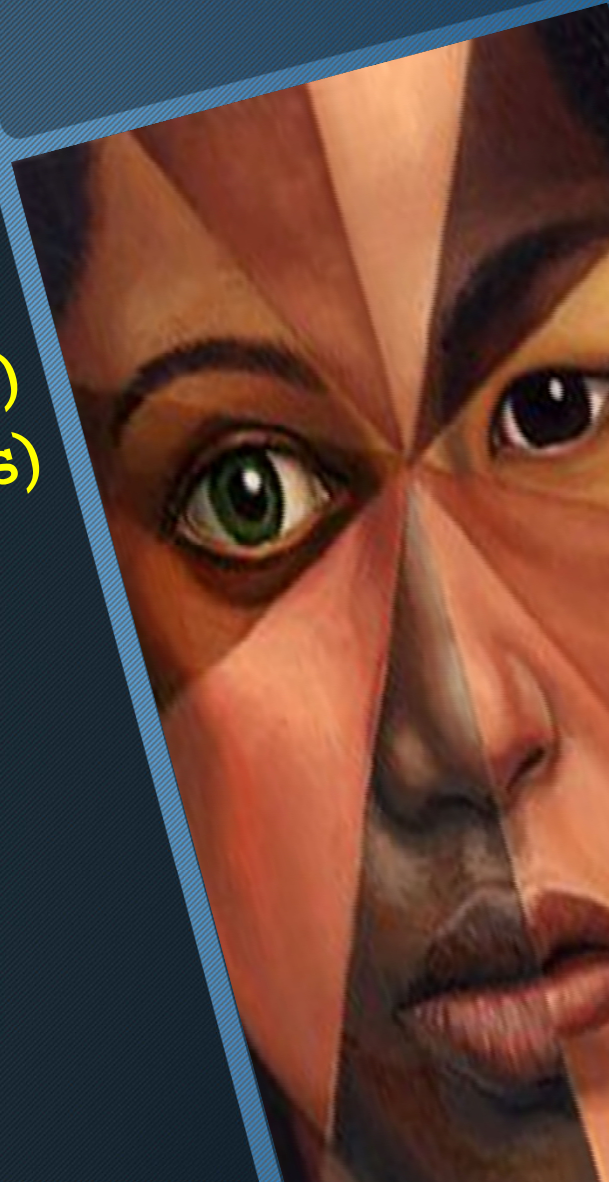


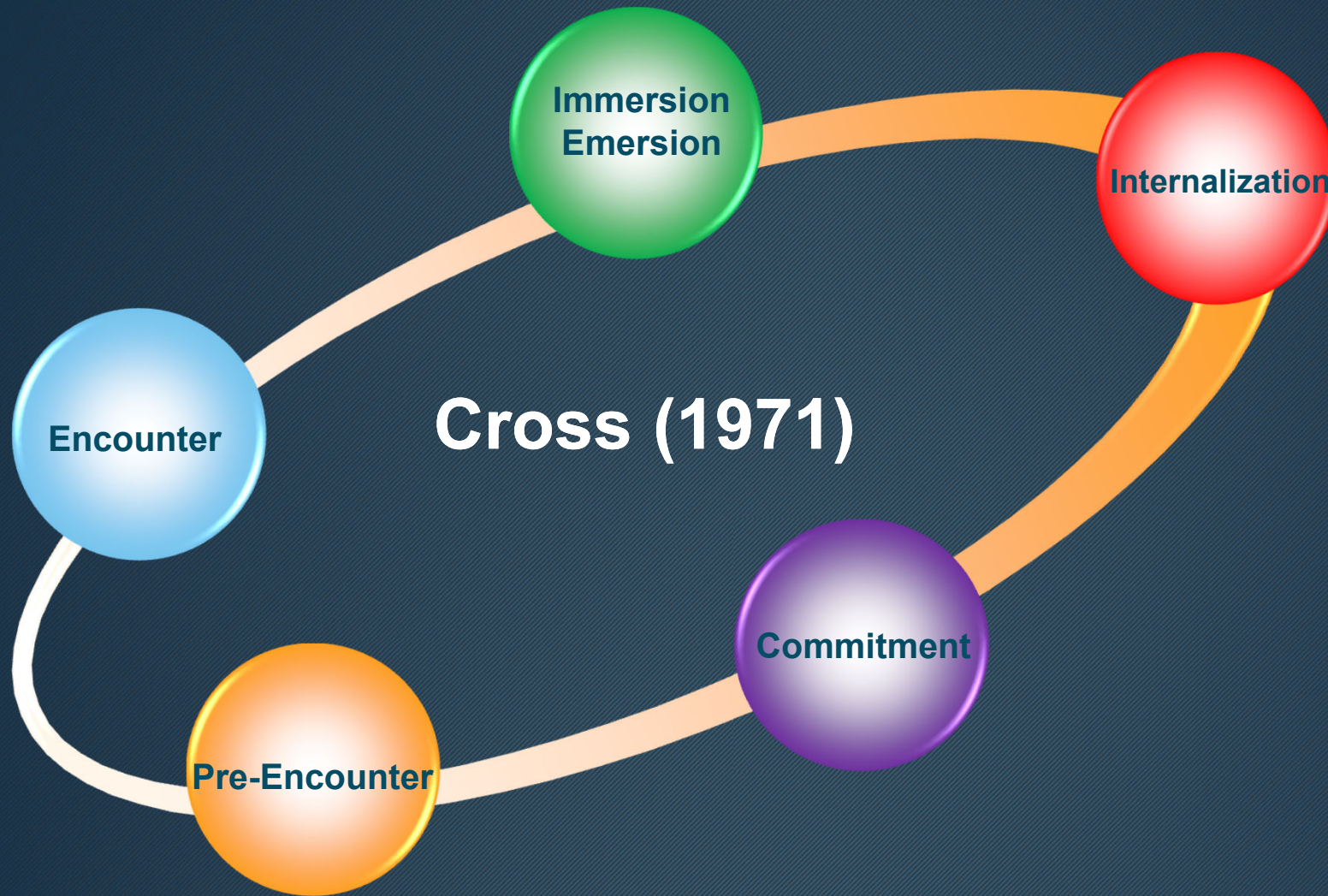
**Majority/Minority**

**Identity Development**

**Minority Identity Development (Cross)**

**Majority Identity Development (Helms)**





**Pre-Encounter** identifies with White culture, rejects Black culture.

**Encounter** rejects previous identification with White culture, seeks identification with Black culture.

**Immersion** completely identifies with Black culture and denigrates White culture.

**Commitment** integrates Blackness into the "whole" self, transcends a single-race focus, fights oppression.

The Process Of Becoming Black

# Minority Identity Development

# Measuring Racial Identity

## PRE-ENCOUNTER

### **Assimilation**

- + I think of myself primarily as American and seldom as an Asian person
- + I am not so much a member of a racial group, as I am an American

### **Miseducation**

- + I think many of the stereotypes about Asian people are true
- + People should relax about political correctness; some stereotypes are true

### **Self-Hatred**

- + I go through periods where I am down on myself because I'm Asian
- + When I look in the mirror, sometimes I don't feel good about being Asian

## IMMERSION

### **Anti-Dominant**

- + I have a strong feeling of hatred and disdain for White people
- + My negative feelings towards Whites and white culture are very intense

### **Ethnocentricity**

- + We will never be whole until we embrace our Asian heritage
- + The best way to solve our problems is to see them from an Asian point of view

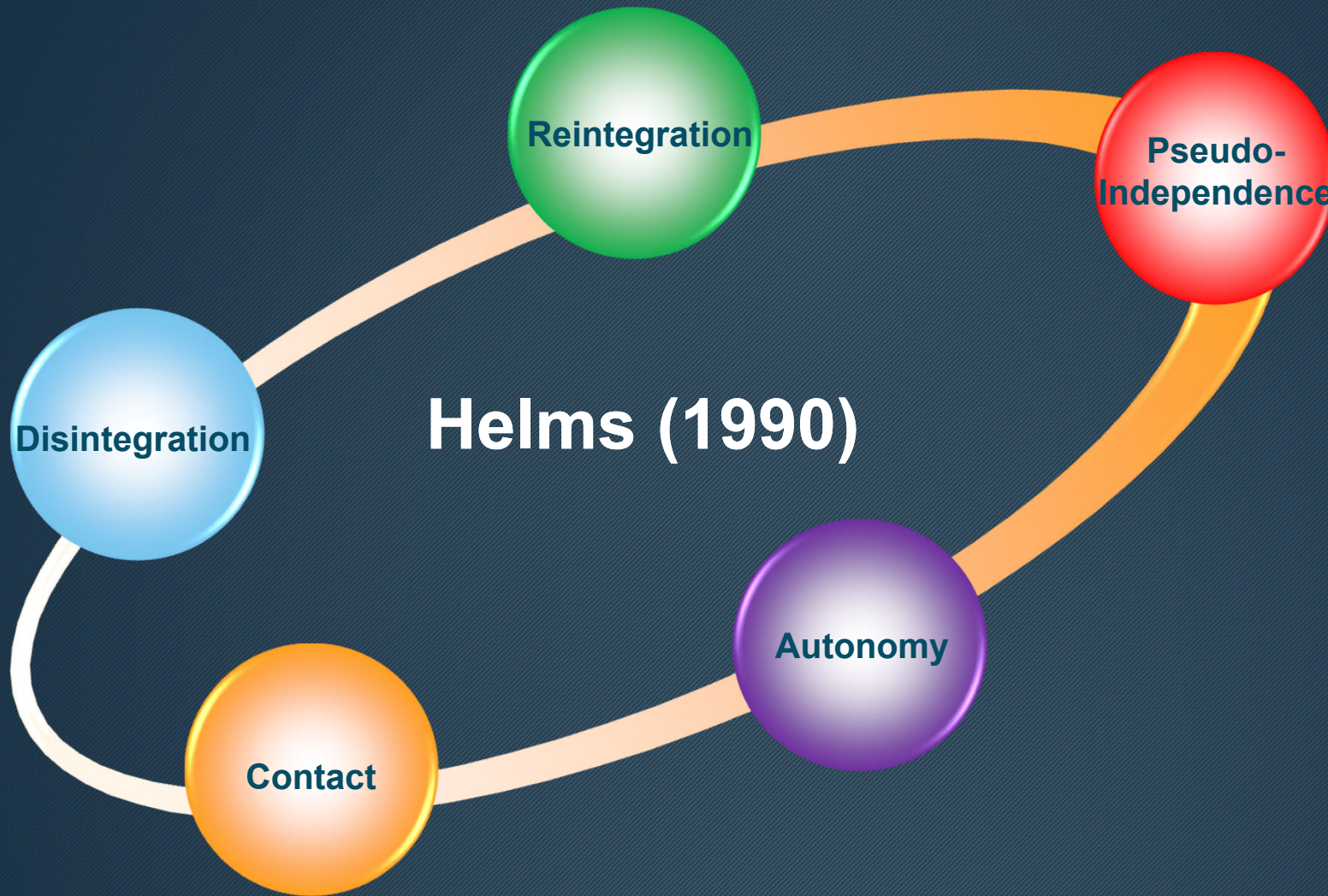
### **Ethnoracial Salience**

- + During a typical week in my life, I think about Asian issues many, many times
- + When I decorate my dorm, I tend to pick works of art that express Asian themes

## COMMITMENT

### **Multicultural Inclusive**

- + We should be connected to people from different groups (e.g., Blacks, gays)
- + I believe it's important to have a perspective which is inclusive of everyone



**Contact**

is oblivious to their own racial identity.

**Disintegration**

recognizes race and is conflicted about their beliefs about how it operates

**Reintegration**

idealizes White culture and denigrates Black culture.

**Pseudo-Independence**

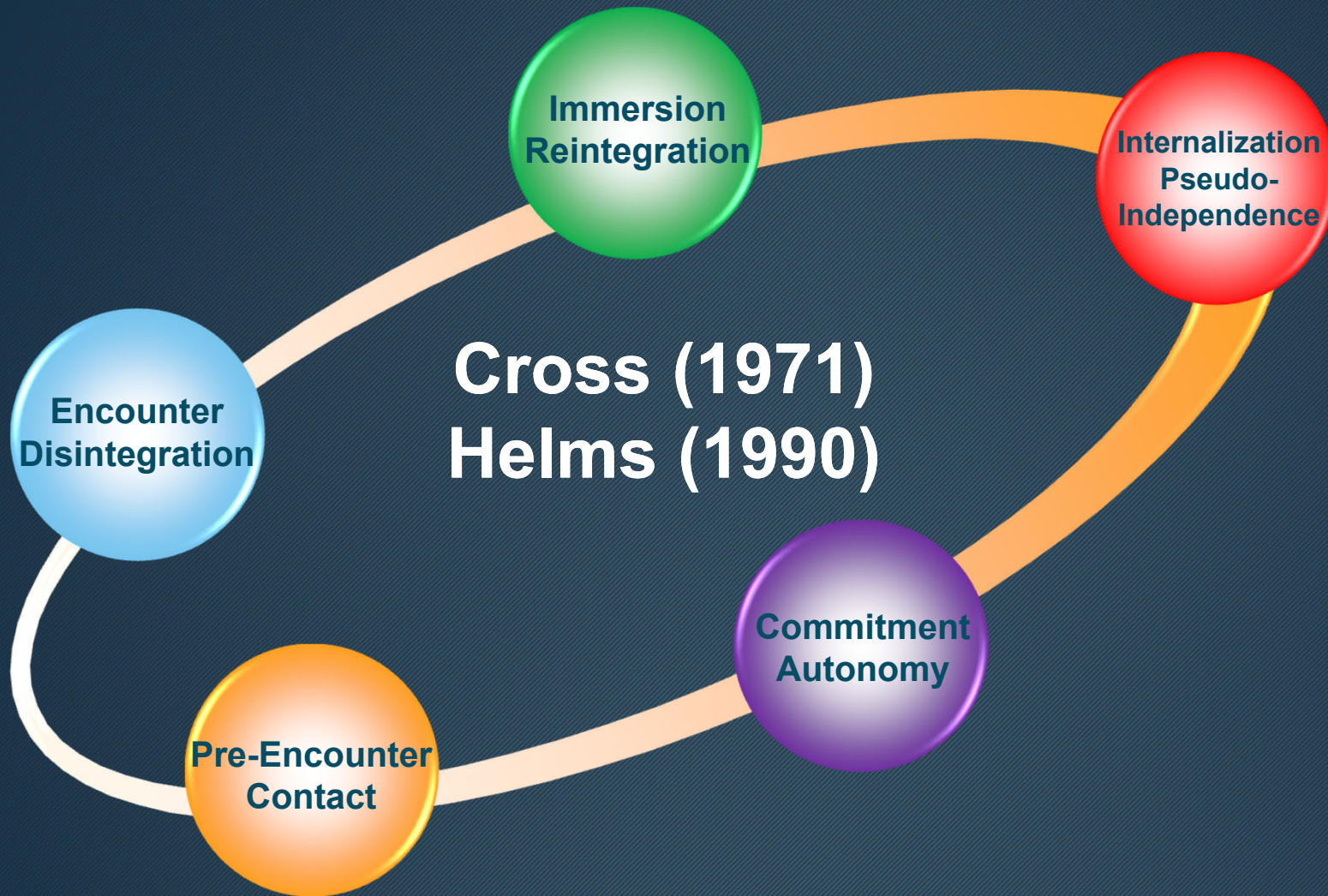
recognizes White privilege, but tries to fix Blacks

**Autonomy**

seeks to root out and abolish racial oppression

Helms (1990)

# Majority Identity Development



Thinking about your own identity development processes, do you recall moving through each of these stages?

Do we all start, essentially, as white supremacists if raised in the United States?

How might these models work outside of the US context?

# Identity Development



Take the minority/majority  
development assessment  
(web address provided only in class)  
that is most appropriate for  
your racial/ethnic group

What does it reveal? How do you feel  
(emotionally) about what it says about  
you? What do you think (cognitively)  
about what it says about you? Do you  
agree with its assessment? How do you  
think it came to its conclusions?

**JOURNAL PROMPT**