

WHITE IDENTITY ORIENTATIONS

MODALITIES OF GROWTH	FUNDAMENTALIST	INTEGRATIONIST	TRANSFORMATIONIST
T H I I N N K	Construction of Truth	Literal and fixed Single-dimensional truth Western-centric	Acknowledge diverse perspectives Interest in broader truths Continued defense of Western superiority
	Construction of Whiteness	Supremacist/White is right Ignorance/avoidance Confusion	Beginning awareness Some self-interrogation Dissonance
	Construction of Dominance	Legitimize/perpetuate dominance Rationalize Deny/ignore	Victim's perspective Personal rather than institutional critique of dominance
F E E L I N G	Level of Self-Awareness	My perspective is right – the only one Self-esteem linked to supremacy Threatened by differences	My perspective is one of many Self-esteem linked to "helping" others "Wannabe" phenomenon
	Emotional Response to Differences	Fear/hostility/avoidance Judgment Colorblindness	Interest Beginning awareness Cultural voyeurism/curiosity
A C T I V E	Emotional Response to Discussions of Racism	Anger Denial Defensiveness/avoidance	Shame/guilt/confusion Missionary zeal Externalized as someone else's problem
	Approach to Cross-Cultural Interactions	Distance/isolation Hostility Reinforcing White superiority	Narrowly circumscribed/reticent Patronizing Emphasizing commonalities
T I N G	Approach to Teaching About Differences	Monocultural Treat all students "the same" Actively Eurocentric	Special program for special folks Learning about other cultures Tactily Eurocentric
	Approach to Leadership/Management	Autocratic/directive Assimilationist Perpetuates White dominance	Compliance oriented Invite others into "our" house Tact support of White dominance