

INTERNALIZED RACIAL IDENTITY

SOCIAL WORK & FAITH



INTERNALIZATION OF RACISM

INTERNALIZED RACIAL OPPRESSION

- A complex multi-generational socialization process that teaches people of color to believe, accept & live out negative, societal definitions of self and to fit into and live out inferior societal roles.

INTERNALIZED RACIAL SUPERIORITY

- A complex multi-generational socialization process that teaches white people to believe, accept and live out superior societal definitions of self and to fit into & love out superior societal roles.

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History racializes, race socializes us

EARL JAMES

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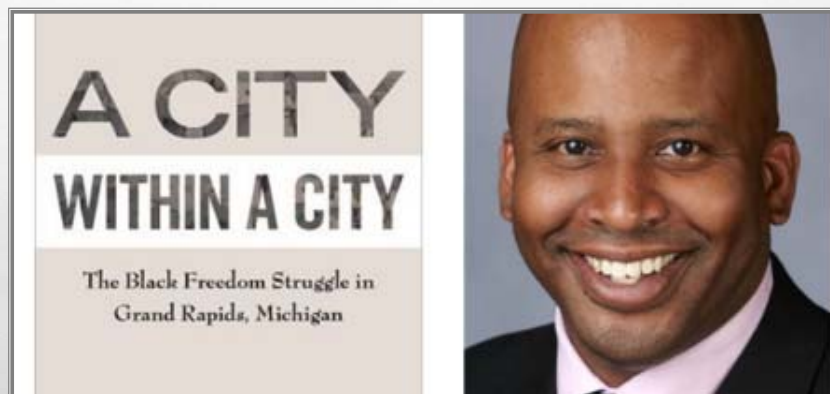
Mis-Shapen Identity vs. Identity in Christ

- **2 CORINTHIANS 5:14-18** "For Christ's love compels us because we are convinced that one died for all and therefore all died. And he died for all that those who live should no longer live for themselves but for him who died for them and was raised again. So from now on we regard no one from a worldly point of view. Though we once regarded Christ this way, we do so no longer. Therefore if anyone is in Christ, he is a new creation, the old has gone, the new has come."

Mis-Shapen Identity vs. Identity in Christ

- Philippians 2:1-11
- Others...

TODD ROBINSON



“ *The harshest of oppression beneath the mask of civility that allows white business leaders and politicians to preserve their dominances while making modest concessions.* **”**

TODD ROBINSON

MANAGERIAL RACISM

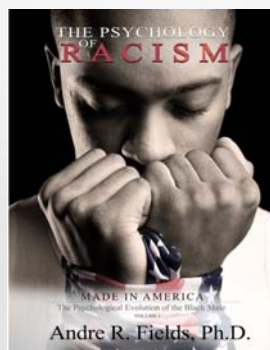
MANIFESTATIONS

- Acceptance of white people’s values and standards while seeing their own as inferior
- Denial that racism touches people of color
- Rescuing of white people and/or the self-serving protection of white people (or people with privilege & power)

MANIFESTATION

- Distortion of people of color self-concept/self-worth = the acceptance by white people (people with privilege & power) + performance
- People of color not entitled to resources

Dr. Andre Fields
Grand Rapids Community College



SYMPTOMS OF STIGMA INTERNALIZATION

Cognitive symptoms

Disempowered mental model
(interpreting, framing,
organizing, inequality, fear)

Vulnerability (lack of racial
capital ie: "Because I am Black,
the world will not be fair and
life will be harder for me.")

Dysfunctional negative schema

Emotional symptoms

Disempowering emotions
(intrusive negative affect,
hopelessness, anxiety and fear)

BEHAVIORAL SYMPTOMS

Counterproductive coping
(externalizing behavior,
escaping behaviors,
problematic decision making,
and troublesome
interpersonal interactions)

References/Resources

- Barndt, Joseph, (2011). *Becoming an Anti-Racist Church*. Fortress Press.
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- Morgaine, Karen, et al. (2015). *Anti-Oppressive Social Work Practice*. Sage Publications, Inc.
- Sue, Derald, Rasheed, Mikal, Rasheed, Janice (2016). *Multicultural Social Work Practice*. John Wiley & Sons, Inc.