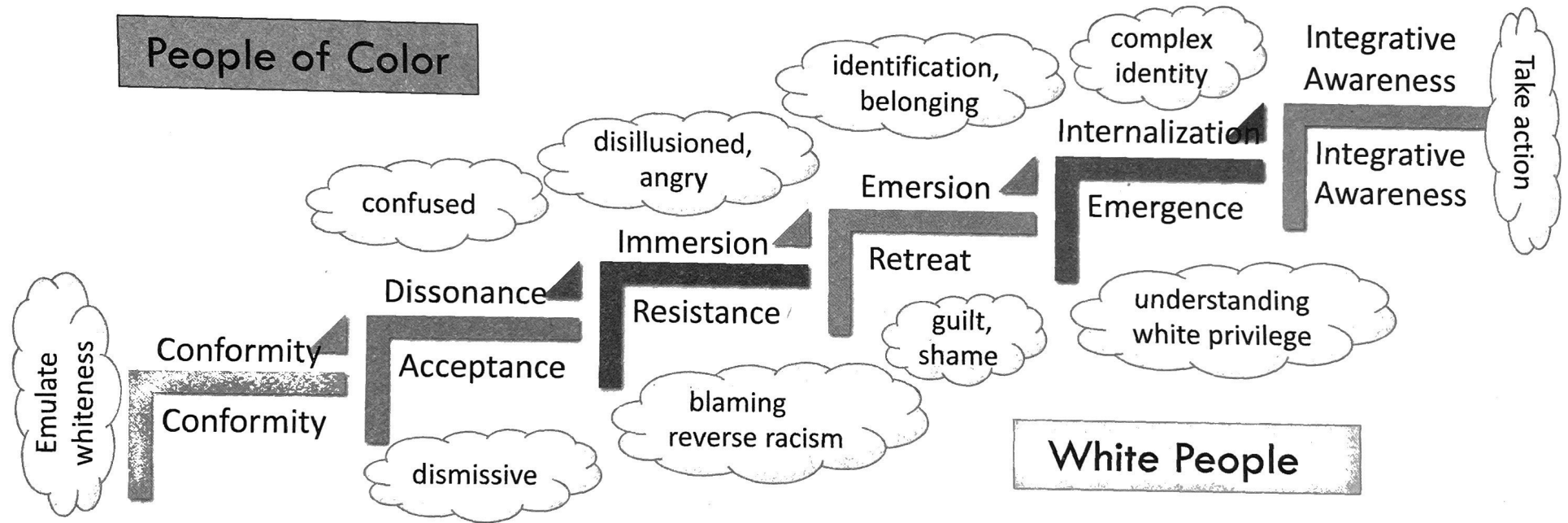


Hoffman Integrated Model

Racial Identity Development



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RACIAL HEALING PRACTICE

Knowing the Twists and Turns of My Racial Identity Development

Take a quick look back at the racial identity development model, and respond to the following prompts. It's okay if you don't have answers for each of the prompts.

Does the racial identity development model mirror your racial development? Which parts of it match your experience? Which do not?

Describe how your life was before you realized race and racism existed.

Describe the first time you saw racism happening (this may be similar to your response in the first Racial Healing Practice in this chapter). Were you the target of the racism, did you enact the racism, or did you witness the racism? Include a description of your thoughts and feelings at the time.

If you are White, describe a time when you felt you were “color blind”—when you tried not to “see” race. If you are a person of color, write about how you coped with realizing that racism was a real thing that you needed to think about a lot. Include a description of your thoughts and feelings at the time.

If you are a person of color, how have people, places, and institutions influenced you in the immersion and emersion schemas? As a White person, how have people, places, and institutions influenced you in the resistance, retreat, and emergence schemas?

If you are a person of color, was there ever a time when you wanted to spend time with your own racial group as a source of empowerment and understanding? If so, write about it. If you are White, describe a time when you started to explore the privileges that came with being White. Include a description of your thoughts and feelings at the time.

Has there been a time when you sought to intentionally build a diverse racial community in your life and felt positively about your racial identity? Include a description of your thoughts and feelings at the time.

Are there other periods of your racial identity development that don't really fit into the racial identity development model—or that seem important to write down to give a fuller picture of how you came to know yourself as a racial being?
