

Stages of Social Identity Development and Prejudice Reduction
The Formation of Conscience (CCC 1776-1802) & Participation in Social Life (CCC nos. 1897-1927)
Based on the research of Beverly Daniel Tatum (2003)

Members of In-Groups	Members of Out-Groups
1	1
<ul style="list-style-type: none"> • Naïve • I don't recognize my own unconscious prejudices • My in-group membership prevents me from seeing hidden systems of advantage and disadvantage (Internalized Superiority) 	<ul style="list-style-type: none"> • Naïve • I unconsciously seek to be accepted by the in-groups • I may reject members of my social group as an out-group (Internalized Oppression)
2	2
<ul style="list-style-type: none"> • I am realizing that members of in-groups don't treat members of out-groups as equals • I am recognizing systems of advantage and disadvantage created by positive and negative prejudice • I can deny this new awareness • I can seek more information about the unjust social effects of prejudice 	<ul style="list-style-type: none"> • I am personally experiencing discrimination which forces me to realize that I belong to an out-group targeted by prejudice • I try to cope by avoiding the in-group and retreating into my out-group for support • I may strive to be the complete opposite of the in-group (Oppositional Identity)
3	3
<ul style="list-style-type: none"> • I am aware of unearned systems of advantage and disadvantage and I try to make sense of this new awareness • I'm frustrated because I know I am viewed by out-group members as part of the problem • I may feel anger or guilt toward out-group prejudice directed at me and my social group • I may try to avoid the out-group to deal with my frustration and discomfort 	<ul style="list-style-type: none"> • I have a strong desire to learn about the out-group I belong to • I long for positive images of my out-group • I find learning about the in-group (history, culture, etc...) unimportant
4	4
<ul style="list-style-type: none"> • I am determined to unlearn my prejudices • I want to prevent systems of preference and advantage that disadvantage out-groups, but I don't know where to begin and how • I want to learn more about out-groups to broaden my understanding and unlearn my prejudices 	<ul style="list-style-type: none"> • I have learned positive things about my social identity heritage and have developed a positive sense of who I can become • I am willing to establish meaningful relationships with members of the in-group
5	5
<ul style="list-style-type: none"> • I understand the need for equal opportunities so each person can make a positive contribution to society • I search for positive ways of being a member of an in-group other than benefiting from a system of unconscious preferences and advantages 	<ul style="list-style-type: none"> • I understand the need for equal opportunities so each person can make a positive contribution to society • I want to work in solidarity with other out-group members to defend the rights of my social group and promote positive contributions • I want to work in solidarity with in-group members for lasting social change
6	
<ul style="list-style-type: none"> • I understand the complex reality of how prejudice perpetuates systems of advantage and disadvantage • I respect the struggles and achievements of out-group members • I want to work in solidarity with in-group and out-group members for lasting social change that addresses the injustices experienced by out-group members 	