of different groups. This stimulates a greater appreciation of the cultural richness that exists in Indonesia, strengthening an inclusive national identity. Second, Tolerance and intercultural cooperation. By introducing the concept of tolerance and intercultural cooperation in the educational environment, the multicultural approach helps in building better understanding between different groups. This paves the way for more effective communication, reduces prejudice, and strengthens intercultural cooperation in society.

Third, Development of intercultural skills. Multicultural education helps students to develop intercultural skills that are very important in today's global world. These skills include the ability to adapt to various situations, communicate effectively with people from different cultural backgrounds, and understand the perspectives of others. Fourth, Conflict resolution. By strengthening the understanding of diversity, multicultural education also helps in reducing social and cultural conflicts in society. A better understanding of the values and beliefs of different communities can help in preventing and resolving conflicts that may arise. Fifth, Establishing social justice. Through multicultural education, the importance of social justice and equal rights is recognized and promoted. This involves ensuring that all individuals have equal opportunities in accessing quality education, employment, health services, and various other opportunities without discrimination.

Sixth, Promoting common welfare. By understanding and appreciating diversity, a multiculturally educated society tends to prioritize common welfare over division. This helps in building strong social solidarity within the society. Seventh, Forming responsible citizens. Multicultural education forms citizens who are more aware of differences, more open to different views, and more ready to contribute to building an inclusive and harmonious society (Derson & Gunawan, 2021:14). These seven things are the impacts of multicultural education that might occur.

Types and Forms of Multicultural Education Conflict

Multicultural education often involves various conflicts that can arise from differences in culture, religion, values, and social backgrounds. These conflicts can affect the learning environment and interactions between individuals (Ibrahim, 2013). Here are some types and forms of conflict that often occur in multicultural education: First, Conflict of values and beliefs, conflict that arises from differences in cultural or religious values between students, teachers, or groups within the school, namely with disagreements about traditions, this conflict is related to different understandings of certain cultural traditions or practices. Second, Communication and language conflict, difficulties in communicating or understanding between students from different language backgrounds and also conflicts that arise from misunderstandings in communicating due to cultural differences or different interpretations. Third, Discrimination and unfair treatment of students based on their cultural, ethnic, or religious aspects and unequal access to resources or educational opportunities due to differences in background.

Fourth, Social Conflict, conflict between social or ethnic groups in the educational environment, which can include stereotypes, prejudice, or competition between groups, isolation or rejection of certain groups towards students or school staff. Fifth, Discomfort and tension, tension or discomfort that arises when intercultural interactions occur. Sixth, Ideological or political conflict, differences in political or ideological views between students or school staff. Seventh, Management and policy conflict, differences in policy interpretation and

management disagreements that occur between different parties in management or decision making related to multicultural education. Eighth, Tension between tradition and modernity, namely the tension between maintaining traditional values and efforts to adopt or adapt to changes in modernity.

Multicultural Education Solutions

To overcome conflicts and build effective multicultural education, a series of solutions are needed that can encourage appreciation, understanding, and integration of cultural diversity. Here are some solutions that can be applied: First, Teacher training and development by providing comprehensive training for teachers to improve their understanding of cultural diversity, cross-cultural communication skills, and inclusive teaching strategies. Second, Inclusive curriculum, developing a curriculum that includes materials on various cultures, history, religions, and local traditions that reflect the diversity of Indonesia. Third, Inclusive learning environment by holding activities such as discussions, art performances, cultural festivals, and collaborative projects, which promote positive intercultural interactions among students.

Fourth, Supportive school policies such as anti-discrimination policies by ensuring the existence of clear policies on anti-discrimination and protection of the rights of all individuals in schools and by conducting regular monitoring and evaluation of policies and programs implemented to ensure their success. Fifth, Multicultural character education by encouraging the development of student character that values diversity, such as tolerance, empathy, mutual respect, and intercultural cooperation. Sixth, Community and parent participation, namely involving parents in supporting multicultural education by providing support and understanding about the importance of respecting cultural diversity and inviting local communities to play an active role in multicultural education in schools.

Seventh, Education about diversity that creates an inclusive learning experience by teaching about diversity through stories, literature, activities, or in-depth discussions. This approach needs to be implemented holistically, involving all relevant parties in the education system, such as teachers, students, school staff, parents, communities, and support from the government and educational institutions. By strengthening appreciation and understanding of diversity, multicultural education can create a more inclusive learning environment, reduce conflict, and strengthen intercultural integration (Hidayat et al., 2023).

CONCLUSION

Multicultural society refers to a group of people of different ethnicities, cultures, religions, languages, and other backgrounds who live side by side in a region or country. This term emphasizes the diversity that exists in society and the importance of respecting, recognizing and accepting these differences. In a multicultural society, diversity is considered an asset and a source of wealth that enriches the collective experience of society. In the context of national diversity, Indonesia has a very fair and democratic motto: "Bhinneka Tunggal Ika". This motto means that Indonesia is one of the nations in the world that consists of various ethnicities and races with different cultures, languages, and religions, but united in Indonesia. With this motto, it is hoped that individuals and groups of different ethnicities, languages, cultures and religions can unite and work together to build a stronger nation (Rais, 2002). In line with the rapid development of democracy in Indonesia, one of the major impacts is on education. Multicultural education is very suitable to be implemented in Indonesia, whose society is heterogeneous due to the diversity of ethnicities, religions, cultures, and languages. To unite this diversity and raise awareness, it is appropriate to implement multicultural education. It is important to emphasize that multicultural education is not only about accepting differences, but also about appreciating and utilizing this diversity as a strength for a richer and more inclusive learning experience for all students.

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