Non-Dominant Identity Development

Stage 1 Conformity

Description:

- Preference for the values and norms of the dominant culture
- Strong desire to assimilate into the dominate culture
- Negative self-deprecating attitudes toward themselves and their racial group
- Attitudes toward the dominant group are positive
- Denial

Stage 2 Dissonance

Description:

- Individual begins to question pro-White attitude and behaviors
- Individuals alternate between self- and group-appreciation and deprecating attitudes and behaviors
- Confusion

Stage 3 Resistance and Immersion

Description:

- Individuals embrace their own racial/ethnic group completely
- Blind endorsement of one's group and all the values/attitudes attributed to the group
- Individuals accept racism and oppression as a reality
- Rejection of the values and norms associated with the dominant group
- Empathic understanding and an overpowering ethnocentric bias

Stage 4 Introspection

Description:

- Individuals develop a security in their racial identity that allows questioning of rigid Resistance attitudes
- Re-direct anger/negativity toward "White system" to exploration of individual and group identity issues
- Conflict between allegiance to one's own ethnic group and issues of personal autonomy
- Individuals acknowledge there is variation amongst all groups of people
Stage 5 Synergic and Articulation and Awareness

Description:

- Characterized by a sense of self-fulfillment with regard to racial identity, confident and secure
- Desire to eliminate all forms of oppression
- High level of positive regard toward self and toward one's group
- Respect and appreciation for other racial/cultural groups
- Openness to constructive elements of the dominant culture

Determine what stage you are currently at for dominant group.

**Dominant Identity Development**

**Stage 1 Pre-Exposure/Pre-Contact**

Description:

- Whites have not begun to examine their own ethnicity.
- Lack of awareness of self as a racial being.
- Unaware of social expectations and role with regard to race.
- Unconscious identification with whiteness.
- Acceptance of stereotypes about minority groups.

**Stage 2 Conflict/Disintegration**

Description:

- Individuals begin to recognize that they live in a society that discriminates based on race
- Individuals become aware of the realities of prejudice, discrimination, and racism
- Conflict over new knowledge about race relations
- Marked by feelings of confusion, guilt, anger and depression

**Individuals respond to their newfound awareness in one or two ways:**

**Either**

**Stage 3 Pro Minority/Anti-Racism**

Description:

- Whites begin to resist racism and identify with minority groups
- Identification serves to alleviate strong feelings of guilt and confusion
- Still have self-focused anger and guilt, and anger at White culture in general
Stages of Identity Development

Or

Stage 4 Retreat into White Culture

Description:

- Retreat from situations that stimulate internal conflict
- Retreat into comfort and security of same-race contact
- Overidentification with Whiteness and defensiveness about White Culture
- Fear and anger toward people of color.

Stage 5 Redefinition/Integration

Description:

- White people redefine what it means to be White
- Whites acknowledge their responsibility for maintaining racis
- Individuals become more balanced, more open to acquiring new information