

### **Table 10.3** Helms Model of White Identity Development

**Contact:** Whites pay little attention to the significance of their racial identity; “I’m just normal”; perceive themselves as colorblind and completely free of prejudice.

**Disintegration:** Growing awareness of racism and White privilege as a result of personal encounters. This new awareness is characterized by discomfort.

**Reintegration:** Feelings of guilt or denial may be transformed into fear and anger directed toward people of color. Whites may be frustrated if seen as a group rather than as individuals.

***Pseudoindependent:*** The individual gains an intellectual understanding of racism as a system of advantage but doesn't quite know what to do about it.

***Immersion/Emersion:*** Marked by a recognized need to find more positive self-definition. Whites need to seek new ways of thinking about Whiteness, ways that take them beyond the role of victimizer.

***Autonomy:*** Represents the culmination of the White racial development process. A person incorporates the newly defined view of Whiteness as part of a personal identity. The process is marked by an increased effectiveness in multiracial settings.