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community + education + equity



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Where are you in your understanding, feelings and attitudes about your _____ (insert your racial identity) at this moment?

Use the opening prompts below to help start some statements.

I am . . .

I never/sometimes/often . . .

How do I . . .

I don't . . .

They need to . . .

I feel . . .

I would like . . .

I don't know . . .

We need . . .

Are there . . .

When I . . .

Using racial identity models, this section was modified by Mark Silberberg, Director of Innovation & Learning at LREI

Color Blind Racial Ideology – Color-evasion: the belief that race does not matter in one's personal life or have an impact on interpersonal relationships (Sullivan & Cross, 2016).

Racial Self-Schema – Distinct generalizations, thoughts, feelings, and emotions about one's racial self (Oyserman et al., 2003).

Use the prompts below to reflect and write about your journey of **Asian racial awareness**.

1. What are the messages you received from family members about what it means to be your particular ethnic group? (ethnic awareness)
2. What is the first memory you have of a racialized experience? What are the feelings and thoughts associated with this memory? Who was around to help you process what this experience meant to you and your understanding of your ethnic identity? (White identification)
3. Can you recall a moment this past year when you experienced racial tension or stress? Or witnessed racism in action? Who did you talk to? How did you (or how do you regularly) overcome racial stress? (awakening to social political consciousness)
4. Do you feel racial-ethnic pride? What are ways you reconnect with members of your ethnic group? Can you recall a time when you avoided White people, White spaces, or symbols of Whiteness? How do you engage in relationship building with White peers? Are you selective about the White friends you have? Why or why not? (redirection)
5. What are ways you translate your understanding of yourself as an Asian person? (incorporation)

| Framework | My Race Journey |
|---|-----------------|
| 1. I'm like my family - Ethnic Awareness | |
| 2. I'm not Black, am I White - White Identification | |
| 3. Power to my people - Awakening to Social Political Consciousness | |
| 4. Down with oppression - Redirection | |
| 5. Empowered sense of self and others - Incorporation | |

Asian American Identity Development

Kim J. (1981) The process of Asian American identity development from Sue, et al. (1998). Multicultural Counseling Competencies: Individual and Organizational Development. Sage Productions. Thousand Oaks, CA.

*This model was developed considering the experiences of Japanese Americans. Keep in mind the diversity within this pan-ethnic group, which includes East Asia, Southeast Asia, and Indian Subcontinent. This model may or may not resonate for the Middle Eastern and Pacific Islander American.

I'm like my family - Ethnic Awareness

Begins around the ages of 3-4 when the child's family members serve as the significant ethnic group model. Positive or neutral attitudes toward one's own ethnic origin are formed depending on the amount of ethnic exposure conveyed by the caretakers.

I'm not Black, am I White - White Identification

Begins when children enter school where peers and the surroundings become powerful forces in conveying racial prejudice, which negatively impacts their self-esteem and identity. The realization of "differentness" from such interactions leads to self-blame and a desire to escape their own racial heritage by identifying with White society.

Power to my people - Awakening to Social Political Consciousness

The adoption of a new perspective, often correlated with increased political awareness. Kim believes that the civil rights and women's movements and other significant political events often precipitate this new awakening. The primary result is an abandoning of identification with White society and a consequent understanding of oppression and oppressed groups.

Down with oppression - Redirection

A reconnection or renewed connection with one's Asian American heritage and culture. This is often followed by a realization of White oppression as the culprit for the negative experiences of youth. Anger against White racism may become a defining theme with commitment increases of Asian American self and group pride.

Empowered sense of self and other - Incorporation

Represents the highest form of identity evolution. It encompasses the development of a positive and comfortable identity as Asian American and consequent respect for other racial/cultural heritages. Identification for or against White culture is no longer an important issue.

