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Approach to Leadership/ Management	Approach to Teaching About Differences	Approach to Cross-Cultural Interactions	Emotional Response to Discussions of Racism	Emotional Response to Differences	Level of Self-Awareness	Construction of Dominance	Construction of Whiteness	Construction of Truth	OF GROWTH
Autocratic/directive Assimilationist Perpetuates White dominance	Monocultural Treat all students "the same" Actively Eurocentric	Distance/isolation Hostility Reinforcing White superiority	Anger Denial Defensiveness/avoidance	Fear/hostility/avoidance Judgment Colorblindness	My perspective is right - the only one Self-esteem linked to supremacy Threatened by differences	Legitimize/perpetnate dominance Rationalize Deny/ignore	Supremacist/White is right Ignorance/avoidance Confusion	Literal and fixed Single-dimensional truth Western-centric	FUNDAMENTALIST
Compliance oriented Invite others into "our" house Tacit support of White dominance	Special program for special folks Learning about other cultures Tacitly Eurocentric	Narrowly circumscribed/tentative Patronizing Emphasizing commonalities	Shame/guilt/confusion Missionary zeal Externalized as someone else's problem	Interest Beginning awareness Cultural voyeurism/curiosity	My perspective is one of many Self-esteem linked to "helping" others "Wannabe" phenomenon	Victim's perspective Personal rather than institutional critique of dominance	Beginning awareness Some self-interrogation Dissonance	Acknowledge diverse perspectives Interest in broader truths Continued defense of Western superiority	INTEGRATIONIST
Advocacy Collaboration/co-responsibility Challenging/dismantling White dominance	Social action/authentic engagement Learning from other cultures Challenging the Eurocentric perspective	Active seeking Deeply personal/rewarding Transforming/healing	Acknowledgment/empathy Enlightened aversion to oppression Responsibility without guilt	Appreciation/respect Enthusiasm/joy Honesty	My perspective is changing Self-esteem linked to growth and change I am enhanced by connection to different groups	Acknowledge complicity Holistic critique of oppression Comprehensive analysis of dominance	Self-reflective critique Deep interrogation of Whiteness Affirming authentic/positive/nonracist identity	Truth as dynamic/changing Actively seeking divergent truths	TRANSFORMATIONIST

MODALITIES

WHITE IDENTITY ORIENTATIONS

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