

# 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 reformatify 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:** Sue DW. Multidimensional facets of cultural competence. *The Counseling Psychologist*. 2001;29(6):790-821 and Sue DW, Sue D. *Counseling the Culturally Different: Theory and Practice*. 3rd ed. New York: John Wiley & Sons; 1999. Racial/cultural identity development models; pp. 235-242.