# LET’S TALK ABOUT RACE

## Racial Identity Development

### MINORITY ETHNIC GROUP

- **Conformity**
  - Has a positive attitude toward and preference for dominant cultural values
  - Places considerable value on characteristics that represent dominant cultural groups
  - May devalue or hold negative views of own race or other racial/ethnic groups

- **Dissonance and Appreciating**
  - Begins to question identity
  - Recognizes conflicting messages and observations that challenge beliefs/stereotypes of own cultural groups and value of mainstream cultural groups
  - Develops a growing sense of one’s own cultural heritage and the existence of racism
  - Moves away from seeing dominant cultural groups as all good

- **Resistance and Immersion**
  - Embraces and holds a positive attitude toward and preference for his or her own race and cultural heritage
  - Rejects dominant values of society and culture
  - Focuses on eliminating oppression within own racial/cultural group
  - Likely to possess considerable feelings - including distrust and anger - toward dominant cultural groups and anything that may represent them

- **Introspection**
  - Begins to question the psychological cost of projecting strong feelings toward dominant cultural groups
  - Desires to refocus more energy on personal identity while respecting own cultural groups
  - Realigns perspective to note that not all aspects of dominant cultural groups - one’s own racial/cultural group or other diverse groups - are good or bad
  - May struggle with and experience conflicts of loyalty as perspective broadens

- **Integrative Awareness**
  - Has developed a secure, confident sense of racial/cultural identity
  - Becomes multicultural
  - Maintains pride in racial identity and cultural heritage
  - Commits to supporting and appreciating all oppressed and diverse groups

### MAJORITY ETHNIC GROUP

- **Conformity**
  - Has minimal awareness of self as a racial person
  - Believes strongly in the universality of values and norms
  - Perceives white American cultural groups as more highly developed
  - May justify disparity of treatment
  - May be unaware of beliefs that reflect this

- **Dissonance**
  - Experiences an opportunity to examine own prejudices and biases
  - Moves toward the realization that dominant society oppresses racially and culturally diverse groups
  - May feel shame, anger, and depression about the perpetuation of racism by white American cultural groups
  - May begin to question previously held beliefs or refortify prior views

- **Resistance and Immersion**
  - Increases awareness of one’s own racism and how racism is projected in society (e.g., media and language)
  - Likely feels angry about messages concerning other racial and cultural
  - May counteract feelings by assuming a paternalistic role (knowing what is best for clients without their involvement) or overidentifying with another racial/cultural group

- **Introspection**
  - Begins to redefine what it means to be a white American and to be a racial and cultural being
  - Recognizes the inability to fully understand the experience of others from diverse racial and cultural backgrounds
  - May feel disconnected from the white American group

- **Integrative Awareness**
  - Appreciates racial, ethnic, and cultural diversity
  - Is aware of and understands self as a racial and cultural being
  - Is aware of sociopolitical influences of racism
  - Internalizes a nonracist identity

### Model Source: