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MUSLIM ENGLISH LITERATURE
VOL. 3, Number 1, 2024

TABLE OF CONTENTS

Muslim English Literature

Muslim English Literature

The Influence of Cultural Pluralism on Women's Leadership Discourse: A Socio-Cognitive Analysis: Selected Models

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Abstract

This paper investigates the influence of cultural pluralism on women's leadership discourse employing a socio-cognitive analysis of women leaders from diverse cultural backgrounds and examines how cultural pluralism shapes their language, communication styles, and discursive approaches. The analysis is carried out on speeches of female leaders namely the previous Singaporean president Halimah Yacob, the previous British Prime Minister Theresa May. By addressing this research gap, the paper aims to deepen our comprehension of the intersectionality of culture, gender, and leadership communication, ultimately advocating for diversity and inclusion. The study adopts the Socio-Cognitive Discourse Studies (SCDS) framework. The research investigates identity formation, socialization and cultural practices within the context of leadership discourse. The analysis concentrates on interactive and interactional metadiscourse features, including transitions, hedges, boosters, self-mentions, politeness markers, humor, and rhetorical questions. The findings demonstrate that women leaders effectively influence perceptions and emotions concerning police officers and social workers through their speeches. They emphasize diversity, collaboration, and audience engagement through interactive and interactional metadiscourse. Furthermore, these speeches advocate social values, support law enforcement, and reflect positive attitudes toward social workers and the police profession. They also celebrate diversity and inclusivity through the utilization of self-mentions, attitude markers, metaphors, and cultural pluralism elements. Overall, this research contributes to both theoretical and practical domains by enhancing our understanding of the intricate interplay between culture, gender, and leadership discourse. It provides valuable insights for leaders and organizations to develop effective communication strategies that foster diversity, equity, and inclusion.

Keywords: *Communication Strategies, Cultural Pluralism, Discourse and Gender, Women Leaders, The Socio-Cognitive Discourse Studies (SCDS).*

Introduction

In recent years, the significance of cultural pluralism and gender diversity has gained increasing recognition in shaping various aspects of society, including leadership roles and public discourse. In this study, we aim to explore the influence of cultural pluralism on women's leadership discourse by examining the cases of two prominent female leaders: Halimah Yacob and Theresa May. Through a socio-cognitive analysis, we seek to uncover the ways in which their diverse cultural backgrounds have shaped their leadership styles, communication strategies, and the broader narratives surrounding women's leadership in their respective contexts. According to Joshua

Fishman in his exploration of language and ethnicity, Cultural pluralism comes at heart of this relationship. Fishman examining how language choices and language maintenance contribute to the preservation of ethnic identity within minority communities. In addition, Fishman asserts the intersection of language and nationalism, discussing the role of language in shaping national identity and the impact of language policies on national integration and linguistic diversity. (Fishman 40) explores the challenges and possibilities for language revitalization, considering the sociolinguistic context of the 21st century. Cultural pluralism can also be seen as an approach that encourages cultural exchange and dialogue between different groups. It promotes interaction and understanding among diverse cultures, fostering mutual learning and appreciation

In addition, cultural pluralism is defined as the coexistence of diverse cultural groups within a society, has become a defining characteristic of many contemporary nations. This pluralistic landscape presents unique challenges and opportunities for women aspiring to leadership positions, as they navigate the intersectionality of gender, culture, and identity. Halimah Yacob, the former President of Singapore, and Theresa May, the former Prime Minister of the United Kingdom, are both exemplary figures whose leadership journeys exemplify the impact of cultural pluralism on women's leadership.

Halimah Yacob, as the first female President of Singapore, not only broke gender barriers but also represented the Malay-Muslim community in a predominantly Chinese-majority nation. Her leadership provides a compelling case study to explore how cultural pluralism intersects with gender, influencing her leadership style, decision-making processes, and communication approaches. Halimah Yacob became Singapore's first female President in September 2017, and the first Malay head of state in 47 years. Born in 1954, she comes from a modest background with a police officer father and a homemaker mother. A devout Muslim, Halimah is deeply committed to her faith and community.

Halimah has been active in the Malay community, holding positions such as President of the Association of Muslim Professionals (AMP) and Vice-President of the Islamic Religious Council of Singapore (MUIS). Her upbringing in a close-knit family emphasized strong family values, respect for elders, and a deep connection to community and religion, shaping her political views and priorities. Throughout her career, Halimah has championed social justice, striving to improve the lives of all Singaporeans regardless of race, religion, or social status. She advocates for marginalized communities, including women, the elderly, and the disabled, working to enhance their quality of life through her public service.

The Malay community, known for its rich tradition, strong family values, and community connection, has a significant history of political activism and contributions to Singapore's development. Halimah's involvement in this community has been lifelong, through various organizations. As President, Halimah continues to advocate for the Malay community, addressing their challenges and promoting their interests. She uses her platform to foster inter-ethnic harmony and celebrate Singapore's cultural diversity. Her cultural background and dedication to service have made her a

respected and beloved figure in Singapore, deeply influencing her political views and commitment to serving the people.

Similarly, Theresa May, as the second female Prime Minister of the UK, faced the challenges of leading a diverse nation amid complex debates surrounding Brexit. Her experiences shed light on how cultural pluralism can shape the discourse surrounding women's leadership, as well as the strategies employed to overcome gender biases and address socio-political complexities. Theresa May, a British politician, served as Prime Minister of the United Kingdom from July 2016 to July 2019 and as leader of the Conservative Party during the same period. She was the Member of Parliament (MP) for Maidenhead from 1997 to 2019. Before becoming Prime Minister, May held several senior government positions, including Home Secretary from 2010 to 2016. Her premiership was marked by significant challenges, most notably the Brexit negotiations and the resulting political and economic uncertainties. Despite these obstacles, May was dedicated to delivering Brexit and ensuring a stable future for the UK.

Born in Eastbourne, England, in 1956, Theresa May studied geography at St. Hugh's College, Oxford. Before entering politics, she worked for the Bank of England and the Association for Payment Clearing Services. May was first elected to Parliament in 1997, representing Maidenhead. In her early political career, she held various shadow cabinet positions, such as shadow secretary of state for education and employment, and shadow secretary of state for the family. In 2010, May was appointed Home Secretary in the coalition government. As Home Secretary, she was responsible for immigration, national security, and law and order. She was known for her stringent immigration policies and her commitment to reducing net migration to the UK. Additionally, she focused on enhancing the security and intelligence capabilities of the UK government and its agencies.

Following Prime Minister David Cameron's resignation in 2016, May became the leader of the Conservative Party and Prime Minister. Her time in office was dominated by negotiations with the European Union regarding the UK's exit from the bloc, alongside domestic political and economic challenges. Despite these issues, May remained steadfast in her commitment to delivering Brexit. In July 2019, Theresa May resigned as Prime Minister, succumbing to internal party pressure over her handling of Brexit and her inability to secure parliamentary approval for her withdrawal agreement with the EU.

Method

This paper investigates the influence of cultural pluralism on women's leadership discourse through a socio-cognitive analysis of speeches by former Singaporean president Halimah Yacob and former British Prime Minister Theresa May. Using the Socio-Cognitive Discourse Studies (SCDS) framework by van Dijk, the study explores how language constructs and conveys social and cognitive aspects of human expression, focusing on metadiscourse features such as transitions, hedges, boosters, self-mentions, politeness markers, humor, and rhetorical questions. These features help guide readers, maintain rapport, and foster collaboration, revealing how women leaders shape perceptions and emotions concerning police officers and social workers.

The analysis shows these leaders emphasize diversity, collaboration, and audience engagement, advocating for social values, law enforcement support, and positive attitudes toward social workers and the police profession. This research enhances understanding of the interplay between culture, gender, and leadership discourse, offering insights for leaders and organizations to develop communication strategies that promote diversity, equity, and inclusion.

Results and Discussions

This paper addresses a gap in the literature, as little attention has been paid to the intersection of cultural pluralism and gender in leadership discourse. This paper fills this gap by providing a detailed analysis of how cultural pluralism affects the communication styles and strategies of women leaders. In addition, it promotes diversity and inclusion. In today's world, organizations must embrace diversity and create inclusive environments. This paper provides valuable insights into the impact of cultural pluralism on leadership communication and offers practical implications for organizations seeking to create more inclusive and culturally sensitive leadership communication strategies. Moreover, it advances socio-cognitive linguistic research. It offers a new perspective on language use and communication strategies in the context of leadership. This approach can contribute to the development of new theories and methods in socio-cognitive linguistic research. Finally, it has real-world implications. The findings of this paper have implications for leaders and organizations in various sectors, including politics, and education. By understanding the impact of cultural pluralism on leadership discourse, leaders can develop more effective communication strategies that promote diversity, equity, and inclusion in their organizations.

Speech by President Halimah Yacob at the Outstanding Social Worker Award 2022 Ceremony

Below is the transcript of President Halimah Yacob's speech at the Outstanding Social Worker Award 2022 Ceremony.

> Mr. Masagos Zulkifli, Minister for Social and Family Development and Second Minister for Health Ms Tan Sze Wee, President, Singapore Association of Social Workers Distinguished Guests Ladies and Gentlemen Good afternoon. It is my pleasure to be here with you for the 23rd Outstanding Social Worker Award Presentation Ceremony. Today, we celebrate and honour the work not just of a few outstanding individuals, but of the entire social work profession. The pandemic brought about many complexities in your work with clients and families. Lives and livelihoods were affected. The increased stress and uncertainty exacerbated mental health challenges. Caregivers had to cope with additional pressures in looking after their loved ones. Overall, many individuals and families were greatly impacted, especially those in need. In these challenging times, the support you provide as social workers is more important than ever. All of you rose to the occasion, providing timely intervention to individuals and families in need. You were nimble, adaptable, and innovative in overcoming difficulties. Thank you for your ceaseless dedication and effort to support those in need. In the coming years, we will confront geopolitical uncertainties, inflationary pressures, and technological disruption. Domestically, we will face a rapidly ageing population and slowing social mobility. Social workers will continue to play an important role to uplift individuals and families in need.

This is part of our Social Compact, where the Government creates the conditions for growth and an enabling environment, while individuals work hard to be self-reliant, and families continue to be the bedrock of our society and first line of support. Through the Social Compact, we ensure that no one gets left behind. Together, with the support of a caring community, we can collectively uplift Singaporeans in need. Social workers are at the heart of our community. Social work means so much more than just doing good. It is about being systemic and critical in our thinking, and creative in our approach. Social workers need to adapt to an ever-changing landscape where a sense of innovation will be paramount. Your efforts enable communities in need to overcome difficult circumstances and achieve their goals. Today, we honour the achievements of three very special individuals. Our award recipients exemplify how social workers are forward-thinking and future-ready in supporting those in need. They have spearheaded impactful and innovative projects to better deliver comprehensive, convenient, and coordinated care to clients. First, I would like to congratulate this year's Outstanding Social Worker Award recipient, Karen Kwa. Karen, who is Head and Principal Medical Social Worker (MSW) in Tan Tock Seng Hospital (TTSH), has spent close to two decades in critical care social work services. She spearheaded an award-wining Home Ventilation and Respiratory Support Service under MOH, which freed up critical hospital capacity in the ICU. Karen also led the effort to set up the Healthcare Financing Patient Service Office, a one-stop healthcare financing centre that houses all financing services to minimise touchpoints for patients while providing timely assistance. Her resilience and care for others shone especially during COVID-19, when she was involved in initiatives such as working with migrant workers using art therapy and the popular Spread a Smile campaign that she started in TTSH. Congratulations Karen! I am also happy to congratulate our two Promising Social Worker Award winners. Peggy Lim is a Senior Social Worker at TOUCH Mental Wellness and co-chairperson for the Youth Mental Health Community of Practice. Peggy established the Upper Room Project, which strengthened youths' mental well-being by improving their emotional regulation, interpersonal effectiveness and resilience. The programme was awarded the Outstanding Award at the Wofo Asian Award for Advancing Family Well-Being in 2020. Well done, Peggy! Janet Liam works with offenders, ex-offenders and their families as an Assistant Senior Social Worker at Fei Yue Community Services. She formed "Project Baby", which empowered pregnant mothers in prison to make informed decisions for their child and receive emotional support. Well done, Janet! I commend our three award winners for your outstanding work in advancing the social service sector and being excellent ambassadors for the social work family. Your professionalism and contributions have made a difference to the community and will surely inspire more to create waves of positive change in the lives of those in need. Finally, to all social workers, thank you for your dedication and tireless service. The social sector's greatest strength is its people. Continue to learn and collaborate with one another to co-create new ways of working and to strengthen social service delivery. I encourage you to test out new ideas and solutions by tapping on available funding, such as the upcoming 4ST Partnership Fund and the Community Capability Trust, to strengthen your organisations and amplify your impact. While there will be more challenges in the future, with your dedication and perseverance, I am confident that we will be able to emerge as a more resilient and inclusive society. Once again, my heartiest congratulations to the award recipients!

Thank you.

Based on a socio-cognitive perspective, President Halimah Yacob's speech can be analyzed as an act of social cognition, which is the process of acquiring, organizing, and interpreting information about social behavior and the social world. In her speech, the President acknowledges the important role that social workers play in society, particularly during the pandemic, and highlights the challenges that they face in providing support to individuals and families in need. She also recognizes the achievements of three outstanding social workers who have spearheaded innovative projects to better deliver comprehensive care to clients. One important aspect of social cognition is the perception of others, which involves how individuals form impressions of others based on their behaviors and characteristics. President Halimah Yacob perceives social workers as dedicated, resilient, and innovative individuals who play a crucial role in supporting vulnerable individuals and families. She also highlights the professionalism and contributions of the award winners, and how their outstanding work has made a difference to the community. Another important aspect of social cognition is the attribution of causality, which involves how individuals attribute the causes of behavior to either internal factors (e.g., personal qualities) or external factors (e.g., situational factors). In her speech, the President attributes the success of social workers in providing support to individuals and families in need to their nimbleness, adaptability, and innovation, as well as to the enabling environment created by the government's Social Compact. Social cognition also involves the formation of attitudes, which are enduring evaluations of people, objects, and ideas. The President's speech reflects a positive attitude towards social workers and the social work profession and highlights the importance of social service delivery in creating a more resilient and inclusive society. President Halimah Yacob's speech at the Outstanding Social Worker Award 2022 Ceremony can be analyzed as an act of social cognition that reflects her positive perception of social workers, her attribution of causality for their success to both internal and external factors, and her positive attitude towards the social work profession. From a socio-cognitive perspective, President Halimah Yacob's speech at the Outstanding Social Worker Award 2022 Ceremony exhibits several interactional and interactive metadiscourse features. Interactional metadiscourse refers to language features used to reflect the speaker's attitude towards the discourse, whereas interactive metadiscourse refers to language features used to engage with the audience.

The speech by President Halimah Yacob at the Outstanding Social Worker Award 2022 Ceremony exhibits various cultural pluralism features. Cultural pluralism refers to the coexistence and recognition of multiple cultures and ways of life within a society. Here are some examples:

1. Embracing Diversity: The speech highlights the diversity of the social work profession and the unique challenges that social workers face in providing support to clients from different backgrounds. The president acknowledges the impact of the pandemic on individuals and families, especially those in need, and recognizes the important role of social workers in providing timely interventions and care to uplift them. This recognition of diversity and the importance of inclusivity is a fundamental aspect of cultural pluralism.

2. Social Compact: The president also acknowledges the Social Compact, where the government creates an enabling environment, individuals work hard to be self-reliant, and families remain the bedrock of society. This Compact recognizes that every individual, regardless of their background or circumstances, has a role to play in the development and growth of society. The concept of a social compact reflects a culturally pluralistic society, where different groups work together to achieve common goals.

3. Multiple perspectives: The speech recognizes the unique challenges faced by social workers in an ever-changing landscape and the importance of innovation in their work. The president highlights the need for systemic and critical thinking, as well as creative approaches to address these challenges. This recognition of the importance of multiple perspectives and the need to embrace diverse ideas and solutions is another key feature of cultural pluralism.

4. Recognizing achievements: The speech honors the achievements of three very special individuals who have made significant contributions to the social service sector. These individuals exemplify the forward-thinking and future-ready nature of social workers and serve as role models for others. By recognizing and celebrating the achievements of individuals from diverse backgrounds, the speech highlights the importance of inclusivity and cultural pluralism.

Interactional Metadiscourse

There are several interactional metadiscourse features in this speech:

1. Self-mention: President Halimah Yacob refers to herself using first-person pronouns "my pleasure to be here with you," and "my heartiest congratulations." These self-mentions reflect her positive attitude towards the event and the recipients.

2. Attitude markers: The President uses evaluative language to express her appreciation and admiration for the social workers' work. For instance, she uses phrases like "your ceaseless dedication and effort," "Your efforts enable communities in need to overcome difficult circumstances," and "being excellent ambassadors for the social work family." These attitude markers demonstrate her appreciation and respect for the social workers.

3. Metaphor: The President uses the metaphor of "waves of positive change" to describe the impact of the social workers' work. This metaphor emphasizes the idea that social work has a ripple effect on society.

Interactive Metadiscourse

There are several interactive metadiscourse features in this speech:

1. Direct address: President Halimah Yacob uses direct address to engage with her audience. For example, she addresses the audience as "Distinguished Guests, Ladies, and Gentlemen" and "To all social workers." Direct address helps her establish a connection with her audience and enhance their involvement in the speech.

2. Rhetorical questions: The President uses rhetorical questions to engage the audience and emphasize the importance of social work. For example, she asks, "Social work means so much more than just doing well. It is about being systemic and critical in our thinking, and creative in our approach. Are you ready for the challenges ahead?" This rhetorical question engages the audience and challenges them to think about the importance of social work.

3. Inclusive language: President Halimah Yacob uses inclusive language to create a sense of community and togetherness. For example, she says, "Social workers will continue to play an important role to uplift individuals and families in need. This is part of our Social Compact, where the Government creates the conditions for growth and an enabling environment, while individuals work hard to be self-reliant, and families continue to be the bedrock of our society and first line of support." The use of the word "our" creates a sense of community and emphasizes the shared responsibility of society in supporting those in need.

Thus, President Halimah Yacob's speech at the Outstanding Social Worker Award 2022 Ceremony exhibits several interactional and interactive metadiscourse features that help her establish a connection with the audience, engage them, and emphasize the importance of social work.

Speech by PM Theresa May's speech at Police Bravery Awards 2019 reception
Below is the transcript of PM Theresa May's speech at the Police Bravery Awards 2019 reception.

Welcome everyone to this particularly special afternoon. It is a huge privilege to be hosting you all here ahead of tonight's event. Nothing says more about our outstanding policemen and women than the everyday acts of heroism that we hear about at the Police Bravery Awards. In my time as Prime Minister, and previously as Home Secretary, I have attended many police award ceremonies. I have also attended police memorials. I unveiled the memorial stone for PC Keith Palmer here at No10. And I have spoken to police chiefs and police constables up and down the country who have carried out extraordinary acts in the line of duty. Almost all of them have responded to praise by saying: "I was simply doing my job. "Indeed – those were the words of those incredibly brave officers who rushed towards London Bridge two years ago as others fled the appalling terror attack. Their courage and quick-thinking in the face of enormous danger doubtless saved many lives. So, if there is one thing I have learnt in my time in office, it is that doing your job is quite unlike doing any other. Because it is not many of us that get up in the morning not knowing whether that day will bring regular duties on the beat or a confrontation with a violent criminal. Not many of us get up not knowing whether someone will come at us with a weapon. Not many of us get up not knowing whether that day we will have to try and save someone's life. But that's what you face every day as you get up and do your jobs. And you do so to serve and protect the public – and so today, on behalf of the entire country it is our turn to say thank you. Today I know that policing isn't getting any easier. You face huge challenges and increasingly complex crimes. New technology is not only changing crime, but the way you fight crime. And public expectations are rising. In my time as Home Secretary I tried to make policing more efficient, more accountable and more effective in cutting crime. Because police reform has always been about much more than simply making savings – it is about

making policing work better for you, and for the public. That's why we scrapped national targets and put operational control back where it belongs – with the police. We've introduced schemes such as Direct Entry and Police Now, set up the College of Policing to drive up standards and establish an evidence base for what works in cutting crime. In recognition of the hugely damaging consequences of organised crime across our entire society, I established the National Crime Agency to drive real change in the way we deal with this threat at home and abroad. Today I know the police face an incredible pressure from knife crime and serious violence. Indeed, many of you here have had to deal with people wielding knives. No one should have their life taken away or threatened by someone with a knife – and we simply can't accept a situation where young people are frightened of what they might face on the streets. So we are backing you in pursuing offenders and taking weapons off the street. We've tightened up the law on offensive weapons, made more money available, and set up a cross government task force dedicated to tackling serious violence. Because it's not just about policing, it's actually about the whole of society – we all need to work together to deal with knife crime and serious violence. And we recognise as part of that the importance of positive opportunities and alternatives for young people, so we are putting money into our Youth Endowment Fund and Youth Futures Foundation to support groups and projects that can really make a difference. Only a few days ago I had representatives from some of those projects here in No10, talking about how they're helping young people to move away from a possible path of violence and crime. But of none of these reforms would mean anything without you, and your colleagues up and down the country, on the frontline, keeping us safe. In honouring you – we honour all our police officers. You demonstrate the true meaning of public service. You put yourselves on the line, time and time again, for the sake of others. You are the reason why in this country we have the finest police officers in the world. And I want to wish everyone here the very best of luck at tonight's awards. These awards have firmly established they are a great policing institution – and I want to thank the Police Federation, who are celebrating their centenary this year, for championing the bravery of our police. And on a personal note, I just want to say this. The Police Bravery Awards were my first ever reception as Prime Minister here at No10 – and today they are also to be my last. And I can think of no better way to begin and end my time as Prime Minister than by standing among some of the country's finest and bravest policemen and women. It has been an honour to host you here today. Thank you for your incredible service.
Thank you for everything you do

Based on a socio-cognitive perspective, this speech employs several discourse frames to construct the role of police officers in society. Theresa May uses language to highlight the bravery and heroism of police officers, emphasizing their willingness to put themselves in danger to serve and protect the public. This discourse frame draws on social norms of heroism and selflessness to create a positive image of police officers in the minds of the audience. Theresa May also uses metaphors and images to evoke emotions and shape the audience's understanding of the role of police officers. For example, the metaphor of "everyday acts of heroism" suggests that police officers are ordinary people who are capable of extraordinary feats and creates a sense of admiration and respect for their work. The imagery of a "confrontation with a violent criminal" and "saving someone's life" also evokes strong emotions and reinforces the idea of police officers as protectors of society. Furthermore, the speech also employs a discourse frame of humility and modesty, where police officers often respond to praise

by saying "I was simply doing my job." This frame serves to underscore the selflessness and professionalism of police officers and highlights their dedication to public service. The speech constructs a positive image of police officers as brave, heroic, and selfless individuals who are dedicated to serving and protecting the public. By using discourse frames to shape the audience's understanding and emotional response to the role of police officers, the speaker reinforces social norms and values that support the legitimacy of law enforcement in society.

There are features of cultural pluralism present in this speech:

1. Acknowledgment of Diversity: The Prime Minister acknowledges the diversity of police officers and the different challenges they face. She notes that police work is not like any other job, and that officers face the possibility of violence and danger every day

2. Inclusivity: The Prime Minister expresses gratitude to police officers for their service and highlights the importance of working together to tackle serious issues such as knife crime and violence. She notes that everyone in society needs to contribute to finding solutions, including investing in programs that support young people.

3. Appreciation of Differences: The Prime Minister expresses appreciation for the individual acts of bravery and heroism that police officers demonstrate in their line of duty. She highlights the importance of recognizing the contributions of all police officers, regardless of rank or position.

The speech demonstrates an appreciation for the diversity of police officers and the different challenges they face, while also highlighting the importance of working together to address serious issues affecting society.

One of the interactive metadiscourse features used in the speech is the use of inclusive pronouns such as "we" and "our" to create a sense of shared identity and purpose with the audience, which consists of police officers and their representatives. This use of inclusive pronouns is evident in phrases such as "our outstanding policemen and women", "our turn to say thank you", and "we honour all our police officers". By using such pronouns, May aligns herself with the audience and positions herself as a supporter and ally of the police. Another interactive metadiscourse feature in the speech is the use of direct address to the audience, including the use of the second-person pronoun "you" and imperatives such as "we all need to work together" and "we are putting money into our Youth Endowment Fund". This use of direct address establishes a more personal and immediate connection with the audience and creates a sense of engagement and involvement. The speech also uses interactional metadiscourse features such as hedging, boosters, and engagement markers to signal the speaker's attitude and stance towards the topic and the audience. For instance, May uses hedging expressions such as "it is quite unlike doing any other" and "we simply can't accept" to soften her claims and acknowledge the complexity of the issues. She also uses boosters such as "outstanding", "extraordinary", and "finest" to emphasize the positive qualities and achievements of the police officers. Additionally, she uses engagement markers such as "today", "here", and "now" to signal the immediacy and relevance of the speech and to involve the audience in the discourse. Theresa May's speech at the Police Bravery Awards 2019 reception uses various

interactive and interactional metadiscourse features to engage the audience, express her stance and attitude towards the topic, and create a sense of shared identity and purpose with the audience. The speech highlights the heroic acts of police officers and their contributions to public safety, while also acknowledging the challenges and complexities of policing in the current social and technological context.

To sum up, this paper addresses a significant gap in the literature by focusing on the intersection of cultural pluralism and gender in leadership discourse, an area that has received insufficient attention. Through a detailed analysis of how cultural pluralism influences the communication styles and strategies of women leaders, this study not only fills this gap but also promotes the broader goals of diversity and inclusion. In the contemporary organizational landscape, embracing diversity and fostering inclusive environments are imperative. This paper offers valuable insights into the impact of cultural pluralism on leadership communication and provides practical implications for organizations aiming to develop more inclusive and culturally sensitive leadership communication strategies.

The research presented in this paper examined the influence of cultural pluralism on women's leadership discourse. Through a socio-cognitive analysis of the discourse of women leaders from diverse cultural backgrounds, the study found that cultural pluralism significantly shaped the language, communication styles, and discursive strategies employed by these leaders. The analysis revealed the intricate ways in which culture and gender intersect within leadership communication, highlighting the complex dynamics at play.

The findings contributed to a more nuanced understanding of the impact of cultural pluralism on leadership discourse. This research underscored the importance of considering cultural diversity in leadership contexts and offered practical implications for organizations. By adopting more inclusive and culturally sensitive leadership communication strategies, organizations could better support and empower women leaders from varied cultural backgrounds. The study concluded that embracing cultural pluralism was essential for fostering effective and equitable leadership communication in increasingly diverse organizational environments.

The examination of speeches by President Halimah Yacob and Theresa May provides valuable insights into the socio-cognitive perspective, showcasing how cultural pluralism features and metadiscourse elements are employed to construct positive perceptions and engage diverse audiences. Halimah Yacob's speech highlights her favorable attitude towards social work, recognizing the profession's success as a product of both internal and external factors. Her speech is rich with cultural pluralism features, emphasizing diversity, inclusivity, and celebrating achievements from various backgrounds. Interactional metadiscourse elements, such as self-mentions, attitude markers, and metaphors, alongside interactive metadiscourse features like direct address, underscore the importance of social work in fostering a resilient and inclusive society.

Similarly, Theresa May's speech portrays police officers as courageous and selfless, using discourse frames and cultural pluralism features to highlight diversity and the necessity of collaboration in addressing societal challenges. Her speech

employs interactive and interactional metadiscourse features to engage the audience, express her stance and attitude, and create a shared sense of identity and purpose.

The study reveals that cultural pluralism significantly shapes the communication styles and strategies employed by women leaders from diverse cultural backgrounds. Women leaders use language to convey their leadership identity and authority by integrating cultural references and emphasizing inclusivity. Cultural pluralism influences how women leaders negotiate power and authority in their communication, often highlighting collaborative and empathetic approaches. Women leaders from diverse backgrounds may face unique challenges or opportunities in their leadership communication due to cultural pluralism, including the need to navigate different cultural expectations and stereotypes. The socio-cognitive approach to analyzing leadership discourse provides new insights into the impact of cultural pluralism on women's leadership communication, enriching the understanding of how cognitive and social factors interplay in leadership contexts.

Additionally, this research advances socio-cognitive linguistic studies by presenting a novel perspective on language use and communication strategies within the leadership context. This approach has the potential to contribute to the development of new theories and methodologies in socio-cognitive linguistic research. Furthermore, the findings of this paper have real-world implications for leaders and organizations across various sectors, including politics and education. By understanding the influence of cultural pluralism on leadership discourse, leaders can cultivate more effective communication strategies that support diversity, equity, and inclusion within their organizations.

Conclusion

The results of analysis of the these two provide valuable insights into the socio-cognitive perspective, cultural pluralism features, and the presence of interactive and interactional metadiscourse. Halimah Yacob's speech reflects her positive perception of social workers, acknowledging their success as a result of both internal and external factors, and demonstrating her favorable attitude towards the social work profession. The speech also exhibits cultural pluralism features, emphasizing diversity, inclusivity, multiple perspectives, and celebrating achievements from various backgrounds. It incorporates interactional metadiscourse elements like self-mentions, attitude markers, and metaphors, as well as interactive metadiscourse features, such as direct address, to highlight the significance of social work in building a resilient and inclusive society and to recognize and appreciate the contributions of social workers from diverse backgrounds. Similarly, Theresa May's speech constructs a positive image of police officers as courageous, heroic, and selfless individuals dedicated to serving and protecting the public. The speech employs discourse frames and cultural pluralism features to emphasize diversity and to emphasize the need for collaboration in addressing societal challenges. Interactive and interactional metadiscourse features are used to engage the audience, express the speaker's stance and attitude, and create a sense of shared identity and purpose.

Thus, these speeches effectively demonstrate how language can shape perceptions and emotions towards specific groups, in this case, social workers and

police officers. They not only recognize the diversity within these professions but also emphasize the importance of collective efforts to address societal issues. The use of interactive and interactional metadiscourse enhances the speeches by establishing a personal and immediate connection with the audience. Thus, these speeches exemplify how language can promote social values and reinforce the legitimacy of law enforcement in society. Overall, the speeches convey positive attitudes towards social workers and the police profession while exhibiting various interactional and interactive metadiscourse features to reflect the speakers' attitudes and engage the audience. Additionally, they highlight cultural pluralism by acknowledging diversity, advocating inclusivity, encouraging multiple perspectives, and celebrating achievements from different backgrounds.

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