

Acknowledgements

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Racial Identity Development Theory

- Not exact or prescriptive, but useful
- Stages are cyclical; not about being at the destination, but moving along the journey
- Always start with yourself
- Other identities & contexts can influence

White Racial Identity Development

Pre-contact: No awareness about racism & white supremacy, unaware of race

“My/the world is [white]”

Contact: Aware of race & racism, but in denial; “colorblind”

“Why is that person like that? Why do they do that?”

“I don’t see color.”

White Racial Identity Development

Disintegration: See more of how racism/white supremacy work & experience cognitive dissonance & guilt/shame

“That’s horrible. I feel really guilty. Ew, I don’t like this.”

Reintegration: want to distance self so blame the victim

“They bring this on themselves, if they only . . .”

White Racial Identity Development

Pseudo-Independence:
Can see racism & white
supremacy more clearly,
but still see it as outside
oneself

*“That person is
racist.”*

White Racial Identity Development

Immersion/Emersion:
engage with own
history/identity

“Who were we before we came here and became white? What got given up to buy into whiteness? What is my/our part in maintaining racism & white supremacy?”

Autonomy: positive
sense of self as white
agent for social justice

“What do I need to look at directly in myself to keep on this journey? How can I support others in justice & healing?”

Reflection

- When can you remember being at one of the first 4 stages?
- What support did you need at that stage?
- What helped you move through that stage?

Applying Racial Identity Development Theory to Self & Others

- Where am I?
- What information, support, or wisdom do I need?
- What am I noticing - in my body & in my mind?
- Where do I hear the person in front of me?
- What do they need?
- How can I speak to their condition?
- What is the truth that needs to be spoken?

Speaking Up

If the person or people
being targeted are
present

- Safety
- Permission/consent
- What is supportive, and not performative?
- What is the explicit or implicit ask?

If the person/people
being targeted are not
present

- What is my goal?
- Truth & commitment, not perfection
- Listen for the openings

Staying grounded & in my body ~ Open to Spirit

Strategies for Speaking Up

Setting a boundary or educating

- Name what is harmful
- Explain why it is harmful
- Set an expectation for what can/can't be said or done
- Follow-up as needed

Engage in more conversation

- Name what is harmful
- Why is this person saying this?
- Where is the opening to really engage?
- Affirm people; challenge assumptions, mindsets, & behaviors
- Follow-up & circle back