

## Hardiman Jackson Identity Development Summary

Stage	People of Color	White
<b>Stage I: Naïve/No Social Consciousness</b>	No socialization, operating from own needs, interests, and curiosity; awareness of differences without judgment, break rules and push against the boundaries of social identity group membership. Learn lessons from boundary violations about what it means to be member of subordinate group.	No socialization, operating from own needs, interests, and curiosity; awareness of differences without judgment, break rules and push against the boundaries of social identity group membership. Learn lessons from boundary violations about what it means to be member of dominant group.
<b>Transition</b>	Taught meaning of differences, developing awareness of your social “place,” and adopting corresponding belief system	
<b>Stage II: Acceptance (Internalization)</b>	<p><b>Active:</b> This is our place, don’t rock the boat or there are consequences</p> <p><b>Passive:</b> We are what they tell us we are, everything about dominant is better</p>	<p><b>Active:</b> Messages re: inferiority of subordinates, acceptance of messages, “that’s how they are”</p> <p><b>Passive:</b> Unaware of privileges, normalized codes of behavior, questions about validity repressed</p>
<b>Transition</b>	See countering examples (ex. role model), questioning their place, notice psychological damage of subscribing to negative messages	Confusion regarding conflicting information (but my friend isn’t like that!), fear regarding loss of power if dominance not deserved.
<b>Stage III: Resistance (Awareness of oppression and its impact)</b>	<p><b>Active:</b> Begin calling out oppression, hostility towards dominant, labeled as “angry;” willing to lose social acceptance from dominants</p> <p><b>Passive:</b> Identity defined in opposition of oppressor, see oppression but still play it safe to maintain dominant social acceptance; internalized anger, pain and resentment</p>	<p><b>Active:</b> Recognize that they can be agents of oppression, realize they can use their privilege to call out oppression and begin leveling playing field</p> <p><b>Passive:</b> Anger towards others who don’t “get it,” guilt, wishing they weren’t dominant members</p>
<b>Transition</b>	Discovering they have some power, transitioning from “who I’m not” to “who I am”	Begin creating new social identity, reconciling positive and negative self-view

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<b>Stage IV: Redefinition (Creating identity independent of internalized dominance/subordination)</b>	<p><b>Active:</b> Begin to associate more with others in their group for affirmation, have more interest and pride in their heritage; may be seen as “separatist” and “ungrateful” by dominants who have “helped” them</p> <p><b>Passive:</b> Begin to replace negative messaging about themselves with positive ones, see themselves as more than victims of oppression</p>	<p><b>Active:</b> Willingness to examine their privilege and systems, accepting role as change agents</p> <p><b>Passive:</b> Developing positive self-identity (without guilt), cultural relativism (one isn’t better than another)</p>
<b>Transition:</b>	<p><b>Transition:</b> May begin re-naming and self-authoring, contemplate implications of new sense of self in all aspects of life, see themselves as agents of awareness for others</p>	<p><b>Transition:</b> Begin to more spontaneously address microaggressions, stereotypes and negative perspectives, etc. without interpreting as being “politically correct,” transitioning towards true cultural humility.</p>
<b>Stage V: Internalization (Incorporating new identity into all aspects of everyday life)</b>	<p><b>Active:</b> Intentionally testing their roles as change agents <i>despite</i> the knowledge that others think they’re not staying “in their place,” applying others’ reactions and interactions to their world view, but not letting rejection of their new perspective change their self-view; renegotiating relationships to serve their new social identity</p> <p><b>Passive:</b> Begin to better understand the plight of targets of oppression in other areas; have new empathy for their experience and consider being agents of change for subordinate groups around which they have privilege</p>	<p><b>Active:</b> Full awareness of systems of oppression, their past acceptance and internalization of domination, and the new role they play in creating a more equal future; see role as change agent as primary, not as concerned with what others in dominant roles think of their new awareness and new role</p> <p><b>Passive:</b> Unconscious acceptance of their role as change agents, naturally begin to incorporate correcting theirs and others’ behavior as the right thing to do, internalized cultural relativism</p>
<b>Transition:</b>	<p>May slide back if concerned they are seen as “too ethnic;” may worry losing their social capital with dominants and perhaps other subordinates who don’t share their consciousness; could respond to triggers less thoughtfully rather than being intentional facilitators of “teachable moments”</p>	<p>May slide back into other stages based upon situation and interactions, may have fears of being seen by other dominant peers as too “politically correct,” may worry others question their intentions.</p>