SOCIAL-IDENTITY-DEVELOPMENT-MODEL

DOMINANT GROUP (OPPRESSOR)

"I’m okay, you’re okay".
(Dominant & Target)

STAGE 1:
NAÏVE (0-4 yrs. Old)

TARGET GROUP (OPPRESSED)

"I’m okay, you’re okay".
(Target & Dominant)

STAGE 2:
ACCEPTANCE (PASSIVE OR ACTIVE)

"I’m okay, you’re not okay".
(Dominant & Target)

STAGE 3:
RESISTANCE (PASSIVE OR ACTIVE)

"I’m not okay, you’re okay".
(Target & Dominant)

"I’m not okay, you’re okay"!
(Dominant & Target)

STAGE 4:
REDEFINITION

"I’m okay, you’re not okay!"
(Target & Dominant)

"Who am I?"
(Dominant)

STAGE 5:
INTERNALIZATION

"Who am I?"
(Target)

"I’m okay, you’re okay".
(Dominant & Target)

"I’m okay, you’re okay".
(Target & Dominant)

OPPRESSION:
Racism, Sexism, Heterosexism,
Ableism, Religious Oppression,
Classism, & Ageism, etc.

Source: Social Identity Development, Bailey Jackson & Rita Hardiman
STAGES OF SOCIAL IDENTITY DEVELOPMENT

**NAÏVE STAGE:** Describes our condition when we are born into the world. It is from this perspective that we are taught our social group memberships and our social status as members of the dominant and target groups.

**ACCEPTANCE STAGE:** Largely describes an individual’s compliance and involvement with the dominant ideologies, values, etc. An individual in this stage would go along (either passively or actively) with the dominant group’s values and beliefs. A person in the *active acceptance* stage would do so intentionally or consciously, while a person in the *passive acceptance* stage may do things unintentionally or unconsciously. In either case, the end result would be maintaining the status quo and giving unearned privileges to the dominant group. Folks at this stage may blame or scapegoat target group members for their own oppression and view the dominant group as being superior or “better than”. People at this stage may also be in denial that oppression exists and may believe in the stereotypes of the target group.

**RESISTANCE STAGE:** Describes one’s defiance of the dominant group’s values, beliefs, and ideologies. Using race as an example, folks in this stage would be rejecting and (actively or passively) working against racist systems and beliefs. A person in the *active resistance* stage may openly question individual and institutional policies that are oppressive. Whereas, a person in the *passive resistance* stage might challenge and question oppressive practices and behaviors in safe situations where there is little risk to one’s social and professional position. Many times, folks in this stage who are in the oppressed group will have mixed feelings of emotions and will surround themselves with people from their own social group for support. Folks in the oppressor group are usually experiencing feelings of shame and guilt for being a part of the oppression, and will avoid and actively reject the privileges gained from an oppressive system.

**REDEFINITION STAGE:** Occurs when individuals seek to find their own identity outside of their relationship to the dominant ideology. Person tries to figure out who one is by exploring new ways to define one’s social group membership. Continuing with the example of race, an individual would seek to establish a sense of self not in agreement with or in opposition to the dominant ideology but rather instead of that ideology.

**INTERNALIZATION:** the individual has acquired a strong sense of self and seeks to build coalitions with other groups to deconstruct dominant, limiting ideologies. Concluding our example, at this stage white students and students of color would work in coalition to end racism and the systems that perpetuate it. Students of color would also fight against other forms of oppression.

Source: Social Identity Development, Bailey Jackson & Rita Hardiman