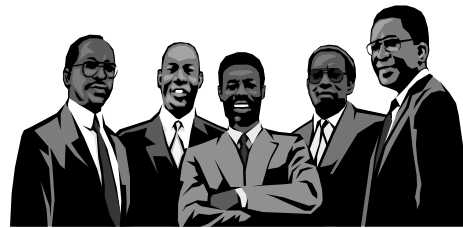


Activity 8-Model of Black Racial Identity by Cross

William Cross' model can be used for all people of color. It consists of four stages: Pre-Encounter, Encounter, Immersion-Emersion, and Internalization. Below are some descriptors of each stage with African-Americans in mind. However, other non-white races/ethnicities should not have any problems modifying the descriptors to reflect their experiences:

Pre-Encounter

- Race does not tend to be a salient issue.
- Don't give much thought to race.
- General tendency to value majority culture and to devalue own culture.
- May have positive view of own group (parental transmission), but have not thought through for self.
- Some may see race as a stigma.
- Some may harbor "anti-black" attitudes.
- In extreme, may see "black self-hatred".



Encounter

- Something "catches person off guard."
- Encounter causes to re-think one's racial identity.
- Encounter need not be negative.
- Often accompanied by high emotionality.
- May cause "alarm, confusion"
- Sense of disequilibria.
- New motivation to develop a different sense of self as black individual.

Immersion / Emersion

- Active exploring of aspects of cultural identity.
- Similar to "Moratorium" status as defined by Marcia.
- "Fueled" by energy of Encounter.
- Intense process of immersion in own culture.
- May involve rejection of dominant culture.
- Things associated with "Old" self are rejected.
- New identity is embraced.
- May show anger at "White Culture."
- May hold dichotomized view of world.
- Emersion: Process of "Leveling off" -emerging from the intensity of the immersion experience.
- Emersion -beginning of transition toward a "realized" black identity.

Internalization

- Similar to Marcia's "Identity Achieved."
- A deeper, integrated sense of one's own ethnic identity.
- May (or may not) result in high degree of "involvement" in own culture.
- Newly organized, stable, sense of self as a Black individual.
- Synthesis of "Blackness" with one's personhood.
- Blackness becomes a backdrop for life's transactions.